

MESSAGE FROM YOUR PRESIDENT ABOUT OUR ANNUAL MEETING

Hello to All Members—Our Annual Meeting is scheduled for 10:00 a.m. – 12:05 p.m. on November 22, 2020. The meeting will be by ZOOM. Stacie will make sure everyone has the link and password. In addition, attached to this message are the Agenda, 2021 Budget, and Board Nominations for 2021.

This is an important meeting. So I am taking the unusual step of reaching out to you personally to review all the issues to be addressed. We have three principal matters to discuss and vote on: acting on the Board’s recommendation to reelect Rabbi to a five-year term, ratifying our 2021 budget, and electing new board members. A few words about each of these matters.

Reelect Rabbi: Believe it or not, it is time for us to consider reelecting Rabbi to a new five-year contract term. We can look at this reelection from a numbers standpoint—membership is up, our 2020 budget is in the black, and fundraising is on the rise. But that is hardly the whole picture. I think our number one sentiment, even in these days of COVID, is the joy and pleasure we all experience at Temple since Rabbi has become our spiritual leader.

About 7 or 8 months ago, our Contract Committee chaired by David Collins, with Michael Rosenberg, Susan Leff and Steve Greenfield serving as members, was charged with exploring renewing Rabbi’s contract with the idea that he would be reelected as our Rabbi during our annual meeting. This process is consistent with the one described in our Bylaws. The contract update process has been remarkable as the discussions between Rabbi and the Committee have been smooth and bilateral from the get-go and what has emerged, in my opinion, is a renewal contract that benefits everyone. Indeed, it is wonderful what people can do when cooperation is the cornerstone and mutual respect and satisfaction guideposts.

At the last Board meeting, the Contract Committee presented a renewal contract to the Board. Although I cannot get into too many specifics because of employee confidentiality laws, the term is for 5-years, the salary is within URJ/CCAR guidelines, and the benefits are slightly modified from the existing terms to reflect two things: the fact that we know each other better than we did three years ago and to ensure Rabbi’s time off works better for everyone. An example of one way the contract works is this: whereas Rabbi likely gave up salary in exchange Temple committed funding to programming that Rabbi will control. In other words, commitments to benefit and grow our Congregation were made by everyone. I truly believe this contract represents a win-win—one that is good for Temple and Rabbi as well.

The Board is recommending reelection of the Rabbi as the Bylaws specify, and the Bylaws further require that the Congregation “act upon the recommendation of the Board.” Reelecting Rabbi will be our first order of business.

Temple Sinai 2021 Budget: Our budget was prepared by Bruce Hicken and Steve Greenfield as the Treasurer and VP of Legal and Financial Committee, respectively, and their Committee including Joel Goldberg, Sue Gordon and Arthur Goldsweig. The Committee followed the new procedures implemented last year to reach out in a timely way to all committee chairs and other persons involved in some way in spending Temple money, and asked everyone to submit a budget proposal. The Committee followed up with all these people and budget discussions have dominated the last three Board meetings. What you have before you is the budget that the Board accepted at our last meeting and for which the Board is seeking approval from the Congregation.

Nominations: The final principal issue is the slate recommended by the Board for 2021. The Nomination Committee chaired by David Collins and including Art Greenblott, Barbara Hicken, Jane Molofsky, Amy Collins and Mark Leopold, filed its written report with the Board at our last meeting and the Board has accepted the nominations subject to approval by the Congregation. We have some super people stepping up! However, there remain several unfilled positions so the work of the Committee—and therefore your work—is not quite done. You can petition me to serve on the Board (your petition must be made at least 10 days before the Annual Meeting) or be nominated from the floor (so long as you are present) during the Annual Meeting. Please consider stepping into one of the unfilled positions or volunteering a friend to serve. The work is rewarding and brings you closer to many great people. Please do not hesitate to reach out to me or David C if you have any questions.

Other Matters: In addition to these principal issues, I have asked Stacie to make a few observations about her first year as our Temple Administrator. I have also presumed that Susan Leff will be elected our next President so have asked her to take a few minutes to share her thoughts and vision for the years ahead. After all, it is the connections between all of us that make us work so I believe it important that both Stacie and Susan speak to you directly. As a result, I am asking your indulgence for an additional ten (10) minutes of your time.

My essential message to present at our Annual Meeting is to recognize the amazing community we are. This sounds simple but the fact is, being amazing means changing and stepping up and into the times. It means evolving. The past 8-months may have been the hardest we have faced. But, as a community, Temple Sinai has thrived. This is due to your hard work and talent. This is due to your active participation and contributions. This is due to the hard work of the Board and committees. And this is due to the exceptional work of our staff—Rabbi, Judy, Stacie, Mark, Ibrahim and all our teachers. As a community, we have continued to evolve with the pandemic and, I believe that now, more than ever, we remain a joyous and spiritual place to practice our Judaism.

