

# Beth Emet Annual Meeting

March 21, 2022 - 19 Adar II, 5782

# Tonight's Agenda

- ▶ **Welcome** - Suki Fisher
- ▶ **Opening Prayer** - Emily Isaacson
- ▶ **Nominating Committee Report** - Caryn Etkin
- ▶ **Election of Trustees and Officers** - Suki Fisher
- ▶ **Installation** - Rabbi London & Cantor Cotler
- ▶ **Outgoing President's Message** - Karen Isaacson
- ▶ **Treasurer's Update** - Stephen Reiches
- ▶ **Foundation Update** - Jeff Mann
- ▶ **Operations** - Geoff Prass
- ▶ **Congregational Engagement** - Bekki Kaplan
- ▶ **Incoming President's Message** - Lee Weintraub
- ▶ **Rabbi's Message** - Rabbi London
- ▶ **Closing Prayer** - Gita Weintraub
- ▶ **Closing Song** - Cantor Cotler
- ▶ **Adjourn** - Suki Fisher



# Nominating Committee Report

Caryn Etkin

# 2021-2022 Nominating Committee

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## Board of Trustees

- ▶ Caryn Etkin, Chair
- ▶ Dick Axelrod
- ▶ Judy Caplan
- ▶ Sandy Cutler
- ▶ Marti Netler
- ▶ Shaina Young

## At-Large Members

- ▶ David Graham
- ▶ Stephanie Linn
- ▶ Doug Masters
- ▶ Andy Ratoff

# Leaders who have completed their terms

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## Officers

- ▶ Karen Isaacson
- ▶ Caryn Etkin
- ▶ Stephen Reiches

## Trustees

- ▶ Dick Axelrod
- ▶ Mark Caro
- ▶ Judy Duesenberg
- ▶ Elaine Lev
- ▶ Helayne Levin
- ▶ Barry Miller
- ▶ Alex Weiner

# Slate of Officers

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- ▶ President - Lee Weintraub *[term ends 3/25]*
- ▶ Vice President - Nisan Chavkin *[term ends 3/25]*
- ▶ Vice President - Sara Hartman-Seeskin *[term ends 3/25]*
- ▶ Treasurer - Mike Isaacson *[term ends 3/25]*
- ▶ Secretary - Susan Fisher *[term ends 3/23]*

# Slate of Trustees

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## Trustees for First Term

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

## Trustees for Second Term

- ▶ Rich Berger
- ▶ Judith Caplan
- ▶ Sandy Cutler
- ▶ Mari Greenberger
- ▶ Michelle Oxman
- ▶ Benjamin Freed
- ▶ Jane Wintroub

## Trustees for Third Term

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



# 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 - Susan Fisher

## Trustees for Election to a First Term

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

## Trustees for Election to a Second Term

- ▶ Rich Berger
- ▶ Judith Caplan
- ▶ Sandy Cutler
- ▶ Mari Greenberger
- ▶ Benjamin Freed
- ▶ Michelle Oxman
- ▶ Jane Wintroub

## Trustees for Election to a Third Term

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

# Installation of Trustees and Officers

Rabbi London & Cantor Cotler

# TEFILAT HADERECH

by Cantor Doug Cotler and Rabbi Jeff Marx

Guide our steps.  
Light our way.  
Help us be strong.  
L'chaim, l'simchah, u-l'shalom

Keep the ones  
Whom we love  
Secure from the storm.  
L'chaim, l'simchah, u-l'shalom  
L'chaim, l'simchah, u-l'shalom (2x)

Bless the work  
We have done,  
All our hopes, all our dreams  
L'chaim, l'simchah, u-l'shalom

Watch over us,  
As we go,  
And in peace, bring us home  
L'chaim, l'simchah, u-l'shalom

L'chaim, l'simchah, u-l'shalom  
L'chaim, l'simchah, u-l'shalom

Amen Amen Amen  
Amen Amen Amen

Watch over us  
As we go  
And in peace, bring us home

**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 my resolve of 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*





