



CONGREGATIONAL ANNUAL MEETING MINUTES

June 7, 2023

Dinner at 6 pm and Meeting at 6:45 pm
Social Hall and Zoom

Welcome, President Allison Samek: Highlights of the year: *Isaiah Highlights*, a video montage of the year, created by Natalie Assia.

D'Var Torah, Rabbi Dara Frimmer: Three days before this week's Torah portion we received the *Torah* and then we started to complain. No matter how grateful we are in a given moment, three days later we may regress and whine. As a result, our people decided that we must read from the *Torah* every three days to help us see the blessings in our lives.

President's Congregational Report, Allison Samek: She thanked us for letting her lead us and shared her feelings about the status of Temple Isaiah: we are strong, stable, engaged, and thoughtful. We debate and we explore; we discuss with confidence and consideration.

Awards Presentations, Part 1:

- Hineinu award to Kristen Lonner
- Social Justice award to Janet Hirsch
- Youth Award to Keira Mohammed
- Staff Award to Jen Shabani

Executive Director's Report, Deb Moses: Transitions: Tamar Andrews will be a contracted worker for special projects, July 1, 2023-June 30, 2024. Beginning July 1, Avital Etehad will be the Director of Early Childhood Education and Engagement. Sheri Reynolds resigned from her position as Director of Membership and David Sabel is now the Membership Manager. Two hires this year are MJ Vargas, Administrative Assistant, and Alex Shifman, Development Assistant. High Holy Days will return to Royce Hall with adult and family programming. Annual Goals Plan has been developed with departmental goals, deliverables, timelines and persons responsible. Updates will come during the year.

Approval of Minutes from Congregational Annual Meeting, June 8, 2022: Eileen Lewis moved to approve the minutes and Jami Messinger seconded the motion. The minutes were approved.

Treasurer's Report, Harris Smith:

1. 2022-2023 Review

- Operating loss was budgeted at \$159k; a breakeven is trending
- Dean Friedman Estate unrestricted gift of \$1.8 million
- Employee Retention Tax Credit: \$945,000
- Both are invested in US Treasuries

2. 2023-2024 Highlights

- Operating deficit of \$94,210 is predicted
- Takeaways: 1) we are looking at how we might raise funds to make the recommended improvements to facilities; 2) membership dues increased 5%; 3) Preschool number is soft because we don't yet have 100% enrollment; 4) Religious School is historically negative
- Largest expenses are salaries
- Program expenses are in line with previous years
- Annual Giving is key to making us end with no deficit
- Membership is the largest profit contributor

3. **Motion:** David Chiu moved to approve the 2023-2024 Budget and Dale Joyner seconded the motion. The 2023-2024 Budget was approved.

Presentation and election of slate of Officers and Trustees 2023-2024, Immediate Past

President, Mike Diamond: Mike co-chaired the nominating committee with Ken Friedman; other members included Jessica Dabney, Richard Isakow, Rachel Kallick, Wendy Plottel, Terry Pullan, and Martha Sklar.

- Five trustees moved to Executive Committee and some terms of EC members expired, creating openings.
- Officers Slate: Idelle Davidson VP of Communications/Secretary, Jeffrey Glaser VP of Development, Melissa Lustgarten VP of Membership, Jami Messinger VP of Education, Debra Silverman Executive Vice President, Suzanne Solig President, and Jerry Witkow VP of Personnel. Brit Finney-Conlon moved to accept the slate and Helene Korn seconded the motion. The motion was approved by the congregational members present.
- Board of Trustees Slate: Sharon De Mayo, Karen Hedges, Lilli Lee, Jana Neil, Beth Mohammed, Cindy Mori, Beth Raanan, Kenny Rogers, David Snow, Aron Solomon, Wendy Turk and Madeline Wolf. A motion to accept the slate of Trustees was made by Ann Weinman and seconded by David Feldheim. The congregational members present approved the motion.