So my message is simply this: Thank you all Temple Sinai members for 2020. Here is to our future!

See you at the Annual Meeting. And, please don't forget, our Annual Appeal is underway.

L'Chaim,

Doug Marden, Your President

TEMPLE SINAI - ANNUAL MEETING
NOVEMBER 22, 2020
10:00 a.m. – 12:25 p.m.

AGENDA (REVISED 11/1/20)

10:00 – 10:05 a.m.	Call the meeting to order and D’var
10:05 – 10:10 a.m.	President’s Remarks
10:10 – 10:20 a.m.	Rabbi’s Remarks
10:20 – 10:25 a.m.	Temple Administrator’s Observations
10:25 – 10:50 a.m.	Matter 1: Rabbi’s Contract Renewal [Act on the Recommendation of the Board], Discussion and Vote
10:50 – 11:15 a.m.	Matter 2: Budget Presentation, Discussion, Vote
11:15 – 11:40 a.m.	Matter 3: Nomination of Officers and Trustees, Discussion and Election
11:40 – 11:45 a.m.	New President’s Remarks
11:45 – 12:00 p.m.	Matter 4: Amend Bylaws – Petition to Permit Each Auxiliary Group a Permanent Seat on the Board
12:00 – 12:25 p.m.	Committee Reports
12:25 p.m.	Adjournment

MISSION: We are a diverse, egalitarian, and inclusive community of Jews and interfaith families. We joyfully embrace Judaism as a way of life through prayer, music, social action, celebrating Jewish holidays, lifelong learning, and life cycle events. Through these activities we seek to promote spiritual growth, moral values, and the social welfare of our community.

VISION: Temple Sinai strives to be a joyful, energetic, accepting, innovative, caring, and accessible faith community. We choose to practice and teach Jewish traditions in our community, so that Jews and Judaism will continue to flourish both in Vermont and in an ever-changing world. We believe that support for a safe and prosperous State of Israel is an important part of our Jewish identity.

Temple Sinai - Operating Fund
Income Statement - Budget
Years ending 12/31/2019, 2020 & 2021

	<u>2019 Actual</u>	<u>2020 Budget</u>	<u>2020 Projected</u>	<u>2021 Budget</u>
Revenue				
Membership Dues	\$ 269,801	\$ 321,674	\$ 319,942	\$ 323,401
Facility/Security	16,994	12,658	14,354	13,918
Goodwill/General Contributions	7,590	17,500	17,982	25,500
Annual Appeal/High Holidays	9,359	10,000	10,150	10,000
Religious School	2,900	3,000	3,500	3,500
Fundraising	26,073	20,800	22,973	37,500
Endowment Interest	10,760	10,000	11,444	10,500
Rental & Other	14,743	12,000	6,178	13,000
Total Revenue	\$ 358,220	\$ 407,632	\$ 406,523	\$ 437,319
Expenses				
Salaries & Wages	214,218	227,079	217,180	244,302
Benefits & Taxes	58,074	58,438	57,549	62,854
Total Labor & Benefits	272,292	285,517	274,729	307,156
Administrative Expenses	27,218	28,570	20,402	28,925
URJ Dues	14,787	15,000	14,325	14,612
Utilities	21,597	23,912	19,893	23,989
Facility Costs	38,355	34,082	27,557	35,082
Other Expenses	29,041	48,753	43,505	54,201
Total Expenses	\$ 403,289	\$ 435,835	\$ 400,410	\$ 463,966
Net Operating Surplus(Deficit)	\$ (45,069)	\$ (28,203)	\$ 6,113	\$ (26,647)
Non-recurring items(revenues net of expenses)				
Payroll Protection Program	-	-	-	50,200
Rabbinical search fundraising net exp	(1,916)	-	-	-
Estate bequest	57,310	-	-	-
Net Surplus(Deficit)	\$ 10,325	\$ (28,203)	\$ 6,113	\$ 23,553

Assume Covid closure continues through 12/31/2020, reopen for 2021.

Key assumptions for 2020 budget	Budget 2021 increase	1.50%	
Dues budget	<u>2019</u>	<u>2020</u>	<u>2021</u>
Family	\$ 2,881	\$ 2,953	\$ 2,998
One Adult Head of Household	2,306	2,363	2,399
Single	1,730	1,773	1,800
Associates	970	995	1,010
Budgeted paying membership - total	150	171	175
Personnel assumptions	Rabbi's budgeted compensation as per his contract. Music budget per Rabbi & Mark input. Other employees to receive 2% CoL increase.		
Other assumptions	Various budget expense lines per requests from VP's and committee chairs, as reviewed and approved by the Finance and Legal Committee and Board.		
General inflation rate used to budget expenses 2%.			
Number of dues paying members needed to break even	189.4	\$ 1,848.01	

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TEMPLE SINAI BOARD NOMINATIONS FOR 2021

Recommendations of the Board **October 19, 2020**

Positions to fill.

