

CONGREGATION BETH ISRAEL
MINUTES OF THE 175th ANNUAL MEETING OF THE CONGREGATION
June 5, 2018

Welcome and Call to Order: Meeting Chairman Chet Zaslow called the 175th Annual Meeting of Congregation Beth Israel to order at 6:05 pm.

Invocation: Rabbi Andi Fliegel delivered the invocation. At this meeting, we celebrate those who commit themselves to our community. We pray that they are infused with wisdom to make decisions in our best interests, and that their lives are enriched by their service. May we harness the potential and untapped energy among us, and make our dreams reality. May we be agents of change both within ourselves and by caring for one another.

Minutes of the 2017 Annual Meeting: Copies of the minutes (Exhibit 1) were available for review on each table. Chet Zaslow called for a motion to approve the minutes. A motion was raised and seconded, passing unanimously.

Proposed By-Law Changes: Governance and Leadership Development Committee Co-Chairs Rob Berman and Jennifer Maily introduced a proposed change to the Congregation Beth Israel By-Laws. The proposed amendment (Exhibit 2) authorizes the Nominating Committee to rebalance the Trustee class size when the three Trustee classes are not equal in size. A motion to approve the by-law change was raised and seconded, passing unanimously.

Reading the Names of New Members: Secretary Jennifer Maily read the names of new members since the June 2018 Annual Meeting (Exhibit 3).

Reading the Names of Deceased Members: Secretary Jennifer Maily read the names of members who have died since the June 2018 Annual Meeting (Exhibit 4).

Operation Ruth: Co-Chairs Judy Levy and Kate Liburdi reported on the Operation Ruth strategic planning process and the resultant Strategic Plan. Judy thanked the many congregants who participated in Operation Ruth, named for the Biblical Ruth, who showed love for and commitment to Judaism. As part of the planning process, 150 congregants answered on-line survey, and 125 congregants attended group meetings and other interviews. The process consisted of several stages: Inquire (Fall), Imagine (Winter), and Innovate (Spring). After the Innovation stage, subcommittees drafted plans for different programmatic areas and reported out in late May.

Before presenting the Strategic Plan, Kate Liburdi shared data about our Jewish community gathered from the Connecticut JMAP survey and from our congregants. The Operation Ruth subcommittees considered this data in putting together the Strategic Plan.

Judy and Kate then presented the Operation Ruth Strategic Plan FY 2019-24 (Exhibit 5). The Plan offers strategies for four key programmatic areas at CBI: Worship, Lifelong Learning, Social Justice, and Community. The Plan recommends a new committee – Communications – and innovative strategies for enhancing our financial resources. A guiding principle of the Plan is more integration between the various programmatic areas within CBI. The next steps are generation of action recommendations, Board approval of the Plan, publication to the congregation, and implementation.

Gary thanked Judy and Kate for their tireless leadership on this important project.

Rabbi's Annual Report: After a Shehechyanu, Rabbi Pincus recalled Rami Shapiro's visit as scholar-in-residence. Rabbi Shapiro challenged us to create our elevator speech, a short statement about why we are at Beth Israel. Each of us needs to consider – and be able to articulate – why we are here. Through Operation Ruth, our community is working on its elevator speech.

Rabbi Pincus recounted the many ways in which CBI is our home. We are a Beit Kneset, a House of Gathering, where we mark our milestones and celebrate with our CBI family. We are a Beit Midrash, a House of Study. Here, we search for meaning and foster learning for all ages. To that end, we have hired our first-ever Director of Lifelong Learning. We are a Beit Tefillah, a House of Prayer. Here, we express our hopes and joy. As individuals and as a community, we connect with the Holy One.

Rabbi Pincus honored the "amazing" individuals who work at CBI. He noted that our two Laurens – Cantor Lauren Phillips and YEP Director Lauren Benthien – are moving on. Cantor Phillips has left her mark on our community, gracing us with her creativity and talent. Lauren Benthien took over our YEP program at a difficult time. She improved every aspect of program and has made our program a model for other synagogues. Our children look forward to coming to religious school.

Rabbi Pincus praised our dedicated team of custodians. Bunny Reynolds is celebrating 30 years in CBI's employ and will be moving to part-time. Executive Director Tracy Mozingo keeps everything going with wisdom, calm, leadership, and creativity. Other integral members of the team are Michele Meyer, Cheryl Goldberg, Karen Beyard, Sunny Kagan, Natasha Ulyanovsky, and Max Schwimmer. About Rabbi Fliegel, Rabbi Pincus said "wow!" We are truly blessed to have her. Our lay leaders are also essential. President Gary Jacobson has a calm and wise presence that centers us. Rabbi Pincus also acknowledged our past presidents.

Today, synagogues are relevant; they create, nurture and develop Jews. It is here in our "beit," our house, that we should be with family and friends, study Torah, and feel at

home. Rabbi Pincus expressed that it is a privilege to serve as 16th rabbi of Congregation Beth Israel.