# Financial Update

Stephen Reiches  
Outgoing Treasurer

# An Amazing Three Years!

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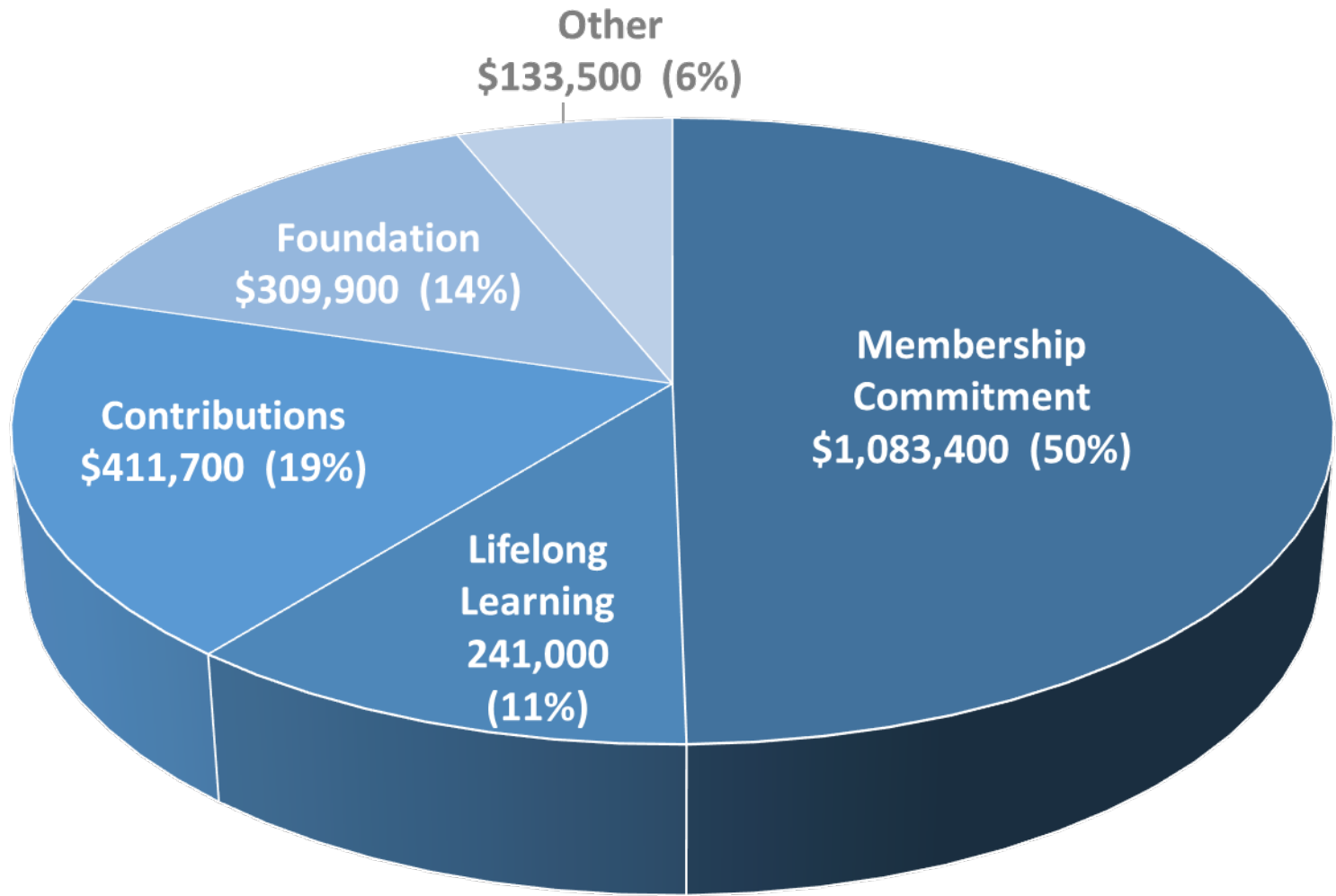
- ▶ Completed an amazing T'rumah Campaign raising \$7.3 million
- ▶ Foundation assets are \$6.4 million (as of 12/31/21)
- ▶ Collected rental income of \$175,000 from the JCC so far
- ▶ Most recent Annual Mitzvah Appeal raised a record \$279,000
- ▶ Completed comprehensive review of revenue and disbursements

