

Beth Emet Annual Meeting

March 20, 2023 - 27 Adar, 5783

Tonight's Agenda

- ▶ **Welcome** - Shaina Young
- ▶ **Nominating Committee Report** - Marti Netler
- ▶ **Election of Trustees and Officers** - Shaina Young
- ▶ **Installation** - Rabbi London & Cantor Cotler
- ▶ **Rabbi & President's Message** - Lee Weintraub and Rabbi London
- ▶ **Treasurer's Update** - Mike Isaacson
- ▶ **Foundation Update** - Jeff Mann
- ▶ **Teaching** - Sue Nadel
- ▶ **Closing Prayer** - Suki Fisher
- ▶ **Adjourn** - Shaina Young

Welcome

Shaina Young

Nominating Committee Report

Marti Netler

2022-2023 Nominating Committee

Board of Trustees

- ▶ Marti Netler, Chair
- ▶ Judy Caplan
- ▶ Sandy Cutler
- ▶ Hollis Heavenrich-Jones
- ▶ Tamar Karsh-Fogel
- ▶ Shaina Young

At-Large Members

- ▶ Robin Langer
- ▶ Susan Melczer
- ▶ Steve Steinhart
- ▶ Adam Prawer-Stock

Leaders who have completed their terms

Officers

- ▶ Susan Fisher

Trustees

- ▶ Pablo Durango-Cohen
- ▶ Ben Freed
- ▶ Jessica Kaplan
- ▶ Tamar Karsh-Fogel
- ▶ Marti Netler
- ▶ Gina Speckman
- ▶ Shaina Young
- ▶ Josh Zorger

Slate of Officers

- ▶ President - Lee Weintraub
- ▶ Vice President - Nisan Chavkin
- ▶ Vice President - Sara Hartman-Seeskin
- ▶ Treasurer - Mike Isaacson
- ▶ Secretary - Dick Axelrod

Slate of Trustees

Trustees for First Term

- ▶ Irina Greenwald
- ▶ Joel Hodes
- ▶ Elizabeth Lerner
- ▶ Joel Lipman
- ▶ Andy Montgomery
- ▶ Paul Peterson
- ▶ Jodi Portnoy
- ▶ Michael Schachter
- ▶ Diane Weil
- ▶ Mark Williams

Trustees for Second Term

- ▶ Ted Goldsmith
- ▶ Hollis Heavenrich-Jones
- ▶ Gideon Horberg
- ▶ Paul Isaacson
- ▶ Ed Linn
- ▶ Mike Orenstein
- ▶ Zach Selch
- ▶ Helene Spak
- ▶ Wendy Yanow

Trustees for Third Term

- ▶ Rich Berger
- ▶ Judy Caplan
- ▶ Sandy Cutler
- ▶ Michelle Oxman
- ▶ Jane Wintroub

Resolution

WHEREAS, Article IV, Section 2 of the By-laws states that Trustees and Officers shall be elected annually, and
WHEREAS, as described in Article XVII, a Nominating Committee has met and issued its report of the names of the candidates slated by it for the respective offices and Board of Trustees, and
WHEREAS, the candidates slated have been published to each member of the Congregation at least 25 days in advance, therefore let it be

RESOLVED that the following Officers and Trustees shall be elected to serve terms of one year from this annual meeting:

Officers

- ▶ President - Lee Weintraub
- ▶ Vice President - Nisan Chavkin
- ▶ Vice President - Sara Hartman-Seeskin
- ▶ Treasurer - Mike Isaacson
- ▶ Secretary - Dick Axelrod

Trustees for Election to a First Term

- ▶ Irina Greenwald
- ▶ Joel Hodes
- ▶ Elizabeth Lerner
- ▶ Joel Lipman
- ▶ Andy Montgomery
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- ▶ Michelle Oxman
- ▶ Jane Wintroub

Installation of Trustees and Officers

Rabbi London & Cantor Cotler

Rabbi: Now is a time of reflection - a time of ending and of beginning. At this moment we recall the capable leaders of our synagogue and their many accomplishments. With gratitude in our hearts, we praise them for their efforts and devotion. A time of reflection means looking to our past and our future, side by side. As we embark upon a new year for our newly elected trustees, let us remember what brings us together and what vision we share.

Congregation: From generation to generation, the duty of service to God and God's people has drawn devoted individuals from our midst. They have strengthened our communities and congregations. At their best, the leaders of our people have inspired great devotion and noble work among those who have gathered among them. We expect nothing less from those who stand before us this day and from ourselves as well.

