



Temple Ohabei Shalom Fiscal Year 2024 Annual Meeting

June 5, 2024



Agenda

- Welcome & Meeting Instructions
 - Invocation
 - Certification of Quorum
 - President's Report
 - Clergy Report
 - Treasurer's Report & Budget Vote
 - Ratify Nomination of Assistant Clergy
 - By-Laws Update Vote
 - Nomination of Officers and New Trustees
 - Nomination & Election of 3 Members of the Nominating Committee
 - Blessing of the New Board
 - Thank You to Outgoing Board Members
 - Adjourn
-



Welcome & Zoom Instructions

Zoom Instructions and Q&A Procedures

- Please post all questions in the chat
 - Moderators will be aggregating questions and calling on members to present questions during the meeting
 - We will leave time for questions at the following stopping points:
 - After President and Clergy Updates
 - After Treasurers' Report
 - After Slate from the Nominating Committee
 - Voting will be completed via Zoom and in person for the following:
 - Budget Approval
 - By-Laws Approval
 - Ratification of Nominated Assistant Clergy
 - Slate of Officers and New Trustees
 - Nominating Committee
 - Optional: other items, from the community
-



Invocation

Opening Blessings

בָּרוּךְ אַתָּה יְהוָה
 אֱלֹהֵינוּ מֶלֶךְ הָעוֹלָם
 שֶׁהַחַיִּינוּ וְקִיָּמָנוּ
 וְהִגִּיעָנוּ לְזֶמֶן הַזֶּה.

Blessed are You,
 our God, Creator of time and space,
 who has supported us, protected us,
 and brought us to this moment.

Baruch Ata Adonai, Eloheinu Melech Haolam, shehechyanu, v'kiy'manu, v'higianu lazman hazeh.

VƏJH P'ƏBƏS ŽƏXƏEVH Ž
 P'ƏBƏS ŽƏXƏEVH Ž
 Ž P'ƏBƏS ŽƏXƏEVH Ž
 Ž P'ƏBƏS ŽƏXƏEVH Ž

Barukh atah adonai eloheinu melek ha'olam asher kidshanu b'mitzvotav v'tzivanu la'asok betzorkhei tzibur.

Blessed are You, Sovereign of the Universe, who has sanctified us with Your commandments, and commanded us to occupy ourselves with the needs of the community.



FY23 Minutes

- Certification of quorum
- Vote to approve minutes from FY23 Meeting





President's Report



Executive Summary

The fruits of our labors:

- This year a revitalized board made clear progress toward goals of trustee satisfaction and committee process improvement.
- Membership engagement initiatives produced successful programs and events to enrich the member experience.
- TOS staff continued to deliver services and events efficiently and with high member satisfaction.
- We hired new assistant clergy to solidify the clergy team.

All of this contributed to strengthening our community and making TOS more meaningful in our members' lives.



TOS Areas of Success

Board Retreat with consultant David Treitsch

- Trustee engagement, volunteering, committee support, post event surveys, member outreach, committee processes and goals

Formalizing grant application process as part of development

- \$30,000 Massachusetts Historic Preservation Planning Grant, security grant, education grant, and more!

Leveraging our strengths

- TCEE 15th Anniversary fundraiser
- ShalomBase religious after school program
- Promoting from within for assistant clergy position for long term continuity on the clergy team.

Proactively searching for sources of revenue

- RE Broker for rental income
 - Long term financial viability planning
 - Expanded grant applications for the coming year
-



TOS Outlook

Raising our eyes toward the future:

The Challenges:

- Rental revenue risk
- Importance of fundraising
- Physical plant costs
- Post B'nei Churn

Key Goal = Long term financial viability

- Proactively identify and engage revenue opportunities
 - Develop awareness among membership of importance of giving.
 - Internalize grant application process
 - Strategic Planning Committee for long-term viability
-



Membership Engagement

Happy 5784!
from TOS
Membership Committee Co-Chairs,
Stephanie & Rachel!



Committee Improvements to Drive Community Involvement:

- Added Community Engagement/Volunteering sign-up as part of new member enrollment—fabric of our DNA.
 - Defined communication outreach between new member and board member as part of welcome experience.
 - Established a system for non-clergy to regularly serve as Ushers and deliver announcements during services.
 - Introduced "Question of the Day" at ARS pick up on Tuesdays to foster member-to-member dialogue.
 - Launched post-event survey touchpoint to collect regular feedback.
-



Membership Engagement

Member Night Event April 2024

Highlighted various ways to get involved at TOS



- Social Action/Social Justice
- Chesed
- Facilities Support
- Gardening Committee!
- Young Professionals
- Adult Education
- Programming
- Fundraising
- School & Youth
- Sisterhood & Brotherhood

Looking to get more involved?