- President - 2 year: We nominate **Susan Leff**
- First VP – 2 year: Open - Actively pursuing candidates
- VP, Marketing & Communications – 2 year: We nominate **Michael Rosenberg**
- VP, Fundraising and Development – 2 year: Open - Actively pursuing candidates
- Treasurer – 2 year: Open - Actively pursuing candidates
- Secretary – 1 year: We nominate **Elaine Punia**
- Trustee – 2 year: We nominate **Hannah Weiss**
- Trustee – 2 year : We nominate **David Gladstone**

Nominations Committee:

- David Collins, Chair
- Art Greenblott
- Amy Collins
- Barbara Hicken
- Jane Molofsky
- Mark Leopold

November 1, 2020

To: Doug Marden
Susan Leff
Elaine Eldridge
Stacie Gabert

From: Temple Sinai Sisterhood By-Laws Committee
Linda Retchin, Gerri Bloomberg, Irene Epstein, Ginny Greenblott, Cynthia Pasackow

SUBJECT: 2020- Temple Sinai Board Composition As It Relates To Sisterhood and Auxiliary Groups (such as Sisterhood and Brotherhood)

Dear Doug, Susan, Elaine, and Stacie:

Sisterhood and Brotherhood currently share one seat on the Temple Board, alternating this seat between their two groups every two years. Sisterhood's term in this shared seat is about to expire.

Sisterhood is requesting a permanent, non-alternating seat of its own on the Temple Board.

Sisterhood is a very strong, robust and integral part of our Temple. Through our community building, as well as our social, cultural and educational opportunities, Sisterhood plays a major role in creating and promoting the spirit and energy of our Reform Congregation. Our activities and philosophy attract members not only to Sisterhood, but to Temple as well. Sisterhood is an important part of how Temple defines itself to our Congregation and to the greater Jewish community.

So much of what Sisterhood does supports our Temple, philanthropy, fundraising and membership. Therefore, it makes inherent sense for Sisterhood to have an ongoing voice in addressing the needs and workings of our Congregation. Having a permanent position on the Board would allow Sisterhood to truly understand these two important aspects of Temple. It would also assist both Sisterhood and Temple in coordinating their goals, activities, future strategies and planning.

The opportunity for Sisterhood to participate in and contribute to the work of the Temple Board is presently fractured by the rotation of our membership every two years. With uninterrupted Board membership, we see ourselves as being able to provide an informed and helpful voice in Board discussions and decisions that affect Sisterhood and other areas of Temple. This would benefit both Temple and Sisterhood, making each of our organizations stronger, more synchronous, integral and relevant.

We are asking the Board to amend the Temple By-Laws so that Sisterhood, and each auxiliary group (such as Sisterhood and Brotherhood), may have a full, permanent, and representative seat on the Board. We are also requesting that, when necessary, a substitute representative from each auxiliary group be allowed to attend Board meetings to fully represent their group.

We welcome your comments and questions regarding our request.

Thank you for your thoughtful consideration.

Sincerely,

Temple Sinai Sisterhood By-Laws Committee

EXCERPTS FROM TEMPLE SINAI BY-LAWS AND PROPOSED AMENDMENTS:

ARTICLE XI: Auxiliary Groups

Sec. 1. Any group or members approved by a majority vote of the Board of Trustees and the congregation may become an auxiliary group of the congregation.

Sec. 2. The Bylaws and all and any activities of auxiliary associations or other activity units of the congregation shall be subject to review and approval of the Board of Trustees.

ARTICLE VII: Officers and Board of Trustees

Sec. 4 of the Temple's By-Laws states in part.....

The Board of Trustees shall consist of four trustees-at-large elected from general membership, the officers of the congregation, one representative of the auxiliary groups authorized by the Board under Article XI (such as the Women of Reform Judaism), (now known as Temple Sinai Sisterhood)

Proposed Amendment:

...One representative from each of the auxiliary groups (such as Sisterhood and Brotherhood)

Sec 5 of the Temple's By-Laws states ... The person serving on the Board of Trustees as representative of the auxiliary groups shall be designated by the respective auxiliary groups on rotation every two years.

Proposed Amendment:

The person serving on the Board of Trustees as the representative of an auxiliary group (such as Sisterhood and Brotherhood) shall be designated by the respective auxiliary group for a two year term.