Board Members: This congregation is our congregation; this people is our people. We are mutually bound by faith and honor. This congregation is our instrument for serving God by growing in Torah, by preserving our heritage, by fulfilling our obligations to the Jewish People wherever they live, and by helping all of God's children. We promise to uphold and strengthen this house of worship, study, and service to the community. May God sustain us in our task and may our actions be for a blessing to our people.

Board Members: Adonai, teach us.

Congregation: Teach them that only through the knowledge of Torah, worship in Your Sanctuary, deeds and gifts of Tzedekah in the community, can the labors of even the most able be truly fulfilled.

Board Members: Adonai, guide us.

Congregation: Help them to know that they work not only for this congregation but for the continuation of Jewish life and the Jewish people.

Board Members: Adonai, inspire us.

Congregation: Inspire these leaders to realize that there can be no greater calling than to serve You and Your people.

Board Members: Adonai, be with us.

Congregation: Adonai be with the trustees whom Beth Emet has chosen to govern its affairs.

President: On behalf of all who have been chosen to serve this congregation with me, I undertake to serve faithfully Beth Emet the Free Synagogue. Like the *yad* that points to the text, guiding the reader in the sacred task of reading Torah, may God help me in this sacred work to guide and lead this congregation.

Officers: I accept the office to which I have been elected and pledge myself to uphold and fulfill my responsibilities. As did our ancestors before us, when called upon, I respond readily with the words: *Hineini*, “Here I am.”

Board Members: I stand here today ready to fulfill the duties for which I have been elected, as our ancestors stood at Sinai and said, Na’aseh, “We will do.”

Rabbi and Cantor: *Birkat Kohanim*

Rabbi and President's Message

Rabbi London & Lee Weintraub

Rabbi & President's Message

Lee Weintraub and Rabbi London

6th Grade Shabbaton January 27 & 28, 2023

- 6th Grade families in conversation
- Rabbi London leading the “Prayer Book Board Game”
- 6th grade students enjoying each other’s company



Beit Sefer

- Our Kindergarten Class in the Sukkah
- 6th grade Jewish Lens Exhibit
- New students being blessed at Consecration and Naming Ceremony



Beit Sefer

- Opening Day at Beit Sefer
- Beit Sefer students learning
- 6th Grade Tzedakah Fair
- Students enjoying our *chuggim* (Electives)



Shabbatons

- Havdalah led by our teens at the 4th/5th grade Shabbaton
- 4th and 5th grade students untying the “human knot”
- Gesher students on their field trip to the Museum of Ice Cream in Chicago



Taking NY & DC by storm

- Our high school students in Washington D.C. on the Religious Action Center's L'Taken Seminar
- Our High School students meeting with Representative Schachowsky in her DC office
- 12th graders on the recent Kabbalat Torah New York Trip with Rabbi London



Special Shabbat Kabbalat Services

- Soul Stitchers showing their shawls made for Beth Emet and our members who are ill
- Rabbi Sandra Cohen shares a D'var Torah on mental health on Inclusion Shabbat
- Alison Finkel speaking at Refugee Shabbat on the lessons learned this past year working with the Afghan refugee family Beth Emet is sponsoring
- Blessing for 20 years of the Beth Emet Soup Kitchen



Shabbat

- Shabbat in the park this past summer
- Kabbalat Shabbat with a Chanukah Story featuring actors from the Fleetwood Jourdain Theater Company
- Menorah Lobby dedication
- Temple Judea Mizpah Courtyard dedication



Shabbat Bachutz at Lovelace Park



Social Justice

- Evanston clergy at the Community Call for Faith and Unity: An Interfaith Gathering Against Antisemitism and Racism event
- The Redlining Evanston Exhibit
- Power of Hope Event, a discussion between Palestinians and Jews about creating a strong shared society in Israel
- The celebration of our Rain Garden on Ridge receiving the Wildlife Habitat Certification



Interfaith

- Interfaith MLK Service at Faith Temple Church
- MLK Memorial at Marquette Park
- Tour of black Evanston
- "The Big Payback"



Social Justice

- Beth Emet volunteers setting an apartment for the Afghan family
- Soup Kitchen volunteers prepping the line
- The Social Justice Fair
- The EcoFair



Social Justice

- Packing Gift Bags for Abortion Patients at our Reproductive Rights Event
- Martin Luther King Jr. Kabbalat Shabbat Services guest speaker Robin Rue Simmons
- Judy Caplan and Bluma Stoller at a RAC-IL event