Email Rachel & Stephanie at COMMUNITY@ohabei.org.



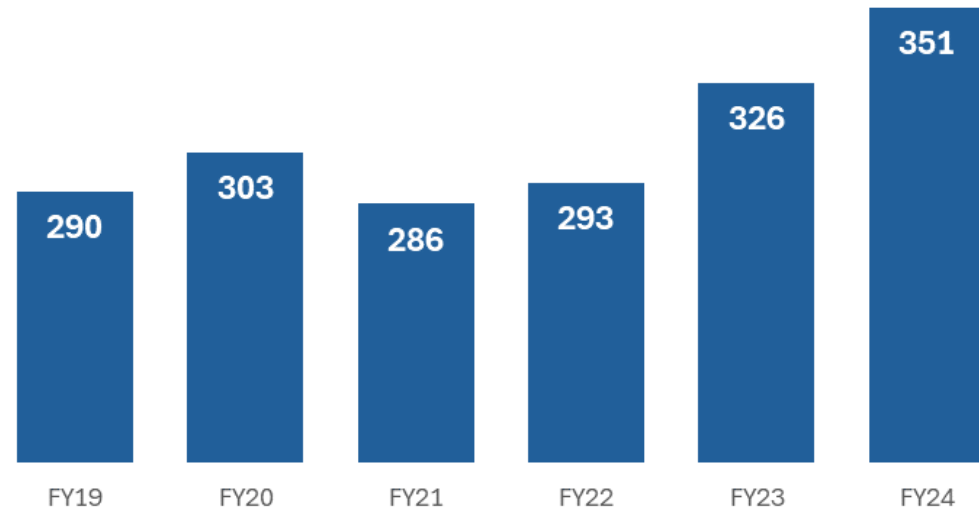
Membership Growth

351 Total Member Families!

By the Numbers:

- 33 New Members
- 16 Resignations
- 84 ARS Members
- 62 TCEE Members
- 11 HomeBASE Members
- 3 Baby Namings
- 1 Conversion Student
- 1 Wedding

Growth Trend





Security and Building Update

Security

Before 10/7: Security Staff for Shabbat & HHD

After 10/7: 55+ hours/wk Security Staff, ongoing.

Building & Historical Preservation

- MPPF grant Study due 6/30
- Pews and Seats Refurbishment
- Penn Spero Hall Paint and HVAC replacement
- Plaster & Pointing





Fundraising

Dues Are Not Enough

Fundraising is essential to provide the services and events we all enjoy.

Circle of Giving Campaign

Our annual fundraiser, kicks off after High Holy Days each Fall, with funds contributing to all aspects of operations.

“Lamed Vavnik” Campaign

Households pledge at least \$36K over a period of one, two, or three years. Contributions sustain ongoing Temple operations, the Sanctuary Fund, and the Hineini Endowment.





