

Peninsula Temple Beth El 2022 Annual Meeting

Thursday, June 25, 2022

6:30-8:00 pm

Hybrid meeting at PTBE and by Zoom

Singing of Hinei Ma'tov – led by Rabbi Lisa Kingston

Welcome – Roger Feigelson, President, called the meeting to order with 63 congregants in attendance (29 in person and 34 by Zoom).

President Roger Feigelson asked for approval of the minutes from the 2021 Annual Meeting.

<ACTION> Jay Melmon moved, Sydney Kapchan seconded, and approval of minutes passed by a vote of 29 in person and 32 on Zoom in favor and 2 abstentions.

It should be noted that participants on Zoom were allotted only one vote, even if two congregants were participating together.

Clergy Report and D'var Torah – Rabbi Lisa is proud that we continue to be here and of all that we have accomplished as a community. While we have been able to bring people back in person, continuing to have Zoom options allows family members to give aliot from across the world. Our education programs have brought students back in person. Allison Levy was promoted to Assistant Director of Education and has co-led Rishonim and programs for young families. We had over 200 families attend our Purim celebration. The Hanukkah parking lot concert was a big success. Our Confirmands celebrated Shabbat together and marked this educational milestone with insightful reflections. Our adult learning continued. The Torah Project brought a return of familiar faces, stories of both joy and struggle, and a moving connection to our community. Rabbi Lisa thanked the search committee who interviewed 20 candidates and settled on Rabbi Rebecca Hecht and Rabbi Genevieve Greinetz who will start in mid-July. Rabbi Lisa thanked the staff for serving our community through it all under the leadership of Kate Lauzar, Executive Director. Rabbi Lisa looks forward to taking on the senior rabbi role and looks forward to working with incoming president, Roxanne Cohen. Rabbi Lisa thanked Roger Feigelson for leading our congregation through our most challenging times. We are still in a transition period but we have strong building blocks in place. Our community needs to show up with our full selves to help PTBE reach our full potential as we “join hands and change together.”

Cantor Elana Jagoda was not present at the meeting but in a recorded message shared the joy she felt leading songs during Rishonim, mentoring teens as songleaders, and leading BE Mitzvah services. Our strong team of BE Mitzvah tutors were able to provide tutoring online, making it easier for families and allowing us to recruit tutors from all over. We had some wonderful concerts including the Hanukkah concert and Elana's CD release concert. Cantor Elana felt supported by our community and looks forward to working with our new clergy team.

President's Report – Roger Feigelson reflected on several accomplishments:

- The presidential term began during the lock-down phase of Covid and shortly before Rabbi Dennis Eisner resigned. The past two years were difficult and different than expected but the resilience of our community was great.

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- Rabbi Darryl Crystal, Interim Senior Rabbi, helped us heal and moved us forward
- Rabbi Lisa Kingston was named as our new Senior Rabbi with a very bright future at PTBE
- Bright Horizons will be moving into our ed wing and is helping to renovate that wing which will be a great advantage to PTBEtoo.
- Rodfei Tzedek started a new community garden, and initiated the installation of solar panels
- The Torah project reengaged our community and brought many back to the synagogue.
- Profound commitment of lay leaders, staff and clergy allowed it all to be possible. Thanks to all of them, particularly Rabbi Lisa, Kate Lauzar and the board of trustees. Roxanne Cohen, as our incoming president, will lead our congregation into the next phase.

Treasurer's Report – Steve Sarver presented a PTBE Financial Overview:

- Current Financial Position – FY21-22:

- PTBE is in a strong cash position - Even with two years of budget deficits related to COVID, membership decline, and the loss of the Ganon preschool.
- Offset by government aid programs and PTBE Emergency Appeal member contributions
- PTBE's Operating Budget continues to be a deficit, which we are addressing.

- Profit & Loss Statement:

- Budgeted operating loss of \$409K
- Projected loss of approximately \$493K
 - Membership Dues below expectations, due to COVID. Difficult to grow membership with limited activities.
 - Chai Giving - aspirational goal, and then Delta and Omicron came
 - Facility Rental Income from Ed Wing with Bright Horizons is delayed, but secure.
- Expenses are all coming in lower than budget
 - Departure of Rabbi Laura and other temporary staffing changes has a positive impact on the current year budget
 - Other operating expenses are lower due to reduced activity on the campus
 - Thank you - Kate, Kim, Mick and the team to have effectively manage expenses

- Balance Sheet:

- Strong cash position - both Free Cash as well as Endowment
 - Free Cash is historically high, despite operating losses and expenses due to Emergency Appeal, PPPs, and careful spending during past 24 months
 - Endowment is still over \$3,400,000, was approximately \$1.5M a few years ago
 - Strong market returns have grown our assets, along with donations and sales of cemetery plots
 - Restricted Funds \$457,000 (Israel Teen Travel, Seniors, Music, Summer Camps)
 - Unrestricted Funds \$2,983,000
 - Endowment supports operating budget with 5% annual contribution to operations
- Endowment will contribute \$184,000 to next year's budget, vs \$115,000 this year

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- Membership Trends:

- Membership has been declining for the past five years and has accelerated during covid. Corresponding decline in membership dues has followed.
 - Decline in new members, increase in lost families
 - We currently have 640 members (down from 827 in 2015, 855 in 2017, 792 in 2019, 705 in 2021).
- Members resign for a variety of reasons
 - 26% moved, 10% passed away, 9% Judaism no longer a priority, 6% family, 3% switched temples, 46% unknown
- PTBE leadership recognizes this and is committed to proactively engaging in the community to drive new membership.