Families Coming Back

- Hanukkah Concert with Amy Lee
- JCC Havdalah with Cantor Cotler
- Rabbi London sharing a story with families
- Consecration



JCC/Beth Emet Partnership

- Young Family Tashlich
- Singin' and Smores with Families with Young Children
- Gan Yom Rishon Summer Shabbat
- Young Family *TuB'shevat* Shabbat Dinner



Feels so Great to be Together Again

- Members enjoying themselves at the Faux Mitzvah
- Soul Stitchers coming together
- Beth Emet Members at the J Street event honoring Rabbi London
- Lincolnwood neighborhood potluck and Havdalah



And just yesterday... Soup Kitchen Celebration!

- Celebrating 20 years of our soup kitchen and renaming it in honor of Rabbi Peter & Elaine Knobel



High Holy Days





Cantor Young

Welcome

Here All Along

- Kickoff Simchat Torah Dinner for One Book, One Congregation
- Various books groups getting together for discussion



Staff, Klei Kodesh and Lay Leadership Appreciation





Our amazing support staff



Financial Update

Mike Isaacson
Treasurer

Increasing gap between our membership revenue and operating expenses requires significant focus

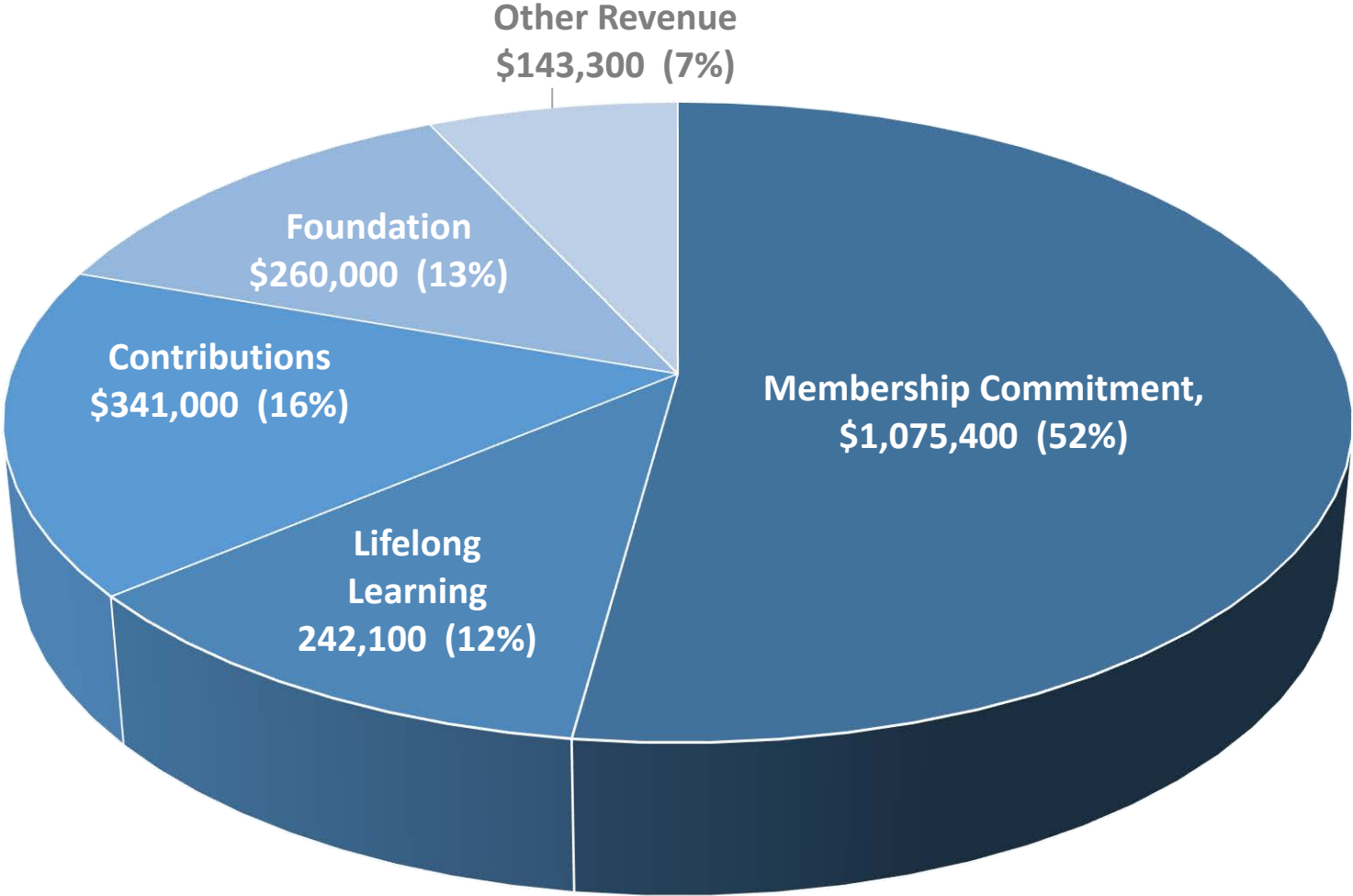
- ▶ Projected deficit of \$114,000 this year, largely driven by:
 - ▶ Membership dues declined by \$50,000
 - ▶ Contributions declined by \$75,000
 - ▶ Building usage and vendor costs increased by \$35,000
 - ▶ Continued focus on safety, security, and preventive maintenance
 - ▶ JCC income continues to be a crucial source of revenue

