

Wednesday, May 24, 2017, 7:30 PM

Annual Meeting

Congregation Shomrei Emunah

Agenda

- D'var Torah
- Approval of Minutes of 2016 Congregational Meeting
- Report of the President
- Amendment to the by-laws changing date of Annual Meeting
- Election of Officers and Trustees
- Approval of the Budget 2017-18

Voting Guidelines – our constitution stipulates that only those members in good standing may vote. Anyone who is in arrears for six months or more, without having arranged a payment plan, is considered not in good standing. If anyone falls in that category, we ask that they refrain from voting this evening

**2017
Annual Meeting Packet**

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Minutes – Annual Congregational Meeting – May 25, 2016

The meeting was called to order by President Nick Levitin at 7:35 pm.

Rabbi Greenstein gave a D'var Torah in which he discussed the pilgrimage festivals and what is expected of us in terms of our commitment to Gd and in terms of our commitment to ourselves and to each other. The Rabbi then thanked Nick for his extraordinary efforts on behalf of Shomrei for the past two years as President, and before his presidential term began as well.

Carol Katzman moved that the minutes from the Annual Meeting of 2015 be accepted. This motion passed unanimously.

Nick presented the President's report, speaking about the Sustaining Share Financial commitment model being a success in the steady level of income it has generated, Nick reminded anyone who hasn't pledged for the new year to please do so. He also spoke about the bottoms-up Budget which will be presented, and about successful programs such as Hinei Mah Tov, which has been a magnet for families.

Nick emphasized that we need more members and he spoke of the hope that Preschool will be a bridge to families enrolling their children in JLC as a step to their becoming members of Shomrei.

Heather Brown, incoming Education Director, spoke of the new curriculum and introduced her assistants, Aylah Winter and Lily Lucey.

Shirley Grill spoke about the new initiative, @nourish, which will provide engaging speakers who will help to engage and build the community on Shabbat.

Andy Silver spoke about the Sustaining Share Dues model and its successful first year.

Nick presented the Slate of new Officers and new Trustees. A motion was made to elect them. It passed unanimously. Nick thanked the Board, the Officers, Marge Wise, Sara Birnbaum, Heather Birnbaum, Rabbi Greenstein and his wife, Audrey. Certificates of appreciation were presented to Sarita Eisenberg, Rich Epstein and Alex Kent who are going off the Board.

The budget was presented by Bela Schwartz and Pam Golden. It was discussed and passed.

Nick congratulated Fern Heinig and all the Officers and Board members who will lead Shomrei in the months and years ahead.

Fern then thanked Nick for his leadership and devotion to Shomrei.

Carol Katzman made a motion to adjourn the meeting. It passed unanimously. The meeting was adjourned at 8:30 pm.

Respectfully submitted,

David Kanegis and Marge Wise

President's Report May 2017

Shomrei has made advances in 2016-17 toward my vision of stronger community and financial stability.

Finance – Béla Schwartz and Pam Goldin

We are tracking overall on budget with a profit of \$4K.

SSFC commitments came in \$10K over budget net of reserves. However, there is still \$52K to collect. If we collect 75% of that cash will be equal to budget.

Programming revenue came in \$8.4K below budget primarily due to lower Kiddush revenues (both sponsored Kiddushes and contributions). Kiddush expenses are projected to be about \$3.3K lower than budget.

Major expense variances to budget were:

- Credit card expenses were \$27.8K, \$10K over budget
- Custodial costs were close to budget but only because we have two employees at much lower rates and only one employee for a period of about 4 months.

JLC and Preschool net income came in combined \$4.2K over budget.

- Summer Camp generated a profit of \$24.4K, which was \$7.5K over budget
- Preschool generate a profit of \$84.2K which was \$4.6K over budget
- JLC was a loss of \$74.4K, basically on budget.

Education – Heather Brown

The Preschool enrolled 55 students this year, and we enjoyed a successful year of growth in many respects. This was our largest enrollment in the past 5 years. Our before and aftercare offerings continue to help us meet and exceed budget, with parents paying "a la carte" pricing for last minute additions and extra hours paid at a premium price. Families also have the option to enroll in aftercare "plans," which also generate a generous percent of our aftercare income. We will continue this model in the coming year, since it is very popular and convenient for families and has afforded us much positive word of mouth in the general community.

The Preschool Art Auction remains our largest fundraiser of the year. This year's auction netted \$6k and was our most successful event yet.