- Budget for FY 2022/23:

- Next year will be another transition year with a budget deficit of \$509K
- Bright Horizons revenue is only 9 months, rather than a full year
- Continued impact of Covid
- However, we will benefit from Employee Retention Tax Credits - \$400,000
- PTBE Leadership's Primary Goals:
 - Bring in new membership (revenue)
 - Increase engagement and retention of current members
 - Create a culture of philanthropy – Chai Giving
- The new clergy team has tremendous energy and enthusiasm and will be a presence both inside and outside PTBE
- We have budgeted for an Engagement Director and Communications position
- Strong Lay/Professional partnership
- Not increasing dues for next year.

Questions:

- How is the 5% endowment draw applied
 - We take 5% of unrestricted funds on December 31st and apply it to the budget for next year.
- Is our membership decline comparable to other local synagogues?
 - Yes, it is the trend both locally and nationally, not only in Judaism but in other faith communities as well. We don't share actual numbers but know that it's close to a 20% drop across the board
- Does any of the money from the government have to be paid back at any time
 - No - thanks to a tremendous amount of work from Kate Lauzar and Kim Beauchamp
- I don't see any revenue from our newly renovated fellowship hall.
 - That's included in our facility rental line item. It was relatively low last year but we are starting to see an increase in families hosting events here.
- Have you looked at when you would put money back into the endowment?

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- Some of the free cash could go back into the endowment but we are holding onto it for now as we may need to dip into it over the next few years. The money in the endowment is invested with a long-term strategy.

Further questions can be directed to Steve Sarver via email: treasurer@ptbe.org

Nominating Report and Presentation of Trustee Slate

Roger Feigelson began by acknowledging and thanking departing Trustees: Sydney Kapchan, Lori Liu, Julie Goldman, Jeri Bonilla, and Debby Courtney.

Mandy Leavitt representing the Governance & Nominating committee shared the process the committee went through to identify the slate of incoming trustees including the identified skills, relevant experience, and attributes they looked for in potential nominees. The committee was comprised of Roxanne Cohen (Chair of the committee in her role as VP), Julie Goldman (Secretary), Steve Diamond (Board Member at Large), Neil Oettinger (LCC Representative), Mandy Levitt (Congregant at Large), and Roger Feigelson.

Mandy indicated that the new trustees will join the following Trustees who will be continuing in the following roles:

- Roger Feigelson, Immediate Past President
- Steve Diamond, Vice President
- Steve Sarver, Treasurer
- Mindy Shelton, Secretary
- Julia Mates, Trustee
- Dolores Gould, Trustee

She then introduced the 2022/23 Trustee slate (bios were shared with the agenda and can be found [on the PTBE website](#)):

- 4 Trustees nominated for 3-year terms July 1, 2022-June 30, 2025
 - Roxanne Cohen (second term)
 - Andy Garlikov (first term)
 - Laurie Hepler (first term)
 - Jessica Rosenberg (first term)
- 2 Trustees nominated to fill one-year vacancies for July 1, 2022- June 30,2023 due to Trustees stepping down
 - Scott Hartley
 - Cathy Polinsky

Roger Feigelson called for a motion to approve the slate.

<ACTION> David Folkman moved, Norm Plotkin seconded, and approval of the 2022/23 Trustee slate passed by a unanimous vote of 63 in favor.

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Or HaTorah Award – Presented by Rabbi Lisa Kingston to Shirley Lerner. This award recognizes leaders at PTBE who “put Torah at the Center.”

The Patti and Larry Moskovitz Outstanding Student Award – Presented by Rabbi Lisa Kingston to Javin Zipkin. This award recognizes a student with passion for Jewish learning and leadership.

Member of the Year Award – Presented by Roger Feigelson to Sherry Lipson and Debby Courtney. This award recognizes members who have made a strong impact on the congregation and community.

Town-Hall Discussion – Q&A Facilitated by Roger Feigelson

- Public appreciation to Roger Feigelson (standing ovation)
- No additional questions

Student Rabbi Alyssa Feigelson gave a closing blessing. Rabbi Lisa Kingston led the congregation in singing Oseh Shalom

Meeting Adjourned at 7:50 pm.

Respectfully Submitted by Mindy Shelton, Incoming Secretary