Annual Operating Summary

	Revenue	Expense	Net
FY 2019-20	\$2,480,400	\$2,513,000	(\$32,600)
FY 2020-21	\$2,195,000	\$2,050,000	\$145,000
FY 2021-22	\$2,217,900	\$2,232,100	(\$14,200)
FY 2022-23*	\$2,061,800	\$2,175,500	(\$113,700)

** Projected as of December 31, 2022 - mitigated by several open positions*

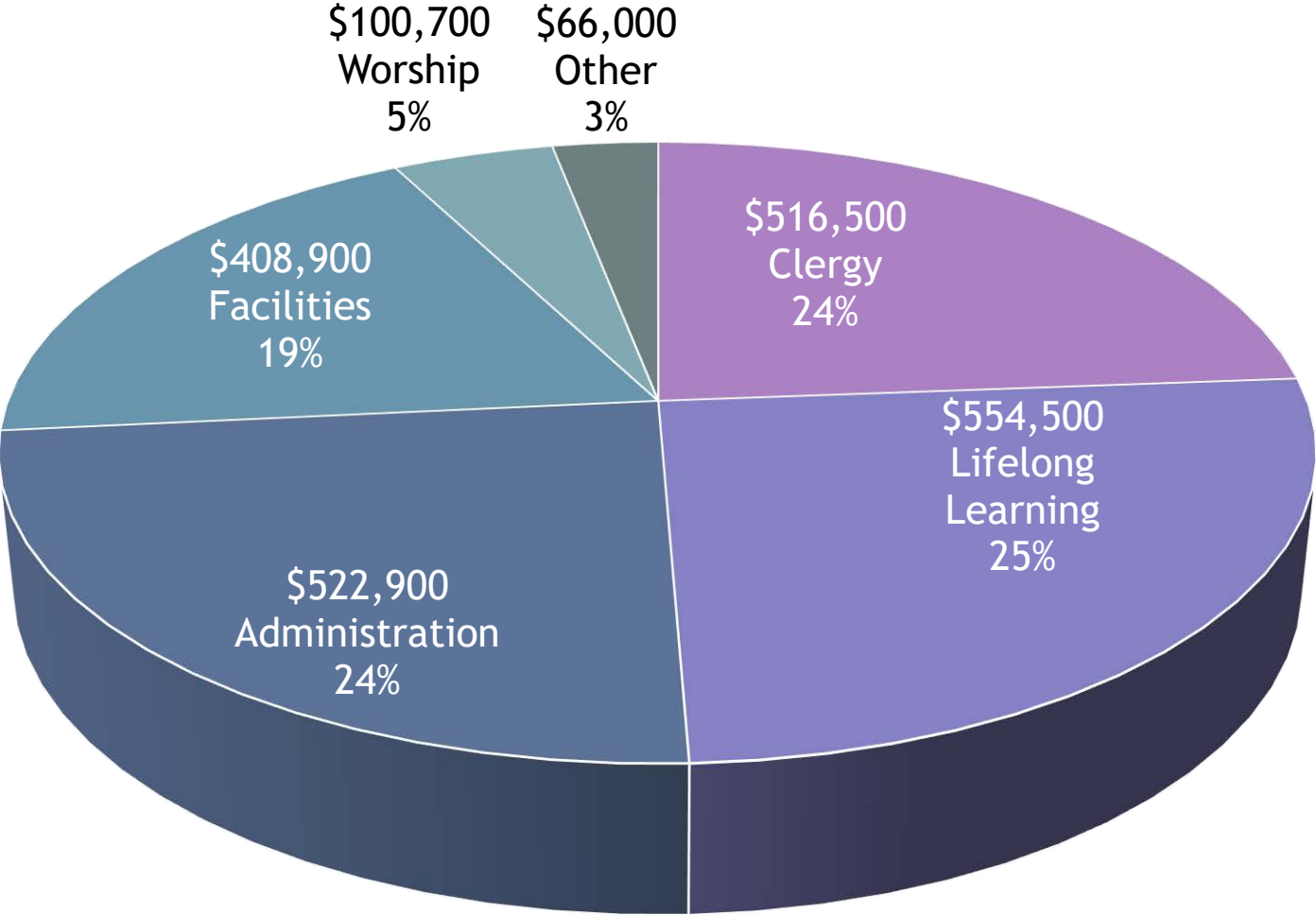
Revenue 2022-23 Forecast: \$2,061,800



Our membership revenue is projected to decline significantly

- ▶ We currently have 536 members in good standing - down 41 net households
 - ▶ Anticipating 66 member households will leave this year
 - ▶ Year to date, 23 new member households and 2 members reinstated
- ▶ 59% of our members are paying full dues, accounting for 82% of total dues revenue
- ▶ Mitzvah Appeal, Free Will, High Holy Days financial support declined by \$75,000, or 20% of prior year

Expenses 2023-24 Forecast: \$2,175,500



People costs comprise 71% of our total expenses

- ▶ Salary, benefits and related costs for clergy, administration, building, and learning total more \$1,500,000
- ▶ Projected to decrease by 12% versus last year due to staff reductions and open positions

Financial strategies moving forward

- ▶ Increased dues and fees are likely to address inflation and necessary spending
- ▶ Staff and lay leaders will focus on membership retention and attracting new members
- ▶ Increased attention to fundraising will be required