Treasurer's Report: Treasurer Rob Berman reported that we planned for a balanced operating plan for this year, and he is happy to report that we are ending this year balanced with a projected small surplus. This past year, we have invested almost \$85K in capital improvements to the building, and more are planned for next year. Rob has undertaken a risk management audit this year and made dozens of changes to improve operations and mitigate exposure to risk. We also have made progress in paying down our outstanding loans, which over the last fiscal year have been reduced by one-third. We have renewed our line of credit with Webster Bank, and have full capacity available should we need it. Our endowments have done well this year. Together, the endowments contribute \$100K per year to our operating plan. Increasing our endowment is a key part of our strategic plan. Fundraising is also important. This year, we expect to net \$40K in fundraising. Rob thanked outgoing chair of the House Committee, Eric Lessne, for negotiating favorable utility and service contract prices. April Haskell's negotiating efforts have kept the cost of our insurance coverage below inflation.

Our dashboard allows the Executive Director and Financial Operations Committee to review all financials in one place. Rob shared two pie charts showing financial expenditures through three quarters of the year. Notable are that dues and security fees are 58% of revenue; fundraising and donations are 13%, and endowment is 6%. Of our expenses, 64% are staffing costs, and 17% are for building and grounds. Rob credited this year's success to Executive Director Tracy Mazingo and members of the Financial Operations Committee. Rob also thanked Gary Jacobson for supporting new ideas in our Financial Operations. Rob promised more innovations in 2018-19.

Reading the Names of Benefactors: Rob Berman read the names of the Congregation's benefactors (Exhibit 6), as prescribed in their gifts.

Executive Director's Annual Report: Tracy Mazingo reported that it has been a busy year within these walls. Tracy showed slides highlighting our congregant and clergy activities "by the numbers" (Exhibit 7). These have included celebrating our 175th anniversary, adopting Mishkan Hanefesh for our high holiday worship, and welcoming two new babies. Tracy reported that the new dues structure will be sent out by letter soon. Each family's share of the operating budget is \$2571; the temple is trying to increase alternative revenue sources. In January, CBI will launch our new website, with Max Schwimmer overseeing it. The office will be relying more on email to send tax and dues statements to save staff time and expenses. Tracy thanked her office and custodial staff. She also thanked Eric Lessne, our outgoing House Committee Chair, for all of his hard work.

Volunteers of the Year: Gary Jacobson awarded Volunteer of the Year awards to outgoing House Committee Chair Eric Lessne and Cemetery Committee Chair Sandy

Berinstein. Eric has chaired the House Committee for fourteen years. In that time, he has overseen many of our maintenance and improvement projects. Sandy has worked tirelessly to preserve our cemeteries, while also leading Sisterhood, supporting the Purim Carnival, hosting Vashti's Hideaway, chairing the Women Presidents Dinner, selling teddy bears for the 175th, and doing so much more.

Recognition of Outgoing Trustees: Rabbi Pincus thanked our outgoing trustees: Liz Freedman, Andy Katz, Bob Lerman, Eric Lessne, Steve Maidman, and Lenny Mazlich.

Nominations of the New Board members. Chet Zaslow thanked members of Nominating Committee and presented the Board-approved slate of Officers and Trustees (Exhibit 8).

Motion to Approve Slate: A motion was made and seconded to approve the slate of Officers and Trustees. The motion passed unanimously.

President's Annual Address: Gary Jacobson thanked everyone for coming to the Annual Meeting. He had the pleasure to report that he survived his first year as President and CBI survived too. Gary recounted the accomplishments in the past year. Jeff Smith and Rob Berman co-chaired a search for a Director of Lifelong Learning that resulted in the hiring of Rabbi Howard Rosenbaum. We wish outgoing YEP Director Lauren Benthien the best. Before Lauren leaves, she is arranging to bring JTConnect to our teens. Chet Zaslow and Paula Schenck are co-chairing the Cantor Search Committee, and we have hired Cantor Robbie Solomon for the high holiday services this fall. There have been a variety of interesting Shabbat services. We hosted Rami Shapiro as a scholar-in-residence; Boomer Shabbat with Laura and Bob Deutsch; and pre-service concerts with Natasha Ulyanovsky and Max Schwimmer. We had wine and cheese pre-negs and Shabbark Shalom with Rabbi Fliegel. We welcomed two baby boys as the newest CBI members. Congregants attended the URJ Biennial in Boston and the Anne Frank event at Playhouse on Park.

Gary recounted the many events honoring our 175th anniversary. The dinner honoring our past women presidents was a successful fundraiser. A history morning run by Roberta Tansman and Ira Spar was also successful, as was Jane Zande's congregational timeline. Tomorrow we will celebrate the actual anniversary date at the Old State House. This fall, we will welcome Rabbi Rick Jacobs, install the Tree of Life in the Silver Courtyard, and hold a gala event.

Gary thanked all of our volunteers for their commitment and energy. He recognized the immediate past president Gail Mangs, who is working with Clare Feldman on the Endowment Campaign to sustain our community for the future. He noted that SAGE is going strong, thanks to Jan Glass and Nancy Kramer; Bruce Badner has been holding jam sessions; Jeff Singer is planning a Golf Tournament; and Sheri Ginden is planning a congregational trip to Israel led by Rabbi Pincus.

Gary encouraged everyone to reach out to people to become new members. This will keep our community strong.

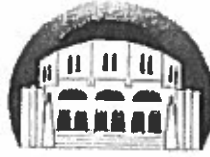
Blessing and Installation of the New Board: Rabbi Pincus led all of the new Officers and Trustees in an oath of service to the community (Exhibit 9) and he and Cantor Phillips gave the priestly blessing. Rabbi Pincus also distributed to each Trustee a copy of the "Ten Commandments of Synagogue Board Members." (Exhibit 10).