The JLC proudly launched a new administrative team this year, in addition to an entirely new curriculum model that is student-centered, progressive, and places child-directed learning at the forefront. New furniture set the tone for individual and small group work, allowing students to work more comfortably on the floor or in centers, rather than sitting behind formal desks. Our teachers also trained in a new teaching style, where they serve more as inspirational mentors, who assist

student learning. The teachers no longer deliver material in a frontal teaching style, but rather now present materials in eye-catching and enticing ways on our shelves for students to select. The teachers move from each grouping of students, assisting them and encouraging them to try new materials.

We had 43 students enrolled in JLC this year, which includes 6 STOM students. We operated 2 multi-age classrooms, which will be expanded to 3 different classrooms (K-1, 2-4, and 5-7) for the fall. In addition, we are training and empowering new staff members to bring our vision to life in a stronger way for the coming year.

Our Family Chanukah Celebration, Purim Carnival, and Passover Family workshop all highlighted the warm community and interactive learning styles of both the preschool and JLC this year. Our Hinei Mah Tov Family Service, which became an integral part of the JLC curriculum, also became a showcase of the learning students accomplished in class, while at the same time allowed families to pray, debate, and question together in a spiritual and safe setting.

Membership – Allison Task

Thank you for supporting our Membership initiatives at Shomrei this year. It was an honor to take the VP, Membership position just years into our Sustaining Share Membership Model. In addition to welcoming our new member families, the membership team placed its energy and effort into building sustainable systems to help membership move forward. Not the most visible work, but necessary for our efficiency and structure moving forward.

As many of you know, Shomrei is able to offer a competitively price preschool program since the preschool is housed within our building. Our goal is to welcome these families (at last count, 54 children) into Shomrei at such an important time in their young children's lives.

Since approximately 50% of the preschool is comprised of interfaith families, next year we will be engaging in a listening tour, finding out what kind of a religious program the families are interested in having. The parents have started their children with a strong religious foundation: what would they like to see next?

NINETEEN new member families were welcomed into the Shomrei Community

Single Head of Household : Emil Schteinberg, Robert Faulkner, Erin Berman, Robert Brumer, Ilana Knapfelmacher, Roz Beldie, Lucille Mizrahi, Wilma Selenfriend,

Young Family (not yet preschool): Amy & Robert Ecker, Ricki Wolfe and James Schwar, Ariel Lopez and David Dower

Preschool Family: Melissa and Lawrence Elbaum, Jackie Krieger and Steve Katsman,

JLC Family: Amy & Jason Didner, Karen and Todd Greenwald, Lindsey and Michael Sag, Sara and Bruce Moallem

Family with older children: Gail and Ian Stocks, Marshall and Rita Singer

Highlights

This was the inaugural year of Shomrei's **ambassador program**. Ten ambassadors, including Liza Cohn, David Brooks, Dan Marcus, Fiona Graff, Sarvenaz Singh, Lynne Kurzweil, Adrienne Shulman, Debra Caplan, and Bill Batkay welcomed our nineteen Freshman families into Shomrei. The ambassadors will continue help new families gain their footing for their first year of membership. The welcome program includes:

- Complimentary Tickets to annual Dinner dance
- Welcome Shabbat Challah and Grape Juice
- A meeting with the Rabbi at Shomrei or the home of the new member
- Ongoing support for the new member

With the extraordinary efforts of John Lasiter, we now have **an online membership form** (www.shomrei.org/join) that seamlessly populates into a **membership database**. We have reviewed years worth of "interested members", calling each potential member, some of whom have become members, and others who have moved away. We've cleaned out our files, and have a strong and **healthy file of prospects** to continue to welcome to Shomrei events on an ongoing basis.

Also with John Lasiter, this year membership contributed the **beautiful membership tree** in Shomrei's lobby to highlight the accomplishments of the synagogue over the last year and the members who have helped make that happen.

Upcoming Events

MOVING UP SHABBAT KIDDUSH: A CELEBRATION OF LEARNING

With Morah Heather, we will host our first end-of-year Kiddush on June 3, celebrating all the children of Shomrei, from preschool to JLC and Stom. We will celebrate the many families in our growing synagogue with a festive Kiddush after a Hinei Ma Tov celebration in the sanctuary.

SHOMREI MEN'S BONFIRE: Wednesday June 14

Member Josh Kline has offered to coordinate a Men's Bonfire, an opportunity for the men to connect and bond over fire (and beer). Membership will be sponsoring this event.