Looking to the Future, Suzanne Solig: Suzanne thanked Allie for her leadership and tireless service to our temple community and the departing officers and trustees who brought their expertise and talents to the Board. She noted that this was the 40th year of her family's temple membership and that it was relationships and opportunities to deepen those relationships that kept them renewing every year. She emphasized that Temple Isaiah has a bright future because of its strong foundation and history, a dedicated membership and talented, warm and

loving clergy. Temple Isaiah is rooted in tradition, but also welcomes change: it continues to develop innovative curricula in our Preschool and K-12 programs, adopting models that focus on relationship building, such as its new K-12 Judaism through Music curriculum, and small groups that are intergenerational in nature. Also new this year is the Annual Goals Plan that aligns with what will be Isaiah's priorities:

- Reversing the trend of declining temple membership through specific initiatives
- Continuing to work on strengthening our financial foundation with a focus on legacy/endowment giving programs and annual giving
- Exploring and finalizing strategic timing, scope and funding for the facilities upgrades
- Creating programming that focuses on relationships
- Continuing our commitment to our values of justice and confirming that Diversity, Equity, and Inclusion are principles worth fighting for

Membership Dues Report, David Snow: Membership Brain Trust's goal was to identify and strategically develop recommendations to bolster TI's membership and mission. Committee included Lisa Broock, Michael Chasalow, Mike Diamond, David Felman, Ilana Isakow, Melissa Lustgarten, Deb Moses, Beth Raanan, David Sabel and Jerry Witkow.

- Guiding principles around relationships: recruit -engage-retain-renew.
- Changes in dues structure, moving from one size fits all to a tiered structure, with a modest 5% increase for next FY
- Preschool retention strategies: After School at Isaiah, marketing pre-k as a viable alternative to public pre-K, strengthening bridge between preschool and K-12
- New pathways: Young Professionals, Youngish Families, Neighborhood Synagogue Initiative, After-School@ Isaiah
- Non-member Life Cycle Events: Committee recommended offering a one-year membership as a part of a life cycle event fee to enable these non-members to learn about all facets of Isaiah.
- Goal is to increase membership units by at least 5% from 760 to 795.

Awards Presentations Part II:

- Emerging Leaders Award to PPA Chairs: Samantha Rapkin, Rachel Kallick, and Jana Neil
- Woman of Valor to Lulu Fairman
- Lifetime Achievement Award to Terry Pullan

Facilities Report, Rabbi Dara and EVP Beth Raanan: Rabbi Dara explained that we love our home, but like all homes, we look at the carpeting and see a snag. Beth, as Chair of The Design Advisory Committee (DAC) says they are looking at possibilities.

- Since July 2021 the DAC has explored a "refresh" of our facility.
- Good news: seismic analysis confirmed that our building is structurally sound.
- In September 2022, DAC commissioned a renovation implementation plan and ultimately a 5-stage plan was presented to the BOT last month.
- DAC is now asking for detailed drawings and costs from architectural designers and engineers to refine timing, scope and cost.

- Premise: Achieve desired cosmetic renovations and integrate seismic upgrades while staying in the building.
- Renovation Plan Highlights: 1) renovated toddler suite to accommodate additional younger children; 2) remodeled kitchen will enhance food preparation, food-related events/activities, and Pre-K-12 school curricula; 3) New lobby finishes will create an Isaiah experience for members and visitors; 4) a majority of the classrooms will be remodeled; 5) earthquake reinforcements will be made in strategic locations. Discussion followed.

Recognitions, Allie Samek:

- Honorary Doctorate was awarded to Dr. Rabbi Zoe Klein Miles for serving 25 years in the rabbinate; she will be honored at this Friday's Shabbat services with dinner and discussion of her new book of short stories following services
- Kitchen Campaign Donors were thanked
- Thank you to Tracy Cohen-Shabsis, Nic Gentin, Rob Kahn, Marisa Kaplan and Orly Tabibi for their service to temple leadership as they leave the Board of Trustees at the end of this FY.
- Thank you to those who are stepping down from the Executive Committee for their multiple years of service: Sharon DeMayo, Beth Raanan, Dave Snow, Mike Diamond, Kristen Lonner, and Sam Surloff.

Closing Comments, Rabbi Dara: Thank you to Allie whose gifts of time, compassion, humor and commitment brightened this community. A special thanks goes to Allie for her gift of Torah rollers.

Adjourned at 8:55 pm

**Respectfully Submitted,
Suzanne Solig, Secretary**

Temple Isaiah: Your Home at the Intersection of Tradition and Innovation