Benediction: Cantor Phillips gave the Benediction.

Adjournment: Chet Zaslow adjourned the meeting at 7:34 pm.

Note: The meeting program, containing the slate of 2018-2019 Officers and Trustees, is included as Exhibit 8.

Respectfully submitted by Jennifer Maily, Secretary



**CONGREGATION BETH ISRAEL
174th ANNUAL MEETING
June 6, 2017
MINUTES**

Welcome and Call to Order: Meeting Chairman Chet Zaslow called the meeting to order at 6:08 pm. He explained that these annual meetings are an opportunity for the lay leadership, Executive Director, and clergy to offer their perspective on what has gone on in the past year and to provide a view of what we hope to accomplish in the future. Chet expressed his hope that we would all leave the meeting with a renewed commitment to making Congregation Beth Israel a warm and welcoming spiritual home and community.

Invocation: Delivered by Rabbi Pincus. These annual meetings are an opportunity to reflect on who we are and where we have been. In this way, we can honor the past and build on it for a brighter future.

Minutes of the 2016 Annual Meeting: (Exhibit 1) Copies of the minutes were available for review on each table. Chet called for a motion to accept the minutes. A motion was raised and seconded, passing unanimously.

Proposed By-Law Changes: (Exhibit 2) Governance Committee Co-Chairs Jennifer Maily and Rob Berman introduced four proposed changes to the Beth Israel by-laws. The proposed amendments: 1) change some timing requirements of the nominating committee, 2) reduce the size of the Board by three positions, 3) reduce the number of Vice-Presidents by one, and 4) reduce from 10 to 9 the number of Trustees needed to call a special meeting of the Board. Each motion was individually voted and unanimously approved. Motions 1 through 3 are to take effect upon passage. Motion 4 is to take effect at the 2018 Annual meeting.

Reading of the Names of New Members: (Exhibit 3) Read by Temple Secretary Jeff Smith

Reading of the Names of Deceased Members: (Exhibit 4) Read by Jeff Smith

Rabbi's Annual Report: Rabbi Pincus thanked the attendees of the Annual Meeting for their commitment to the organization. He also thanked the Congregation's staff for all their hard work and gave special recognition to his colleagues Rabbi Fliegel and Cantor Phillips.

He stressed that we should honor our past and build on it. By standing on the shoulders of those who came before us, we can see farther and from a new vantage point. Rabbi Pincus raised the questions, "What is our reason for being? Why are we here?" As a congregation, we must encourage the personal exploration of spiritual life, engagement in the world, and to be each other's angels. We need to work on our friendships, listen

to each other, and be more present in one another's lives. We must strive to make friends and not just members.

Beth Israel must be a place for prayer, for Jewish learning, and a place where we strive for social justice. These are the principles on which the world stands. Along with a strong commitment to Judaism, they serve as the glue that binds us all together.

Executive Director Report: Executive Director Tracy Mozingo spoke about what her typical day is like. She said her day primarily consists of staying informed, supporting and managing the work of others, and providing Beth Israel's lay leadership with information to make sound business decisions.

She indicated that we are making great strides in our utilization of our Chaverware membership database and that she anticipates having professional development workshops for her office staff. She thanked her staff for their hard work, dedication, and enthusiasm. Tracy spoke about new hires at the synagogue (Max Schwimmer for e-bulletin and social media, Nataly Chumak for data entry and payment issues), about printing the bi-monthly bulletin locally starting in November, and launching a redesigned website by September 1.

This year, improvement projects to our facility included the Haas Hall walkway restoration, new security software installation, a fire system replacement, and repairs to our furnace and associated fixtures. Within a few weeks, we will be doing improvements and plantings in the Silver Courtyard thanks to the many donations that we received in Rabbi Silver's memory. With regard to membership, we have had 75 families join us over the past 3 years. This represents a total of 206 people.

Tracy concluded her remarks with news about the "Purim Together, Young and Old" program put on by the Caring Team led by Jane Zande and Lorrie Wexler, along with Y.E.P. director Lauren Benthien. She announced that the program was one of the 2017 Belin Award winners presented by the URJ for audacious hospitality. The program (and Beth Israel) will be formally recognized at the URJ Biennial this coming December.

Tracy thanked the Executive Committee for their support and guidance and gave a special thank you to outgoing president Gail Mangs for her leadership.

Treasurer's Report: Treasurer Rob Berman reported that, as was projected at last year's annual meeting, we did complete this year with a balanced operating plan. We also succeeded in covering all our Capital Expenditures with money from our operating plan and did not have to tap into our Commitment Fund. We grew our Commitment Fund this year from \$119,000 to \$175,000.

We reduced our outstanding loans by one-third and will soon pay off our energy efficiency loan. We achieved low investment costs for our Endowment, increased the rate of interest on our various checking accounts, and renewed our line of credit for two more years.

Rob thanked April Haskell and Jerry Passman for once again running our Annual Golf Tournament fundraiser. This year, it raised \$57,000. He also thanked April for negotiating a great Property Casualty Insurance package for us. While many policy holders are seeing higher costs, our costs are going down.

In May, the Board of Trustees approved a balanced operating plan for 2017-18. Two balanced operating plans in a row is quite an accomplishment given our past financial struggles.