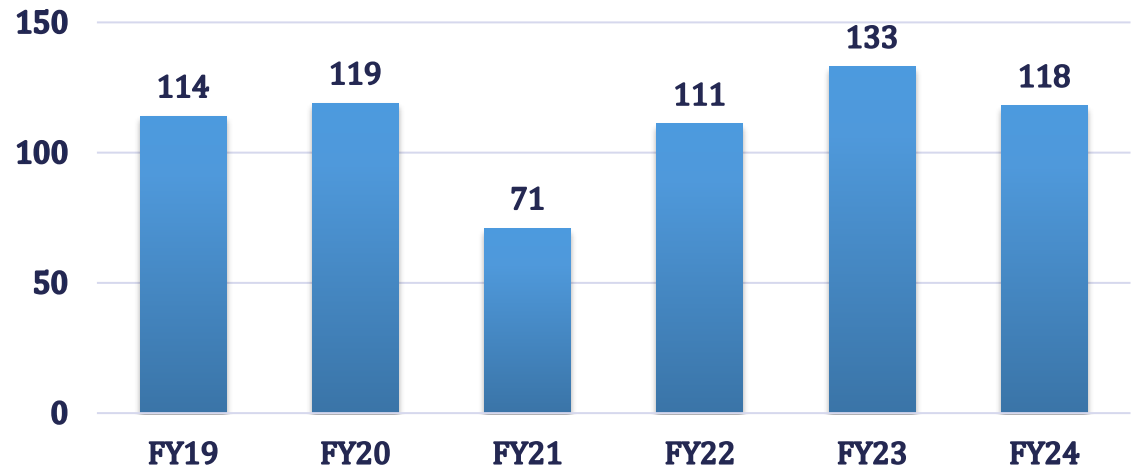
Ansin Religious School

Building relationships and our Kehilah Kedosha* -- Holy Community



*ARS theme for 2023-24

Enrollment





Trust Center for Early Edu.

Highlights

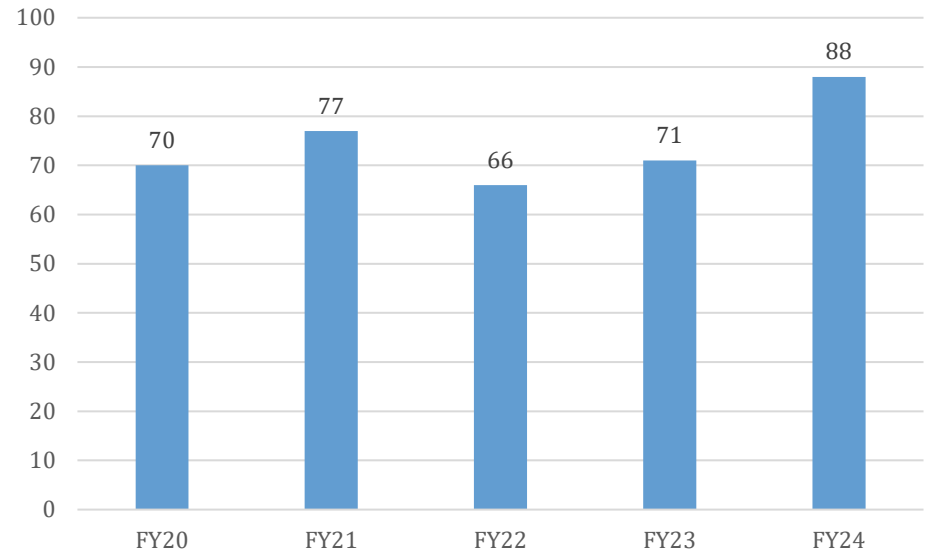
Teacher Retention and Professional Growth
Special Programming like the Eclipse
Playground Renovation
TCEE 15th Anniversary

TCEE's Future

Adapting to trends in early education
Adding infants
Children are younger and
more children are staying full-day