# Annual Operating Summary

	Revenue	Expense	Surplus (Deficit)
<b>FY 2019-20</b>	\$2,480,400	\$2,513,000	(\$32,600)
<b>FY 2020-21</b>	\$2,195,000	\$2,050,000	\$145,000
<b>FY 2021-22*</b>	\$2,179,500	\$2,304,900	(\$125,400)

*\* Projected as of December 31, 2021*

# Revenue Forecast for 2021-22: \$2,179,500

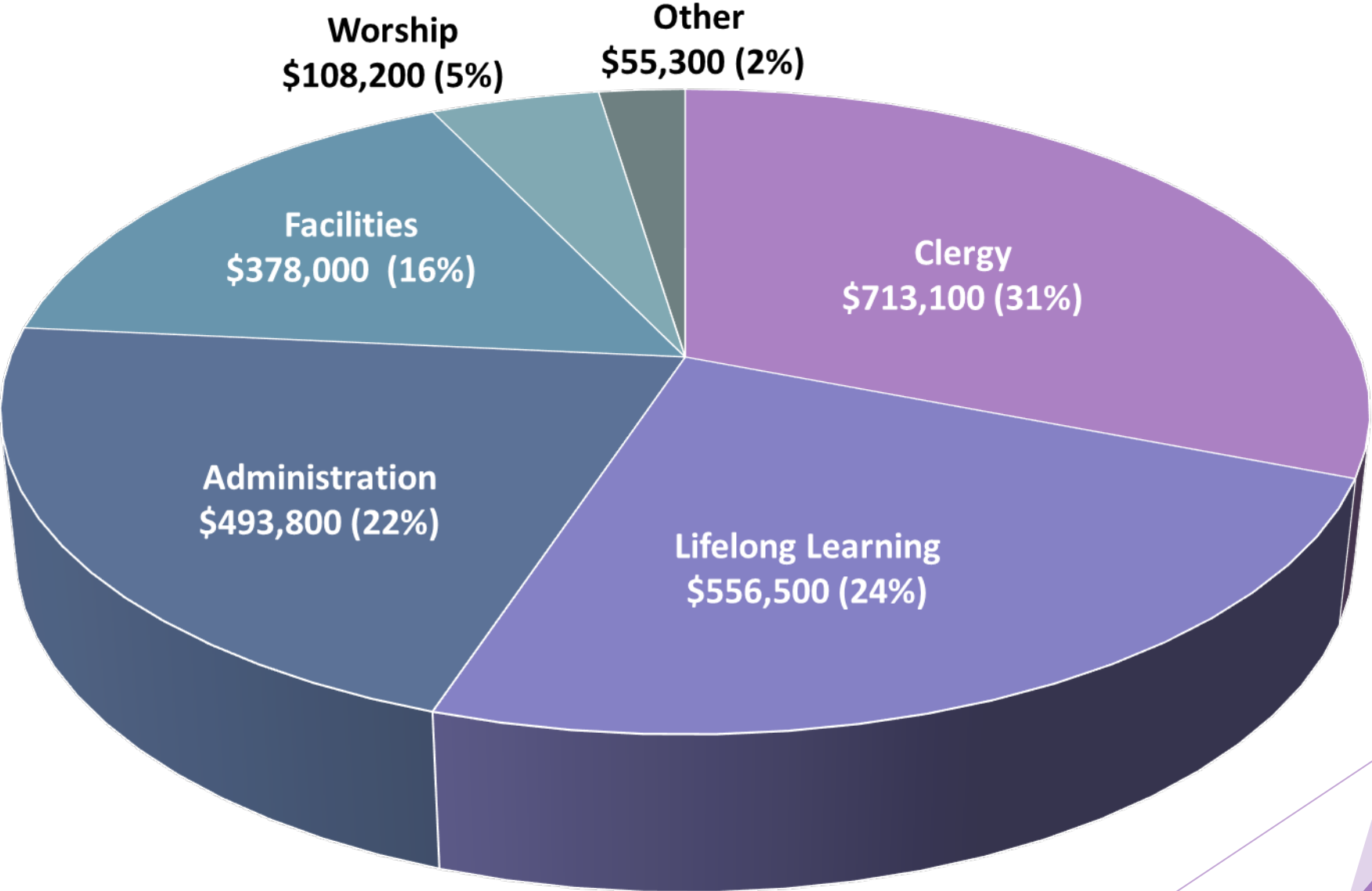