Finally, Rob thanked Executive Director Tracy Mazingo, past Treasurer Ruth Van Winkle, past Treasurer Chet Zaslow, members of the Financial Operations Committee, and President Gail Mangs for her support of new ideas and changes in Financial Operations.

Reading of the Names of Benefactors: (Exhibit 5) Rob Berman read the names of the Congregation's Benefactors, as required in their gifts.

Outgoing President's Report: Outgoing President Gail Mangs spoke about how the past two years have been among the most personally rewarding and spiritual of her life. She feels honored to have had the opportunity to serve the congregation as President. Although there have been challenges, they were vastly outnumbered by many wonderful experiences. Gail feels that she has developed a better understanding of how our congregation works as well as an appreciation of the great job our clergy and staff do every day.

Gail recapped some highlights of the past year including:

- The work of the Strategic Planning Committee and the distribution of its survey to members
- The contributions to the Congregation made by Sisterhood and Brotherhood
- The continuing excellent and innovative work of our Religious School
- The work of our Caring Team
- The efforts of our Social Justice and Adult Education committees
- Our work toward adopting a new High Holy Days Prayer book, Mishkan Ha'Nefesh
- Two great concerts, the American Baroque Orchestra and Nava Tehila, brought to Beth Israel by Cantor Phillips.

Gail gave special thanks to her Board of Trustees and the Executive Committee and recognized their commitment, hard work, and love of Beth Israel. She praised our Clergy and Temple Staff as the hardest working people at CBI. She recognized that meeting the spiritual and pastoral needs of our congregation is a formidable task. Rabbi Pincus, Rabbi Fliegel and Cantor Phillips have been able to effectively meet our congregants' needs and have learned to work well as a team. On behalf of the congregation, Gail went on to thank our Congregations' staff for everything they have done for Beth Israel and for her. While the Board and Executive committee have much to be proud of regarding the business side of Beth Israel, Gail stressed that such efforts must always be in support of our religious community as that is the true mission of Beth Israel.

Gail ended her remarks by stating her belief that Judaism depends upon synagogues, and her time in office has only strengthened that belief. She expressed her thanks to the Congregation for having allowed her to serve as President.

Social Justice Committee: Committee Chairman Andy Katz spoke briefly regarding an effort to identify and track the many social justice activities that take place at Beth Israel.

Volunteers of the Year: Rabbi Pincus and Gail Mangs awarded Volunteer of the Year awards to Caring Committee Co-Chairs Jane Zande and Lorrie Wexler for their many outstanding efforts on behalf of our community. Of special note is the Caring Committee's recent program, "Purim Together, Young and Old", which won a Belin award for audacious hospitality.

Recognition of Outgoing Trustees: Matt Hoberman, Gail Mangs, and Scott Myers are stepping down from the Board, and were recognized for their service to the Congregation.

Nominations of the New Board: Chet Zaslow placed the following names in nomination:

- The slate of officers: Gary Jacobson, President; Jeff Smith, First Vice-President; Eric Lessne, Vice-President; Paula Schenck, Vice-President; Ruth Van Winkle, Vice-President; Rob Berman, Treasurer; Jennifer Maily, Secretary.
- The slate of new Trustees: Judy Levy, Sheri Ginden, Aaron Frank, Mark Steier, and Lorrie Wexler.

Motion to Approve Slate: A motion was made and seconded to approve the slate of new Trustees. The motion passed unanimously.

Incoming President's Address: President Gary Jacobson spoke of his experiences at Beth Israel over his 27-year membership and how much it means to him and his family. It has become a source of learning, spirituality, and community. He thanked his predecessor, Gail Mangs, and the Board members who helped him prepare for the challenges of the next two years.

He spoke about the Scheidt Seminar that he recently attended in Atlanta. The seminar is organized by the URJ to teach synagogue presidents how to be successful leaders of their congregations. He discussed some of the leadership principles that he learned there.

Gary talked about his time on the Strategic Planning Committee and how that has made him optimistic about Beth Israel's future. He perceives his presidency as an opportunity to give back to Beth Israel for all that it has given him over the years. Gary ended his speech by encouraging members to attend the URJ Biennial this December.

Blessing of New Board Members: Rabbi Pincus led all the Officers and Trustees in an oath of service to the community and a blessing (Exhibit 6). He also distributed to each Trustee a copy of the "Ten Commandments for Synagogue Board Members" (Exhibit 7).

Closing Benediction: Rabbi Pincus, Cantor Phillips

Adjournment: The meeting adjourned at 7:15 pm.

Note: The meeting program is included as Exhibit 8.

Respectfully submitted by Jeffrey Smith, Outgoing Secretary

Language in italics is new.

ARTICLE SEVEN THE TRUSTEES

Section 1. General There will be twenty-two (21) Trustees. No more than six (6) Trustees shall serve as Officers (each a "Trustee-Officer" or an "Officer") at any one time. Any Congregant who is of the Jewish faith, more than twenty-one (21) years of age and in Good Standing may be elected to a Trustee position. Any Congregant who is of the Jewish faith may be elected to a Trustee-Officer position, provided he/she meets additional eligibility requirements stated in Article Nine.

Section 2. Term of Service For Trustee Positions That are Not Trustee-Officer Positions (a) Each Trustee may serve a Trustee Service Term, which is a period of three (3) consecutive years, with each year measured as the period from one Annual Meeting of The Congregation to the next. (b) To the extent reasonably feasible, Trustees shall be in three (3) classes composed of five (5) Trustees each and the term of each class shall expire in successive years.