- ▶ Comprehensive leadership review of all expense and revenue components for next year's budget is underway

Beth Emet Foundation Update

Jeff Mann

President of Beth Emet Foundation

Beth Emet Foundation Overview

- ▶ Established in 1965, to provide financial support to the synagogue in perpetuity
- ▶ Comprised of various “funds” - unrestricted, restricted, board-designated
- ▶ Majority of funds provide income to Beth Emet while leaving the principal untouched - a key approach to ensuring perpetual support
- ▶ Managed by a nine-person board elected by the Beth Emet Board of Trustees for 3-year (staggered) terms and are limited to 3 consecutive terms
- ▶ Foundation Board Members:
 - ▶ Jeff Mann, President (3rd year of third term)
 - ▶ Sarah Chavkin, Treasurer (1st year of third term)
 - ▶ Adam Praver-Stock, Secretary (2nd year of second term)
 - ▶ Matt Feldman, Ellen Frank-Miller, Mike Isaacson (BE Treasurer), Steve Reiches, Todd Wiener, *One Vacancy*

Three General Categories of Funds

▶ Unrestricted - Fundraising Campaigns / General Donations

- ▶ Assuring Our Future Fund (1986; 2001)
- ▶ Rabbi Peter and Elaine Knobel Fund (2010)
- ▶ T'rumah Campaign Fund (2017)
- ▶ Dor L'Dor Bequests (go into Assuring Our Future Fund)
- ▶ General Contributions (typically unrestricted)

▶ Restricted - Donor Designated

- ▶ Memorial Funds (e.g. Cohen; Sherwin; Chiss)
- ▶ Social Justice (e.g. Huckman)
- ▶ Education/Youth (e.g. Kaufmann; Perlman; Polk)