# Membership Update

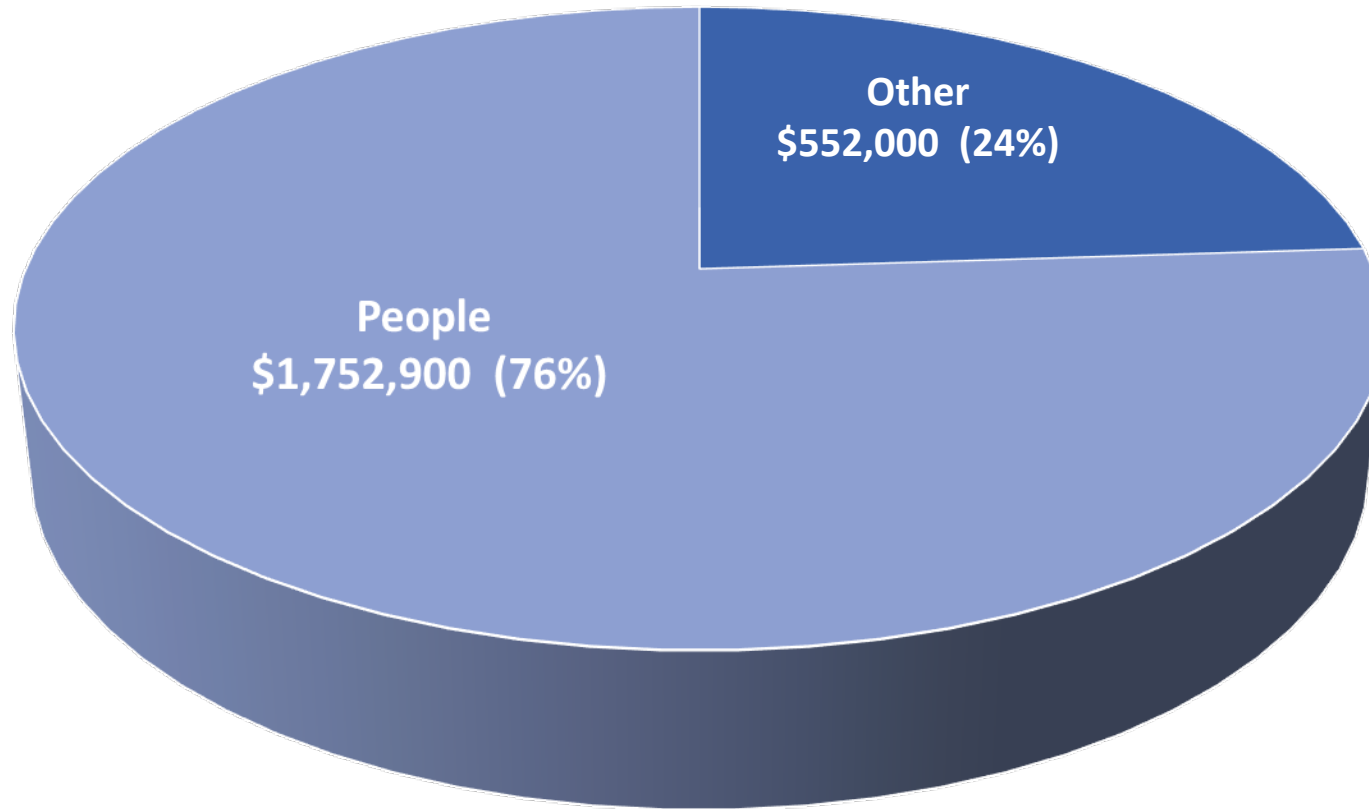
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- ▶ We have 591 members in good standing, as of March 15
  - ▶ We are projecting 35 member households leaving this year
  - ▶ We have welcomed 18 new member households so far this year
- ▶ 56% of our members are paying full dues, accounting for 80% of total dues revenue