Programming – Liza Cohn

The Programming Committee oversaw several events over the course of the year, including Taste of Shabbat, the Annual Dinner Dance, a Second Seder for Passover, monthly Yoga and a Dad's night. There were many successful Tastes of Shabbat

hosted by congregants throughout the year, most held at congregant's homes, but at least once it was so well subscribed that it was it was moved to the synagogue. Thanks to all our generous hosts. Shomrei also hosted a "Shabbat Across Shomrei"- thanks Deb Caplan for organizing and those families who opened their homes for the evening!

The Annual Dinner Dance - this year themed "Mensches & Martinis" - honored Rich Epstein and Susan Lazev and was chaired by June Zimmerman, with the help of many congregants, including Rachel Kanter and Gail Stocks. It was an extremely festive evening with several special features, including a fabulous martini bar, live jazz music with an ensemble led by Jeremy and Maya Stepansky, as well as congregant, Sebastian Posada, and guest speaker Jules Epstein. The Social Hall looked stunning with decor donated by Louisa Testa. Over 130 people enjoyed this celebratory evening. And a special shout out to John Lasiter for his incredible graphics.

Shomrei again hosted a 2nd night Passover Seder open to all members, and this year nearly 60 people attended. The meal was prepared by the Marcus family, with the help of many volunteers, and included full complement of traditional options including multiple meat and vegetarian dishes. We sang songs, retold the Passover story as community, and all learned together through the leadership of Rabbi Greenstein.

Elisa Bildner has been leading a beautiful spiritual Yoga class about once a month in which she incorporates the weekly parsha into a mindful, gentle multi-generational yoga practice. Men and women of all ages enjoy Elisa's insightful and thoroughly researched talmudic studies which she weaves into a healathy, whole body experience. A big thanks to Elisa!

A new event just for men is slated for June 14th, chaired by Josh Kline. We're excited about this evening and hope it's the first of many.

@Nourish – Shirley Grill and Adrienne Schulman Lasiter

- 13 sessions scheduled; 12 held (one cancellation)
- Average attendance around 35: high of 80, low of 6; total participation about 420 people
- There are 10 school families who have attended regularly; remainder of attendees are from the congregation and other Preschool and JLC parents.
- Feedback on the sessions is positive. For the coming school year the design is to have @ nourish alternating with the Avodah and HMT services.

Social Action

- MESH Café – Shomrei continues its long tradition of feeding the hungry once a week with delicious meals prepared by our dedicated volunteers.
- IHN – Another example of Shomrei's commitment to the community-at-large is our 26 year partnership with Interfaith Hospitality Network housing the homeless for one week during the summer and one week at the end of the year.

- Shomrei Shares, our annual effort to provide homeless families who have recently moved into an apartment with much needed items, was a success.
- We co-sponsor the Gay Pride service with neighboring synagogues every year, This year the service will be at Shomrei on June 19
- ISRAEL - We are proud to march in the Israel Day Parade in New York City every year. The parade will be June 4
- Through our monthly Israel Cinema Café, we bring Israeli films with English subtitles to our congregation and community

Shomrei Refugee Assistance Group – Nick Levitin and Andy Silver

Twenty people showed up at the first meeting on Sunday, March 5th. The purpose was to explore what Shomrei as a community could do to help refugees and immigrants in our area.

A number of synagogues and churches are attempting to respond to this situation by actively working on behalf of refugees and other immigrants who are in need of support. We reviewed what synagogues and other groups in our area are doing, what we can do, and what we would be willing to commit to doing as members of our community. Within a week after the first meeting more than 50 people signed up to who wished to participate in this work. Progress has been slow as we find our way. But we have connected with other groups and begun to take action.

1. A few members of our group have begun to develop relationships with two recently resettled Syrian refugee families. Both families are doing well in the United States, but need a few items to help ease their transitions to their new homes. We are collecting these items and making periodic deliveries to the families.
2. Rabbi Greenstein along with several members of our group attended a “Faith in NJ event” at the Bethany Baptist Church in Newark. Entitled “No One Stands or Fights Alone” this gathering of 500 clergy leaders and members of many faith traditions focused on advancing immigration reform, and advocating for justice and humane treatment of refugees.
3. Meredith Lopez and Merrill Silver accompanied one of the recent refugees resettled by One World, One Love to the library in Elizabeth to help her get a library card and explore the resources of the library.
4. A small group of Shomrei members and the Rabbi attended a Syria Supper Club dinner in Glen Ridge where Andy and I made contact with Linda Woodbury of the Greater Bloomfield Interfaith Partnership (GBIP) Refugee Resettlement Group. This group is an alliance of faith communities working for justice, compassion and peace with Temple Ner Tamid, Glen Ridge Congregational Church, and several other churches in the area. They also work hand-in-hand with Church World Service one of seven government approved Refugee Resettlement agencies in the U.S. Linda invited us to a

steering committee of her group the following evening. Andy and I could not make it and asked members of our group if anyone could attend.