Section 3. Eligibility of a Trustee Who is Not an Officer to Stand for Re-Election (a) A Congregant who has served for two consecutive Trustee Service Terms (six consecutive years) cannot serve again as a Trustee for a period of one year from the Annual Meeting at which his/her second consecutive Service Term as a Trustee ended. (b) The calculation of a Congregant's length of service as a Trustee will not include any period served in filling a vacancy in a Trustee or a Trustee-Officer position. (c) A Trustee who is not an Officer who is removed from his/her position will not be eligible to stand for election to a Trustee or Officer position thereafter.

Section 4. Rebalancing Class Size *In any year when the three Trustee classes are not equal in size, the Board may authorize the Nominating Committee to recommend, and the Board may approve, a slate of Trustees that has exactly five (5) Trustees in each class. This may be accomplished by one- or two-year term appointments, as necessary. These one- or two-year term appointments will not limit a Congregant's ability to serve two consecutive Trustee Service Terms (six years) after completion of the partial term as described in Article Seven Section 3(b).*

INFORMATIONAL NOTES NOT PART OF THE PROPOSED LANGUAGE:

- 1) The number of trustees is shown as of Annual Meeting 2018.
- 2) The reduction of one VP moves the count of officers to 6 and trustees to 21.

Exhibit 3

New Members from June 2017

Jessica and Samuel Borden

Marcy and Jeffrey Boyd

Andrea Carrubba

Katie and Joshua Farber

Ilene Frank and Darlene Yule

Judy Frankel

Joel Freeman

Susanna Fridman

Lorna Sedor and Elliot Ginsberg

Vicky and David Harris

Eva Jacobson

Lillian Jacobson

Stephanie Katz

Anne and Alexander Lumelsky

Angel Rivera, Jr.

Jessica and David Rosenberg

Maryam and Svetlana Sandal

Melanie and Eran Shani

Jill and Richard Spear

Yelena and Caleb Wasser

Exhibit 4

Deceased June 6, 2017 - present

Mark Aronov

Anatoly Berman

Mollie Bornstein

Jordan Buckner

Mariya Burshteyn

Semen Burshteyn

Sylvia Cantor

Eugene Flaxman

Solomon Fridman

Evelyn Gilman

Elizabeth (Bette) Glickman

Dorothy (Dolly) Goldfarb

Lazar Grabarnik

Katharine (Kay) Lavitt

Galina Levina

Joel Levy

Yelizaveta Lurye

Shifra May

Kathy Mendelsohn

Maxine Moncini

James Murray, Jr.

Florence Rosenbluth

Samuel Rosenfield

Emanuel Rosenthal

Harriet Scharf

Burton Schweitzer

Harold Shapiro

Petr Soloveychik

Igor Sorokin

David Stoner

Shirley Tevolitz

Doris Toubman

Jolyon Tucker

Robert Whitman

Eugenia Zeiberg



Operation Ruth Strategic Plan FY2019-24

July 2018

(July 17, approved by BOT)

Judy Levy and Kate Liburdi, Co-Chairs

Mission and Overview



CBI Operation Ruth is responsible to review the current state of our community and recommend strategic direction over the next 2-5 years.

Overview:

The following slides offer strategies for four key programmatic CBI committees, a fifth proposed committee, and for responsible financial oversight to achieve our goals.

Once approved, the strategies and action plan will be forwarded to CBI primary committees as noted, along with suggested programmatic details from the Operation Ruth Sub-committees.

A 6-month review of achievement of strategies and actions is recommended - to evaluate and make mid-course adjustments

Worship Recommendations

Provide a cohesive set of offerings while maintaining a wide variety of opportunities for spiritual connection.

- Balance what is familiar with new and innovative elements of music, prayer and commentary.
- Incorporate learning opportunities into services and spiritual texts into learning activities.
- Link Jewish thought to contemporary issues and social action.

Lifelong Learning Recommendations

Create a vibrant, inclusive lifelong learning community by promoting a holistic, experiential learning continuum.

- Ensure a variety of quality learning activities available to congregants of all ages.
- Incorporate learning opportunities into services and spiritual texts into learning activities.
- Specific outreach to interfaith families, including extended families.

Social Justice Recommendations

Weave social justice themes into the fabric of other CBI activities.

- Introduce a regularly-changing themed approach to social justice activities.
- Create a culture of activism and social justice. This will help to engage some of the new and younger members.
- Create robust presence for social justice at CBI that enables us to engage with other facets of the greater community.

Community Recommendations

Strengthen connections within our diverse congregation through a personalized and targeted approach.

- Meet the needs of a varied community, including interfaith families and younger singles.
- Embed community-building in other activities.
- Add more social events targeted to specific interest groups, including our youth, as ways to meet others.



Communications Recommendations

Encourage engagement of current and prospective members through effective communications.

- Establish a Communications Committee.
- Refresh CBI branding.
- Use data to optimize communications.

Business Model Recommendations

Increase focus on enhancing current revenue streams while investigating other innovations for the future.

- Short term - build our endowment; work on our financial resource development to include our dues structure, fundraising and grants, as well as expense management.
- Longer term, form a task force to:
 - Seek alliances with other congregations to minimize duplication of services
 - Research other membership revenue models
- Increase transparency into CBI operations, including finances.