# Expenses Forecast for 2021-22: \$2,304,900



# Salary, Benefits, and Related Support make up 76% of Expenses



# Financial Challenges

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- ▶ Membership-related revenue continues to decline
- ▶ Expenses are expected to increase, especially in light of inflation
- ▶ Identify ways to replace revenue, including membership, rentals, fundraising, and grants
- ▶ Ongoing responsible expense management
- ▶ Continued efficient use of foundation funds



# 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
  - ▶ Sarah Chavkin, Treasurer
  - ▶ Adam Prawer-Stock, Secretary
  - ▶ Rob Derdiger, Matt Feldman, Ellen Frank-Miller, Mike Isaacson, Steve Reiches, Todd Wiener

# 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

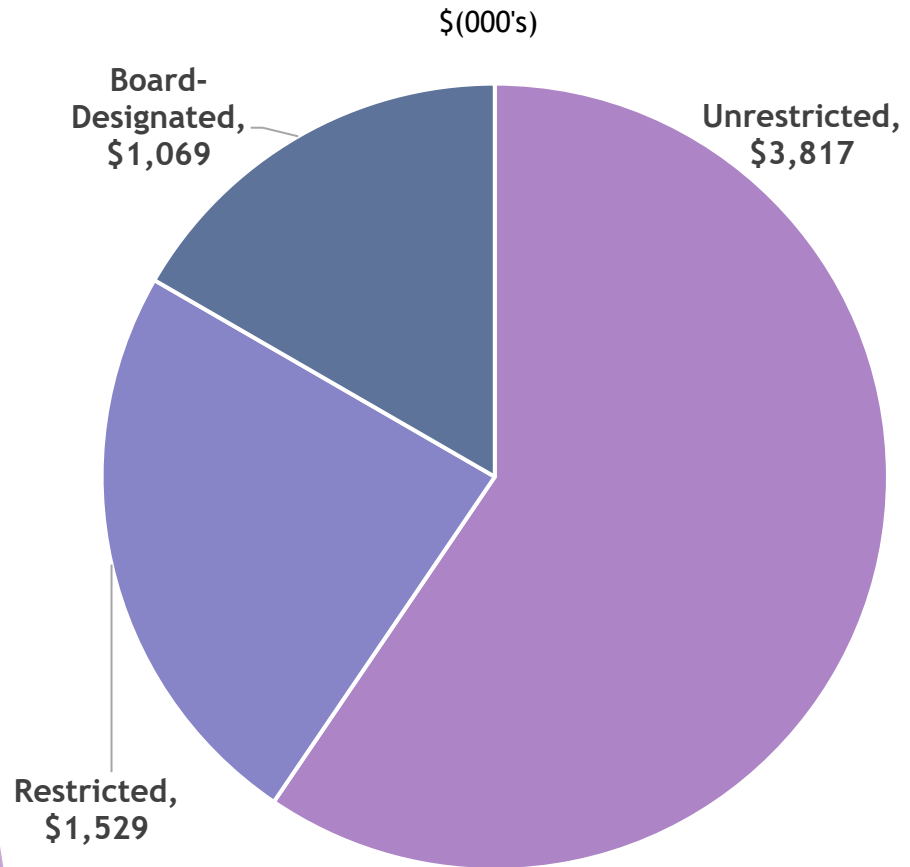
- ▶ Temple Judea Mizpah Fund; Temple Menorah Fund; T'rumah Liquidity Fund

# Managing the Funds

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- ▶ 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

# Balances as of December 31, 2021



- ▶ Total assets of \$6.4 million, including \$1.8 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
  - ▶ Income distributions increased from \$89k three years ago to \$159K this year due to the success of the T'rumah Campaign; projected to increase to \$190k+ over the next three years
- ▶ \$44k in distributions from Restricted Funds to Beth Emet operations in last fiscal year
- ▶ Foundation received \$90k in Dor L'Dor bequests in fiscal 2021, and \$190k so far in fiscal 2022

# Investment Allocation and Balances

Since 2015, Foundation Funds have been invested via a low-cost (~0.4% all-in), mostly-passive Vanguard institutional investment allocation strategy