BEEP is extending their School Day

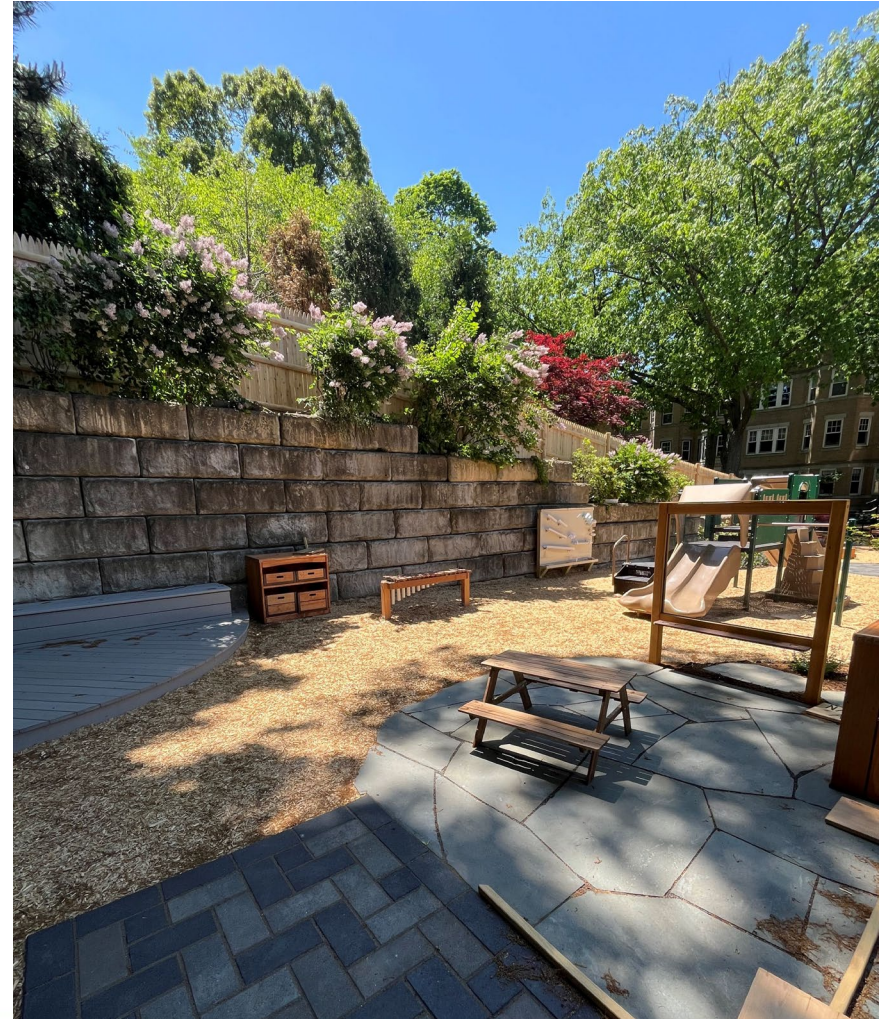
TCEE Enrollment





Our New Playground

TCEE 15th Anniversary Playground Fundraiser and Renovation





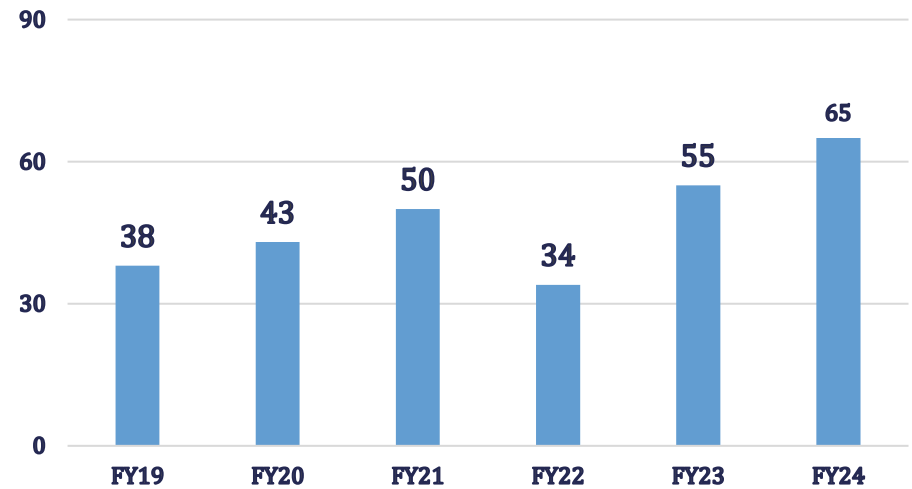
HomeBASE

HomeBASE is a new adventure every day!

We continue to support our kids' social and emotional well being while always having a blast!

NEW Partnership with Brookline METCO

Enrollment





ShalomBASE




TOS has received a \$100,000 grant to open a new Jewish Afterschool Program

The grant includes:



Meet Ali Moss, our ShalomBASE Program Coordinator

<p><u>COACHING</u></p> <p>Experts in education, business and operations will guide and mentor you throughout the entire process.</p>
<p><u>COLLATERAL</u></p> <p>Adaptable templates, processes, and replicable systems for enrollment, team recruitment & training, budgeting, marketing, communications, transportation, and operations.</p>
<p><u>CURRICULUM</u></p> <p>Adaptable student curriculum designed specifically for the after school environment that delivers positive, fun, and engaging Jewish youth education through experiential education.</p>
<p><u>CAPITAL</u></p> <p>Cohort II synagogues are eligible for up to \$100,000 in matching grants, to fund up to 50% of start up costs.</p>





Questions ?