Next Steps

Summer 2018

- Generate Action Recommendations
- Executive Committee Approval
- Board Approval

Fall or later

- Publish Report to Congregation
- Update CBI Vision Statement
- Implement!
- Launch celebration
- 6 month check in

BENEFACTORS

(TO BE READ IN ITS ENTIRETY)

We received income from the Aaron and Simon Hollander Funds, The Solomon & Katie Wohl Foundation, The Blumenthal Fund, The Adolf Hartman, Mary Hartman & Gustave Hartman Funds, the Frederick C. Opper Family Fund, and The Frank M. Richardson Fund created under the Will of Minnie Minkie. At this point, I would like to read the Will Provision of Minnie Minkie establishing the Frank M. Richardson Fund:

"One part to said Congregation Beth Israel, such part to be held by the said Congregation and to be known as the 'Frank M. Richardson Memorial Fund,' the income therefrom to be used for the general purposes of said Congregation. I direct that acknowledgement, specifying the amount of income annually received and designating the 'Frank M. Richardson Memorial Fund' as the source from which it was derived, be made by said Congregation in its Annual or other printed report which may be generally distributed among its membership."

We acknowledge all of these contributions with heartfelt appreciation.

 **Congregation Beth Israel**  **Our Congregants**

Celebrating *175* Years

727 
Families

1646
Individuals

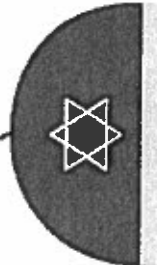


190 
YEP Students
and Madrichim

21 
B'nai Mitzvah

20
New Members

27 
URJ Summer
Campers

10 
Confirmants

5
Rejoined
Members





Congregation Beth Israel
 Celebrating *175* Years



Clergy Activities

6

Weddings



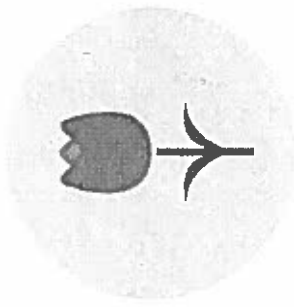
16

Baby Namings



42

Funerals



98

**Hospital/home
 Visits**





Congregation Beth Israel

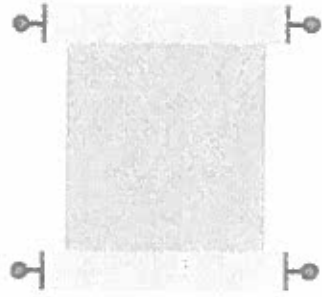
Celebrating 175 Years



Education Programs

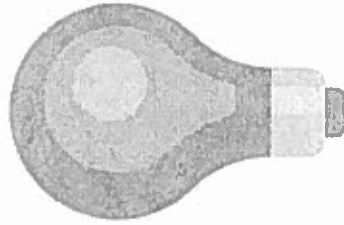
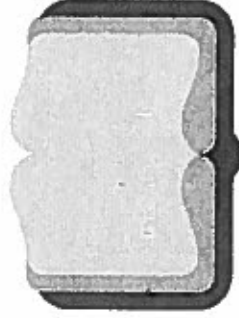
52

Torah Study Sessions



271

New Books in Our Learning Center



98

Adult Learning Programs



8

Featured Displays in Our Learning Center



Congregation Beth Israel
 Celebrating 175 Years



Our Community

85

**Holiday Baskets
 Assembled and
 Delivered**



**30 Chanukah
 25 Passover**

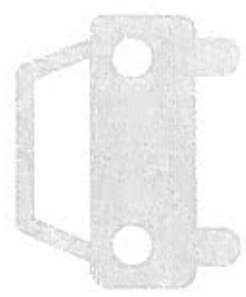
30 Rosh Hashanah



**15
 College Care Packs
 Mailed**

85

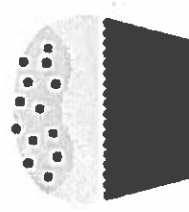
**Rides Provided to
 Services and Programs**