Petition to Amend the Temple Sinai By-Laws

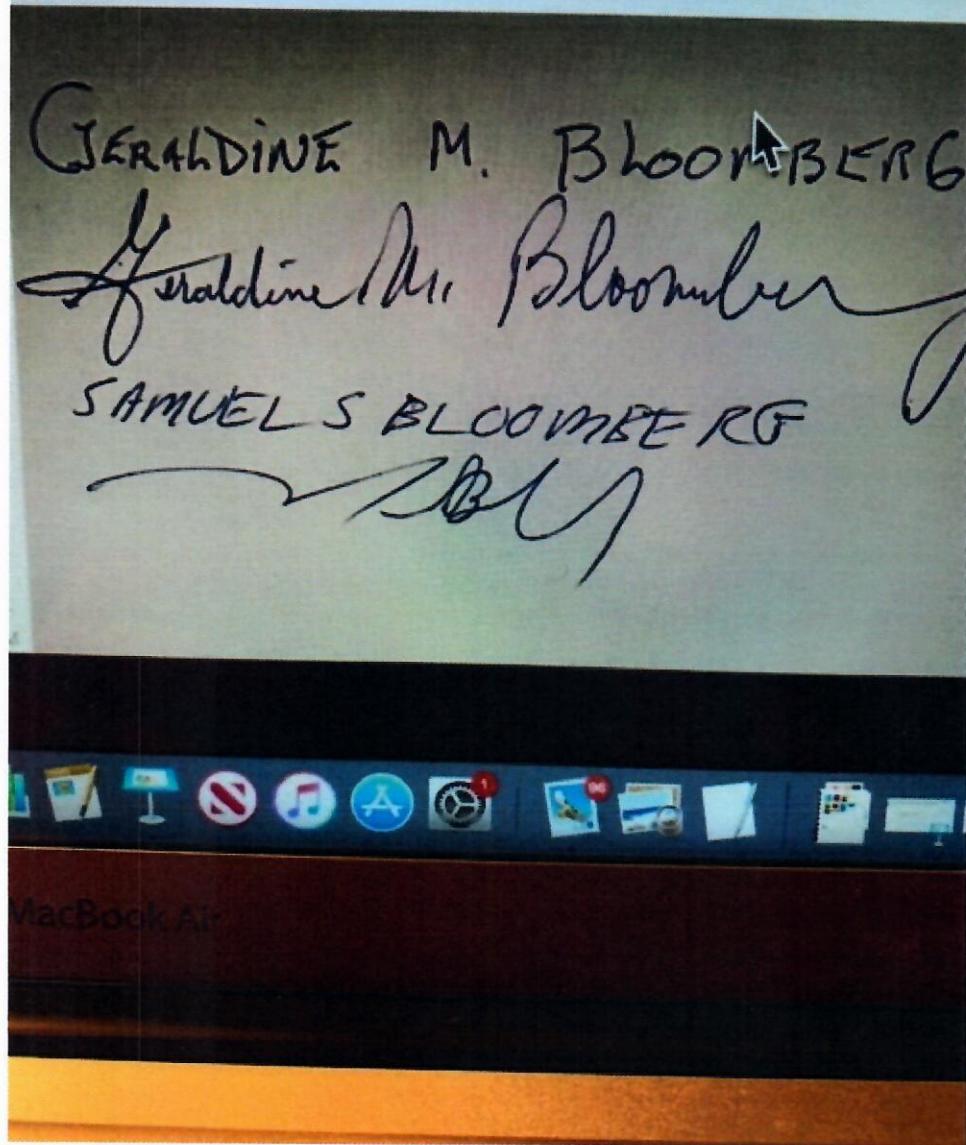
Petitioner: Temple Sinai Sisterhood By-Laws Committee

and with the notice of which there was enclosed a copy of such proposal. An affirmative vote of at least two-thirds of the senior members in good standing who are present and voting on such proposal at any such meeting shall be necessary and sufficient for its adoption.

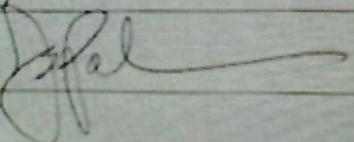
10 REQUIRED SIGNATURES

<p>Linda Retchin</p> <p>Jeff Solomon</p>	<p><i>Linda Retchin</i></p> <p><i>Jeffrey S. Solomon</i></p>

Sent: Sunday, November 1, 2020 4:38 PM
To: Cynthia and Jay Pasackow <cpasackow@gmail.com>
Subject: Signatures



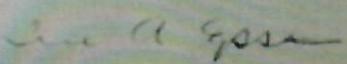
10 REQUIRED SIGNATURES

PRINTED NAME	SIGNATURE
Cynthia Pasackow	Cynthia Pasackow
Jay Pasackow	



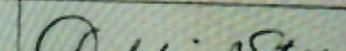
Epstein Signature Attached!

10 REQUIRED SIGNATURES

PRINTED NAME	SIGNATURE
Irene A Epstein	
Merrill H Epstein	



10 REQUIRED SIGNATURES

PRINTED NAME	SIGNATURE
Debbie Stern	
Mitchell Stern	