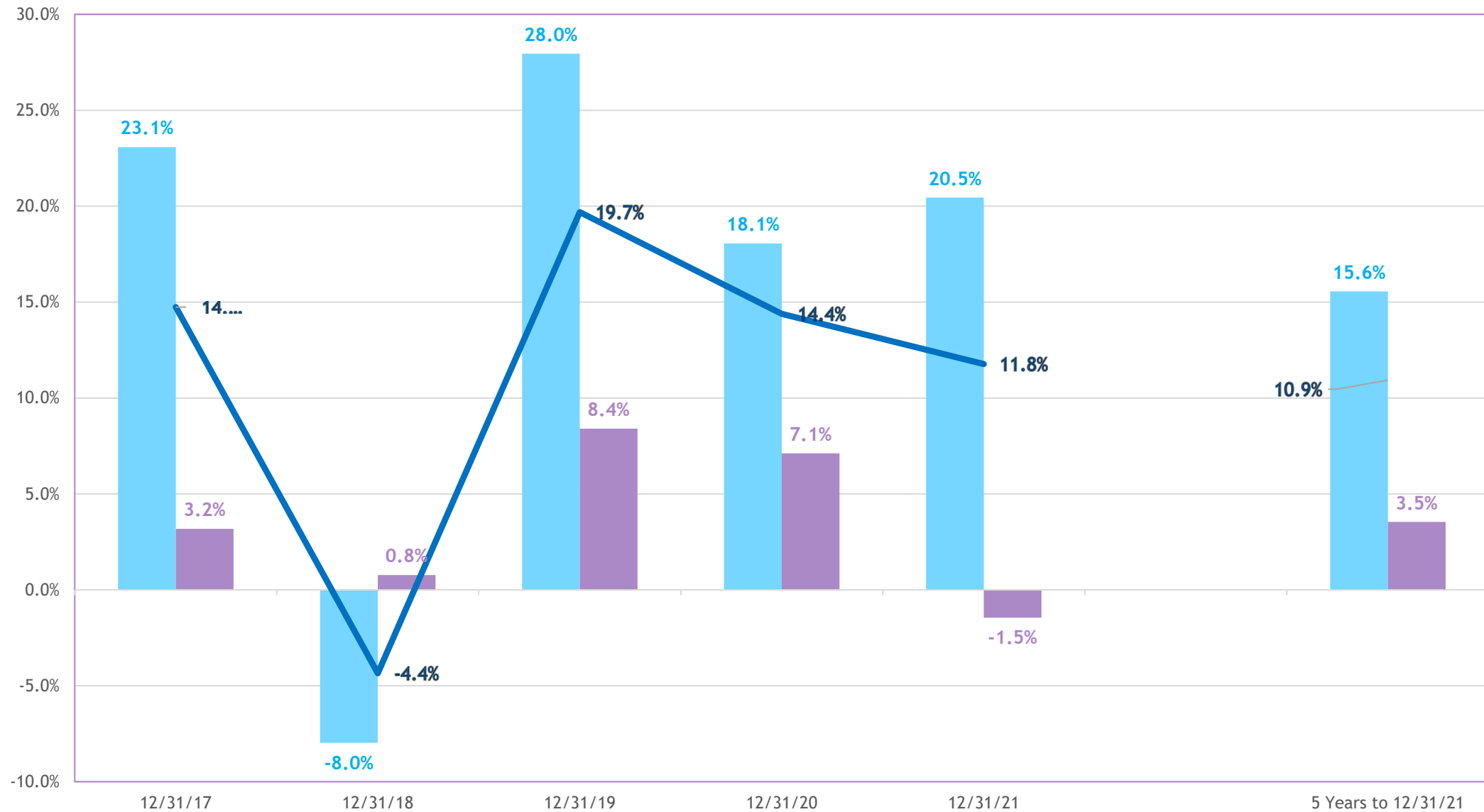
	Target Allocation	Balances
<b>\$(000)'s</b>		<b>12/31/21</b>
Domestic Equity	42%	\$ 2,691
International Equity	18%	1,085
Domestic Fixed Income	30%	1,737
International Fixed Income	10%	538
<b>Total Investment Portfolio</b>	<b>100%</b>	<b>\$ 6,051</b>
Money Market / Cash		64
T'rumah Liquidity Fund (working capital)		300
<b>Total Net Assets</b>		<b>\$ 6,415</b>