**30
 Meals Delivered**

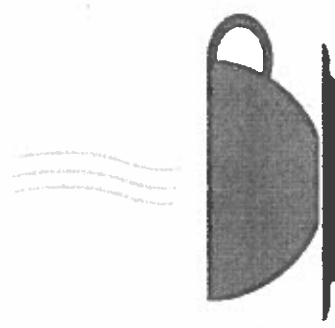
13,000

Pastries and



2,300

Cups of Coffee Served at Onegs





Congregation Beth Israel

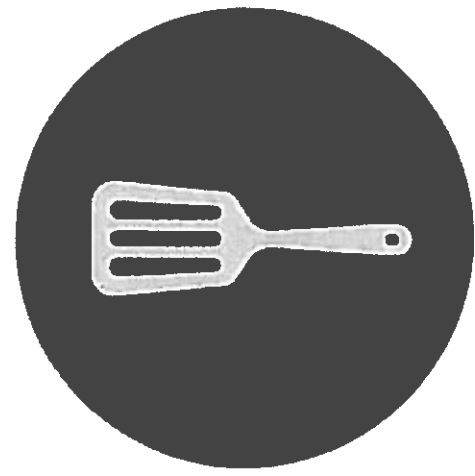
Celebrating 175 Years



Repairing the World

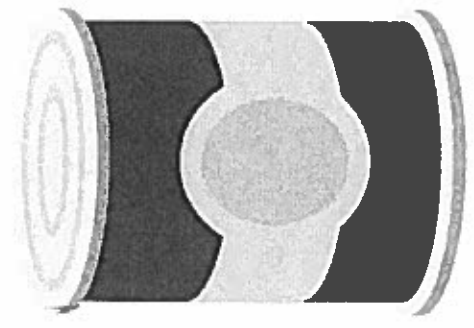
4,350

Pounds of Food Donated to Foodshare



5,200

**Meals Served by Congregants at
Loaves and Fishes**



Congregation Beth Israel  **Highlights** 

Celebrating 175 Years

A year of celebratory and historical events honoring our 175th anniversary



High Holy Days services led with our new *Mishkan Hanefesh* prayer books - all 704 sets donated by congregants

2 Adorable babies born to our clergy



170

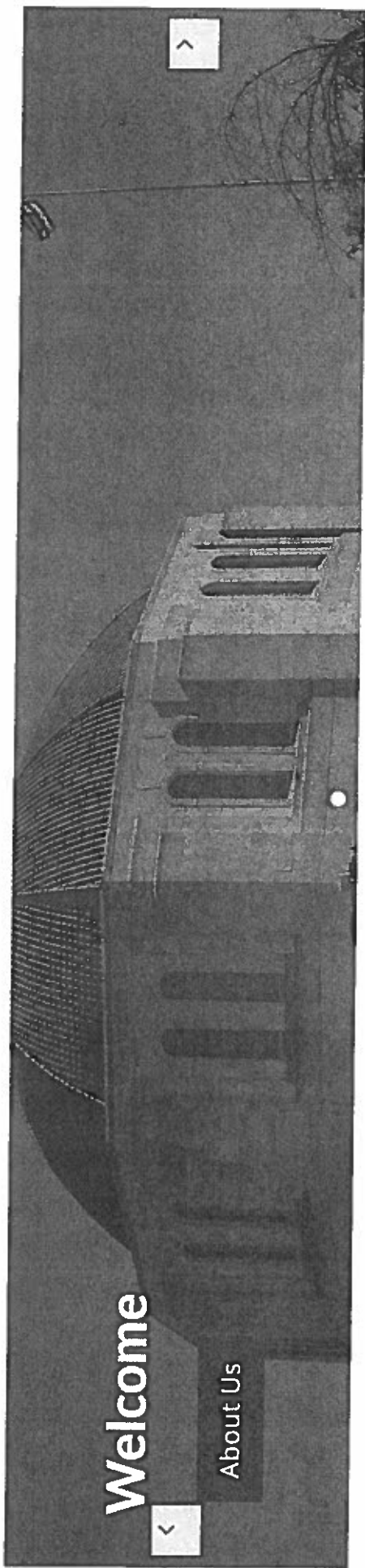
Congregants of all ages came together to experience *The Diary of Anne Frank*



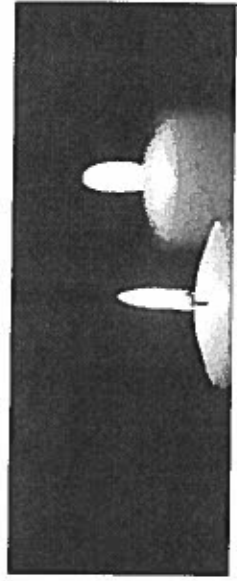
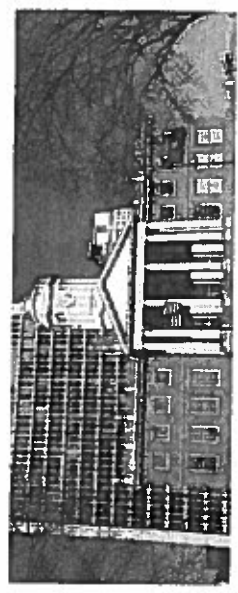
Congregation Beth Israel

Celebrating 175 Years

[Home](#) [Calendar](#) [Celebrate](#) [Learn and Engage](#) [Who We Are](#) [Support](#)



Featured Events



175th Annual Meeting

Congregation Beth Israel
June 5, 2018 at 6 pm

Welcome and Call to Order
Chet Zaslow

Invocation
Rabbi Andi Fliegel

Minutes of 2017 Annual Meeting
Jennifer Maily, Secretary

Proposed By-Law Changes
Jennifer Maily/Rob Berman, Treasurer

Reading the Names of New Members
Jennifer Maily

Reading the Names of Deceased Members
Jennifer Maily

Operation Ruth
Judy Levy/Kate Liburdi

Rabbi's Annual Report
Rabbi Michael Pincus

Treasurer's Report
Rob Berman

Reading the Names of Benefactors
Rob Berman

Executive Director's Annual Report
Tracy Mozingo

Volunteers of the Year
Gary Jacobson, President

Recognition of Outgoing Trustees
Rabbi Michael Pincus

Nominations of New Board
Chet Zaslow

Motion to Approve Slate
Chet Zaslow

President's Annual Address
Gary Jacobson

Blessing and Installation of the New Board
Rabbi Andi Fliegel
Cantor Lauren Phillips
Rabbi Michael Pincus

Benediction
Cantor Lauren Phillips

Adjournment
Chet Zaslow

Slate of Officers & Trustees

Officers to 2019

President

Gary Jacobson

***First Vice President**

Jeff Smith

***Vice President**

Paula Schenck

***Vice President**

Ruth Van Winkle

***Treasurer**

Rob Berman

***Secretary**

Jennifer Maily

Trustees to 2019

***Jerry Tarre**

***Melissa Teitler**

Melissa Geller

Michael Honor

Amy Klein

Trustees to 2020

Aaron Frank

Sheri Ginden

Judy Levy

Mark Steier

Lorrie Wexler

Trustees to 2021

***Sandy Berinstein**

***Ken Merkatz**

***Jeff Singer**

***Chet Zaslow**

*Standing for election or re-election. All others are still serving a term to which they were previously elected.