Buildings and Grounds – Marc Chalom

Much needed repairs have happened. New carpeting had been laid in the social hall and the dance floor has been fixed and a new shine given. We have had tremendous flooding issues on the first floor near the library and hallway. The window casings have been repaired/replaced to hopefully solve the problem. The flat roof has been leaking; a roofer is repairing that also. There have also been upgrades to our security system as we reevaluate our security needs.

Thank You

I wanted to thank a number of people who work countless hours on behalf of Shomrei:

- My predecessor Nick Levitin for organizing and directing the operations of the High Holy Days. This was huge weight off my shoulders as I assumed office.
- Jonathan Goodgold, Executive Vice President. He has been available for the synagogue whenever I travel and someone I enjoy sharing ideas with.
- Béla Schwartz, VP of Finance, and Pam Golden, Treasurer. They have created and managed the budget so we are financially stable – no small feat.
- Geoff Sadow, chair of the Ritual Committee. He selflessly insures services happen every Shabbat and holiday. He is a quiet hero.
- Adrienne Schulman Lasiter, VP of Education. She has led the transformation of the Pre School and JLC. Our children are in a better place because of her dedication.
- The Board of Trustees. Every Board member gives numerous hours for the sake of the entire community. A big Thank you for the many things you do.
- Heather Brown, our Education Director, and her education team of Lily Lucey and Ayla Winter. You are all doing a fantastic job. A special Yasher Koach for the growth in the preschool since Heather has joined.
- John Lasiter, Communications chair with Sarita Eisenberg. I can not even begin to list all that John does, day in and day out, for the synagogue
- Shirley Grill . She gives, and gives, and gives whether co chairing the Education Committee or taking charge of @nourish and of course, still coordinating IHN with Dale Russakoff
- Marge Wise, Executive Director. She works tirelessly day and night to ensure Shomrei operates smoothly every day
- Marita Falconer, office assistant. She has been a steady presence in the office

- Our custodial staff Orane Lawrence and Kevin Pittner for not only keeping our building clean but also doing such things as carrying in groceries and making pizzas
- David Kanegis, outgoing Recording Secretary. He has taken copious minutes at every board meeting for years and has brought thoughtful insight to every board meeting.
- Special thanks to Aileen Grossberg, Beryl Hiller, Carney Mimms and all the Kiddush lunch chefs and sous chefs for allowing the community to come together every Shabbat
- The many, many volunteers. Everything you do makes the community stronger. Without you, there would be no Shomrei.
- Every member and their family, which what makes Shomrei, Shomrei

A very special thank you to Rabbi Greenstein. His deep caring for our congregation is expressed in everything he does for Shomrei.

Amendment to the by-laws changing date of annual meeting

At last year's annual meeting, it was approved to change Shomrei's fiscal year to July 1 - June 30. For consistency with this change, the following amendment is proposed:

The annual meeting of this congregation shall be held during the months of May or June of each year or on such a day the president designates.

The constitution now reads, "The annual meeting of this congregation shall be held during the months of **April** or **May** of each year or on such a day the president designates.

CONGREGATION SHOMREI EMUNAH

Slate of Officers and Nominations to the Board of Trustees 2017-2018

<i>President</i>	<i>Fern Heinig</i>
<i>Immediate Past President</i>	<i>Nick Levitin</i>
<i>Executive Vice President</i>	<i>Jonathan Goodgold</i>
<i>Vice President – Building & Grounds</i>	<i>Yechiel Felder</i>
<i>Vice President – Education</i>	<i>Adrienne Shulman Lasiter</i>
<i>Vice President – Finance</i>	<i>Bela Schwartz</i>
<i>Vice President – Legal</i>	<i>Gordon Braverman</i>
<i>Vice President – Membership</i>	<i>Allison Task</i>
<i>Vice President – Programming</i>	<i>Liza Cohn</i>
<i>Treasurer</i>	<i>Pam Golden</i>
<i>Recording Secretary</i>	<i>Beryl Hiller*</i>
<i>Corresponding Secretary</i>	<i>Jerilyn Margulies</i>
Trustees (terms expiring 2020)	Carol Katzman** Lynne Tapper** Meredith Lopez* Dan Winter*
Trustees (terms expiring 2018)	Marc Chalom John Lasiter David Brooks Rachel Kanter
Trustees (terms expiring 2019)	Sara Ann Erichson Dan Marcus Geoff Sadow Lynne Kurzweil