# One-Year and Five-Year Returns

Total Equity Returns

Total Bond Returns

Total Portfolio Returns



# Operations

Geoff Prass





# Highlights

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## ▶ Facilities

- ▶ We are open for business!
- ▶ Increased interest in rentals

## ▶ JCC/Beth Emet Partnership

- ▶ 55 families currently enrolled
- ▶ Challenging with limited maintenance staff and Thursday space-sharing
- ▶ Proven to be a financial positive

## ▶ Technology

- ▶ LiveControl enables fusion worship in Sanctuary
- ▶ Additional upgrades planned in Weiner Room

## ▶ Personnel Turnover

- ▶ Like other organizations, challenged by more turnover
- ▶ Opportunity for process improvements

# Safety and Security

- ▶ We have added safety measures over past few years:
  - ▶ West entrance vestibule, upgraded exterior lighting, shatter-resistant film on windows, public address system
- ▶ We regularly review our safety and security measures
  - ▶ Local and federal law enforcement and Jewish community resources help us monitor and improve our security
  - ▶ Training planned for staff, leaders, and congregants
- ▶ We continue to adapt to evolving Covid conditions
  - ▶ Task force monitors public health recommendations and government requirements
  - ▶ Adjust going forward to balance safety and providing meaningful religious, education, and community experiences

# Congregational Engagement

Bekki Harris Kaplan





# When people feel an authentic sense of belonging ... amazing things happen!

## What is a Culture of Belonging?

- **Builds transformative moments and opportunities** for members to act, engage, and grow as individuals and as a community.
- Moves the relationship with Beth Emet from “what’s in it for me?” to **“let’s create something greater than ourselves!”**
- Provides opportunities to be learners, volunteers, leaders, participants, donors, and passionate advocates for the greater good. **Allows each of us to share our knowledge, passion and expertise with others.**
- Encourages the belief that **we are each owners/stakeholders** of the community

# How do we create a Culture of Belonging at Beth Emet?

1. Shifting from a focus on content to a focus on creating community
2. Moving from entertaining events to creating engaging experiences
3. Turning members into mentors
4. Creating ownership, not just providing offerings
5. Prioritizing a culture of welcoming and inclusion

*Every Moment is an Opportunity to Engage*



# Building Community Through Communications

- ▶ In the BE Family
- ▶ Share your good news
- ▶ Facebook and Instagram
- ▶ Website
- ▶ MyBethEmet



**In the BE Family**  
Send Us Your News!

Beth Emet has so many amazing members, each offering unique talents to the greater community. Share your news with all of us so we can both celebrate and get to know one another a bit better.... Especially during these (mostly) virtual times. Send your news to [Becky Kaplan](#), and if possible, please include a photo!

**Shari Reiches' first book: *Maximize Your Return on Life* has been published.**

**A Note from Shari:**  
Early on, my family... My father passed away... As you can imagine, mom worked nights jobs. She was a true value of forging ahead.

Through the years I endure difficult times... can never forget the grief, at financial times to make a difference... financial stress. I have financial education empowerment.

The book helps you make smart money decisions by having you

**Mazal Tov to Alex Burstein**  
Broadcasting and Reporting from the Maccabi Games in Israel  
This summer, Alex Burstein will be broadcasting and reporting from the Maccabi Games in Israel as part of the first Maccabi Media Program. The Maccabi Games is the world's largest sporting competition for Jewish athletes. He will be going alongside 13 other aspiring sports journalists in the high school and college-age range. He is very excited to go to Israel for the first time and have this opportunity.

**Alan Teller Published in The Forward**  
"At 95, the visionary Jewish artist can't stop painting- and painting"  
Alan Teller recently published an article about local Evanstonian and his neighbor, Leo Segedin, a prolific artist and writer. Leo has composed some 50 essays that range from explorations in art history and criticism to the history of the martini. He is also currently writing a memoir. Read the full article [here](#).