Auxiliary Representatives

Eric Schneider, *Brotherhood*

Mari Maidman, *Sisterhood*

Bob Wolf, *SAGE*

Seth Kaufman, *Young Leadership*

Officers, Trustees & Representatives

Leaving the Board

Elizabeth Freedman

Andrew Katz

Robert Lerman

Eric Lessne

Stephen Maidman

Leonard Mazlish

Exhibit 9

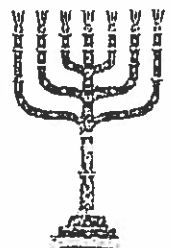
I willingly take on the privilege and responsibility to serve Congregation Beth Israel as an elected leader. I recognize that the position I am to hold is one of a sacred trust. I will strive to fulfill these obligations to the best of my ability. I (re)dedicate myself to the principles of Torah, service to God, and acts of kindness. I understand that it is through dedication to these principles that the best interests of this congregation will be served. May God's presence dwell within me, drawing me to serve our holy congregation with insight, harmony, and love. May I listen to others with respect, and respond with wisdom and generosity. Through my commitment to the Jewish tradition, may the cause of goodness prosper in the world. Today, I (re)accept my partnership in this covenant. May God's favor be upon us, supporting us in the work that we do. Amen



ברוך אתה יי אלהינו מלך העולם אשר קדשנו במצותיו וצונו לעסוק בצרכי צבור

*Baruch Ata Adonai Eloheinu Melech Ha-Olam
Asher Kidshanu B'Mitzvotav V'tzivanu La'asok B'tzar-chi Tzibur*

Blessed are you Adonai our God, Ruler of all time and space who makes us holy through your commandments and has commanded us to engage in the needs of the community.



Ten Commandments for Synagogue Board Members

1. **Give Everyone the Benefit of the Doubt-** Our sages teach that we should judge everyone in the scale of merit. As a Board member, there will come a time when you will find yourself with an angry individual in your face, ranting and raving about some perceived slight. Remain calm. Get the facts before responding or jumping into the fray. Sleep on your ideas before reacting. Always assume that the Rabbi, the staff, and your fellow Board members have only the best of intentions and must have an excellent reason for their decisions and behavior.
2. **Communicate-** If you have a concern, share it privately and respectfully with the person involved, bearing in mind commandment number one, above. Don't plan in a vacuum. Let the Rabbi, the office manager, the bulletin editor, etc., know what you have in mind, so that potential conflicts can be identified immediately. Contact the PR chairperson in a timely fashion so that your event can be as broadly publicized as possible.
3. **Focus on the Big Picture-** Having accepted a position on the Board, you are a trusted servant of the community. Constantly remind yourself that we all want the best for the congregation. Don't take it personally if your ideas are not accepted by acclamation; make an effort to check your ego at the door. Our tradition teaches that when a person is appointed to a position of leadership, s/he cannot say, "I am concerned only with my own good; I am not bound to the community." On the contrary, the burden of the community rests upon them.
4. **Follow Through-** Don't commit to something and then drop the ball. Even though you are a volunteer, once you assume a responsibility you have taken on an obligation. Please take it seriously.
5. **Delegate/ Ask for Help-** Don't be a committee of one. It is too easy for leaders to burn out as a result of trying to do it all. The congregation is blessed with many skilled members who can be of assistance. Sometimes delegating is not enough. Life can get in the way of even the most committed volunteer. If you find that you are overextended, ask for assistance from Board members, committee members, members of the congregation.
6. **Maintain Confidentiality-** As a trusted member of the Board, you will be privy to information which is not for public consumption. This can range from confidential conversations, future plans for the community, staff negotiations, reduced dues requests, etc. Nothing undermines morale in a community as much as the deterioration of trust in congregational processes.
7. **Support Each Other-** You work hard to plan events. So do others on the Board. It is very discouraging to put in such an effort and have little response. Make every attempt to participate in as many activities as possible. It is also critically important that Board members support Board decisions. Express your opinion, agitate for your perspective, but, once a consensus is reached, don't undermine it by publicly second-guessing the majority.
8. **Attend Services-** Shabbat services are the heart and soul of the congregation. They are important for you as an individual for your own spiritual nourishment. They are an important opportunity for you as a Board member to visit with synagogue members and to reach out to potential members.
9. **Education-** Continue your own Jewish education. You are a role model in the community. Part of setting an example involves active participation in ongoing Jewish learning.
10. **Say Thank You-** No volunteer project should be considered complete without taking the time to thank those who make it possible. So, thank you for your dedicated service on the Board and remember to formally thank those who support your efforts.