* Newly nominated

** Nominated for another term

Respectfully submitted by the nominating committee

Rich Epstein
Nick Levitin
Fern Heinig

Jonathan Goodgold



Meredith and her family moved from Brooklyn to Glen Ridge in 2015 and joined Shomrei for the built-in community of a new place. Since then, most of the new friends Meredith has made in New Jersey come from Shomrei. In addition to participating in family events, Meredith is part of the Refugee Assistance Group and helped facilitate introductions between synagogue members and Syrian refugees living in Elizabeth. She is the Youth Services Director for the refugee group One World, One Love, and acts as the liaison between them and Shomrei's Refugee Assistance Group.

She is a fiction writer, avid reader, clumsy yogi, and new knitter. Meredith lives with her husband Carlos and their two sons Gabriel and Nathaniel (Nate) in Glen Ridge.



Dan Winter has been a member of Shomrei Emunah since he moved with his family to Montclair from New York City in 2013. Dan is an attorney at the law firm of Ahmuty, Demers & McManus in Downtown Manhattan. He represents clients in all types of civil defense litigation.

In his down time, Dan enjoys cooking and following the Boston Red Sox, Syracuse Orange and NY Rangers. Dan's wife Aylah is an Assistant Director of Education at Shomrei. His son Ben is in Kindergarten at Golda Och Academy and his daughter Gabby attends Shomrei Preschool.



Beryl Hiller has been a member for 10 years, coming to Shomrei with the group from Temple Emanuel of Passaic where she was a Vice-President. She has served on various Shomrei design committees and can be found in the Shomrei kitchen applying her professional visual presentation skills as a member of the Kiddush preparation team.

Beryl is a retail store executive, by trade, specializing in autonomy and accountability team strategy development. She can often be seen perusing the shops of Greater New York for a competitive landscape analysis project. She lives in Belleville with her husband Howard and son Wolfgang.

Congregation Shomrei Emunah Budget Summary for Fiscal Year Ending 2018

On behalf of the Finance Committee (Pam Goldin and Béla Schwartz), we are pleased to present to the congregation the attached budget for the fiscal year ending in 2018. This budget shows a surplus of \$1.5K.

The budget this year, as last year, was developed “bottoms up” by working with the actual expenses for the prior year and analyzing the spending patterns. The JLC and Pre-School budgets were prepared by Heather.

Some general comments about the budget are below.

Sustaining Share Revenue

- 153 households (259 individuals) have responded out of a total of 210 member households (72%) as of May 18. This compares with a 65% response rate as of the same date last year. The group has pledged 0.5% more in the aggregate than for the current year (basically flat). Current year commitments as of the same date last year were w1.2% lower than the prior year.
- \$21,123 of the generous match has been earned from the above contributions. For the current year the match was \$19,800.
- The remaining households have been budgeted at 90% of their current year contribution, provisionals have been dropped and a \$3K additional reserve has been included.
- With two months to go in the fiscal year, the actual unpaid amount from current year SSFC is \$19.5K or about 3.6% of total pledges. Some of this is from people on a payment plan. A 2.1% reserve (excluding match) on pledges was included in addition to the \$3K reserve.

Jewish Learning Center

- Pre school
 - We have budgeted 53 students for preschool. As of May 18th, 32 students have registered for next year’s preschool. Currently there are 55 enrolled.
 - Pre School is budgeted to generate a profit of \$90.3K vs. current year projected profit of \$84.2K. This is primarily due to a decrease in teacher compensation.
 - Summer Camp is budgeted to generate a profit of \$19K vs current year projections of \$24.4K. This is primarily due to the addition of \$4K in costs for security during Summer Camp.
- JLC
 - We are budgeting a loss of \$77K this year vs. a projected loss of \$74.3K this year. Both revenues and expenses are budgeted to be higher than current year with expenses \$2.6K higher than revenues.
 - We began awarding scholarships to JLC in the current year and continue to do so on an as needed basis this year. \$6.5K of scholarships have been budgeted.
- JLC/Preschool/Summer Camp combined is budgeted to generate a surplus of \$13.2K vs. a current year projection of \$9.8K.

A note about current year projections:

- Based on April actual (10 months) we are projecting a surplus of \$4.0K vs. a 2016-17 budgeted surplus of \$3.9K.