**Mazal Tov to Greg and Jane Wintroub**  
Greg and Jane Wintroub recently celebrated their granddaughter, Rebecca Mae Peretz's Bat Mitzvah. A special mazal tov to Rebecca and her parents, Shana and Elan Peretz, and grandparents Jane and Greg Wintroub.

**BETH EMET SYNAGOGUE HOSTS**  
**BOOK DISCUSSION**  
by the Author  
● **Riva Lehrer**  
for Her New Released Title:  
"Golem Girl: A Memoir"  
**Sunday, February 27, 1:00 pm**  
**On Zoom**  
This Community Event is Free.  
Register for the Zoom Link  
<https://www.tfaforms.com/4958597>  
**JEWISH DISABILITIES AWARENESS, ACCEPTANCE AND INCLUSION MONTH**

**Beth Emet**  
THE FREE SYNAGOGUE

**Introducing New Member: Lisa Lieberman**  
By Beth Emet

Why are you excited to join Beth Emet?  
My husband and I moved here in July to be closer to our son, who lives in Rogers Park. Raised Reform (I grew up in the Philadelphia suburbs and belonged to Keneseth Israel), I value our tradition's commitment to social justice and our emphasis on deepening our faith through learning and questioning and...

Liked by karenisaacson and 2 others  
**bethemetevanston TOMORROW: A Book Discussion on "Golem Girl: A Memoir" with Author Riva Lehrer...**  
more



# We Want You!

- ▶ Volunteer Opportunities
  - ▶ On our website and in EmetMail - find ways to engage and volunteer
- ▶ MyBethEmet, an online member resource
  - ▶ Share whether you are a Connector, Doer, Leader, Thinker, Planner; and your Skills & Interests
- ▶ “In the BE Family”
  - ▶ Nominate yourself or someone else to feature
- ▶ Like our social media posts
  - ▶ Facebook & Instagram
- ▶ Share your good news, ideas, or discuss how to be involved
  - ▶ Email: [kaplan@bethemet.org](mailto:kaplan@bethemet.org)

The screenshot shows a web form titled "MyBethEmet/Member Directory" with navigation links for "Join", "Donate", and "Calendar". The form has two main sections:

- How would you like to be involved:** A dropdown menu currently showing "Event Planning, Israel, Membership".
- Additional Skills and Interests:** A dropdown menu currently showing "Nothing selected". Below it is a list of skills: Accounting / Finance, Archiving / Library, Arts, Baking / Cooking, Caring for Sick or Elderly, Communication / Social Media, Cooking, and CPR Training.

To the right of these sections is a table for selecting roles:

Connector, Doer, Leader, Planner, Thinker	
Connector	✓
Doer	✓
Leader	✓
Planner	✓
Thinker	✓



# Closing Song

For our hands are strong  
And our hearts are young  
And a dreamer keeps a-dreamin' ages long  
(Keeps dreamin', keeps a-dreamin' along ...  
Ba da da da) (2x)

What did we do when we wanted corn?  
We plowed and we sowed till the early morn.  
What did we do when we wanted corn?  
We plowed and we sowed till the early morn.  
(chorus)

What did we do when we wanted a town,  
We hammered and we nailed 'til the sun went down.  
What did we do when we wanted a town,  
We hammered and we nailed 'til the sun went down.  
(chorus)

What do we do when it's peace we want,  
Well it's more than a person can build or plant.  
We gather friends from around the earth  
To help us all in our hour of birth.  
(chorus)

# Save the Date!

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## **Celebrating Rabbi Andrea London's 25 Years in the Rabbinate**

Guest D'var Torah: Rabbi David Jaffe

Friday, April 29 at 6:30 pm

Kabbalat Shabbat Services, Festive Oneg to Follow

## **Kibbitz & Kavod: Community Celebration Honoring our Superheroes**

Sunday, May 1 starting at noon, in the parking lot

## **Honoring Rabbi Amy Memis-Foler for her Kindness and Dedication**

Friday, June 3 at 6:30 pm

Kabbalat Shabbat Services, Festive Oneg to Follow