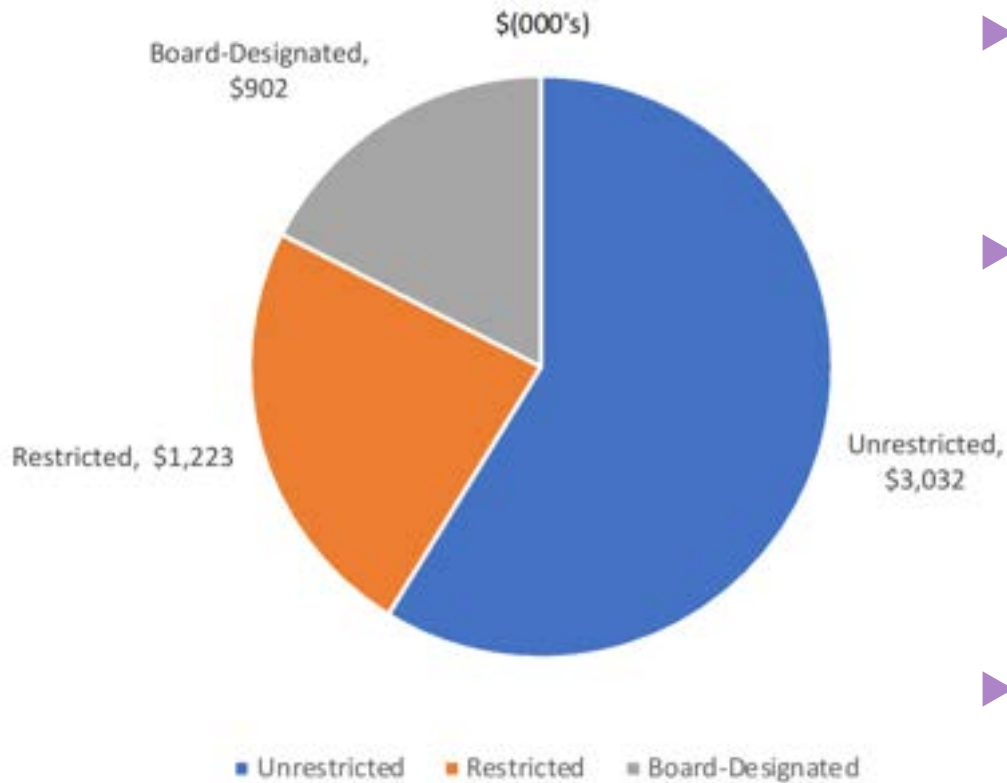
▶ Board Designated - Special Purposes

- ▶ Temple Judea Mizpah Fund; Temple Menorah Fund; T'rumah Liquidity Fund

Managing the Funds

- ▶ Each fund is managed by a covenant or policy that directs how the principal and income can be used
- ▶ Most covenants place restrictions on the use of principal and only allow “income” to be distributed, ensuring perpetual support
- ▶ To smooth out year-to-year volatility and provide for consistency of distributions, income generated by the funds is generally defined to be 4%-5% of the average trailing three years’ balance
- ▶ 4%-5% is consistent with the long-term expected return over time of a 60%/40% stock/bond investment portfolio

Beth Emet Foundation Balances as of December 31, 2022



- ▶ Total assets of \$5.2 million, including \$1.5 million of contributions from the T'rumah Capital Campaign
- ▶ Income generated from Unrestricted Funds is distributed each year to support Beth Emet's annual operating budget
 - ▶ Unrestricted and Board-Designated income distributions this fiscal year total \$197k
- ▶ \$45k in distributions from Restricted Funds to Beth Emet operations in last fiscal year
- ▶ Dor L'Dor Impact: The Foundation has received \$385,000 in Dor L'Dor bequests since January of 2021

Beth Emet Foundtaion

Investment Allocation and Balances

The Foundation's investment portfolio is comprised of a low-cost (13 bp) Vanguard LifeStrategy Moderate Growth Fund which has the following investment allocation:

	Target Allocation	Balances*
\$(000)'s		12/31/21
Total Stock Market Index Fund	36%	\$ 1,727
Total International Stock Index Fund	24%	1,151
Total Bond Market II Index Fund	28%	1,343
Total International Bond II Fund	12%	575
Total Investment Portfolio	100%	\$ 4,796
Money Market / Cash		61
T'rumah Liquidity Fund (working capital)		300
Total Net Assets		\$ 5,157
<i>* Balances are approximate and based on target allocation.</i>		

Beth Emet Foundation - Annual Returns



Beginning in July 2022, the investment portfolio composition was changed to a single fund comprised of a 60%/40% equity/bond allocation. 12/31/22 returns by asset class inside this fund are not broken out.

Teaching

Sue Nadel

Closing Prayer

Suki Fisher

Adjournment

Shaina Young

Save the Date!

Blessing for Incoming & Outgoing Board Members

Friday, March 24 at 6:30 pm

Kabbalat Shabbat Services, Festive Oneg Prior to Services

One Book, One Congregation: Sarah Hurwitz Speaking

Monday, May 15 at 7:00 pm

Honoring Cantor Cotler for his Service to Our Community

Friday, June 9 at 6:30 pm

Kabbalat Shabbat Services