Clergy Report



Our Year at TOS

Nurturing and Building Community in 5784:

- Shabbat and Holidays
- Post-October 7th Challenges and Opportunities
- Israel Education and Engagement
- New Members and our Young Adult community
- Learning and Growing Across the Lifecycle
- Social Action/Justice





Shabbat and Holidays





A Post-October 7th World

Complexities, Challenges and Opportunities:

- Anxiety, grief and fear felt by Jews around the world
- Increase in antisemitic threats and actions
- Humanitarian crisis
- Leaning into Jewish community and connection
- Israel Education and Engagement





New Members/Young Adults



Meeting with
new members
and growing
our young
adult
community





Lifelong Learning

Learning and Growing Across the Lifecycle – the Intergenerational Power of TOS





Social Action

- Tree planting/cleanup with Speak for the Trees
- Delivering Food for Jewish Children & Family Services' Family Table
- Induction Cooktop Demo with Mothers Out Front
- Mental Health First Aid Training
- Reproductive Rights Shabbat
- Mitzvah Day, Ziti bake for Kayla's Caring Community





Questions ?



Treasurer's Report

FY25 Budget Review & Vote



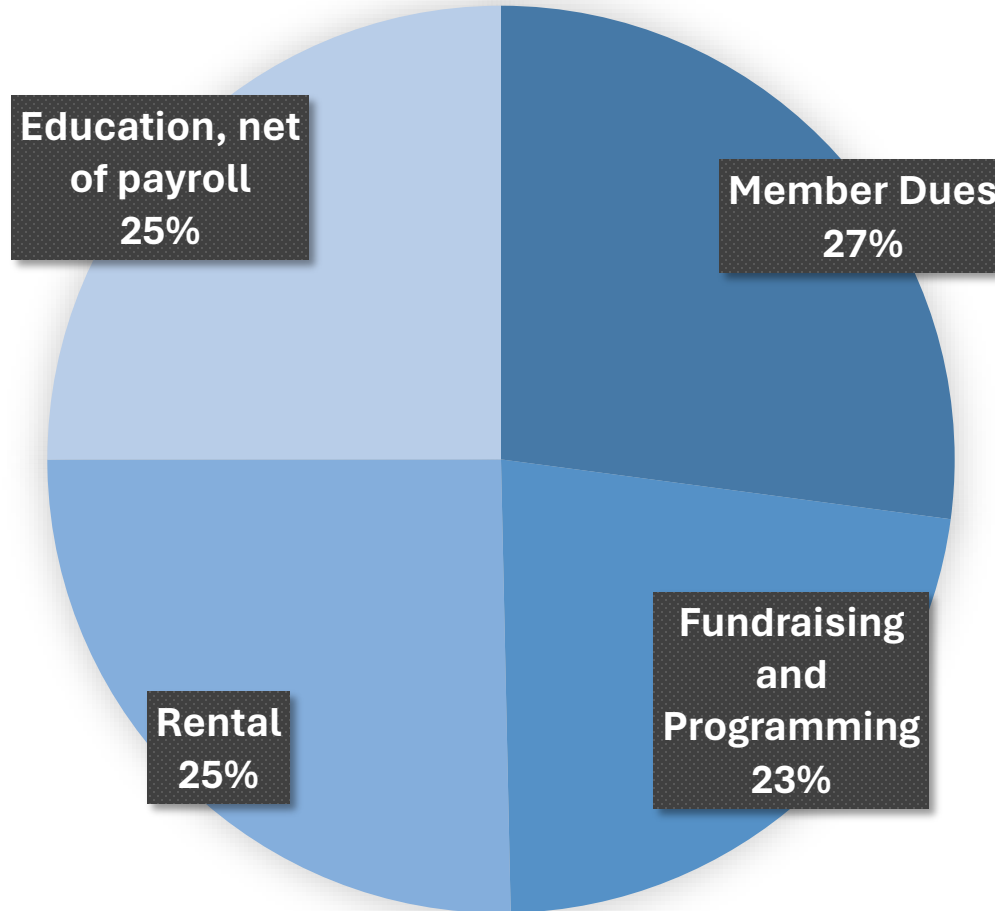
FY 25 Budget Overview

	FY25 Budget	FY24 Projected Actual	FY23 Actual
Total Revenue	\$1,992,203	\$2,275,284	\$1,927,018
Total Expense	(\$2,101,949)	(\$2,173,833)	(\$1,895,303)
Operational Net Surplus / (deficit)	(\$109,746)	\$101,451	\$31,715
Plus: Endowment Spend	\$60,000	\$0	\$0
Less: Endowment Donations	\$0	(\$50,500)	(\$92,493)
BUDGETED Operational Cash Flow	(\$49,746)	\$50,951	(\$60,778)



TOS Revenue

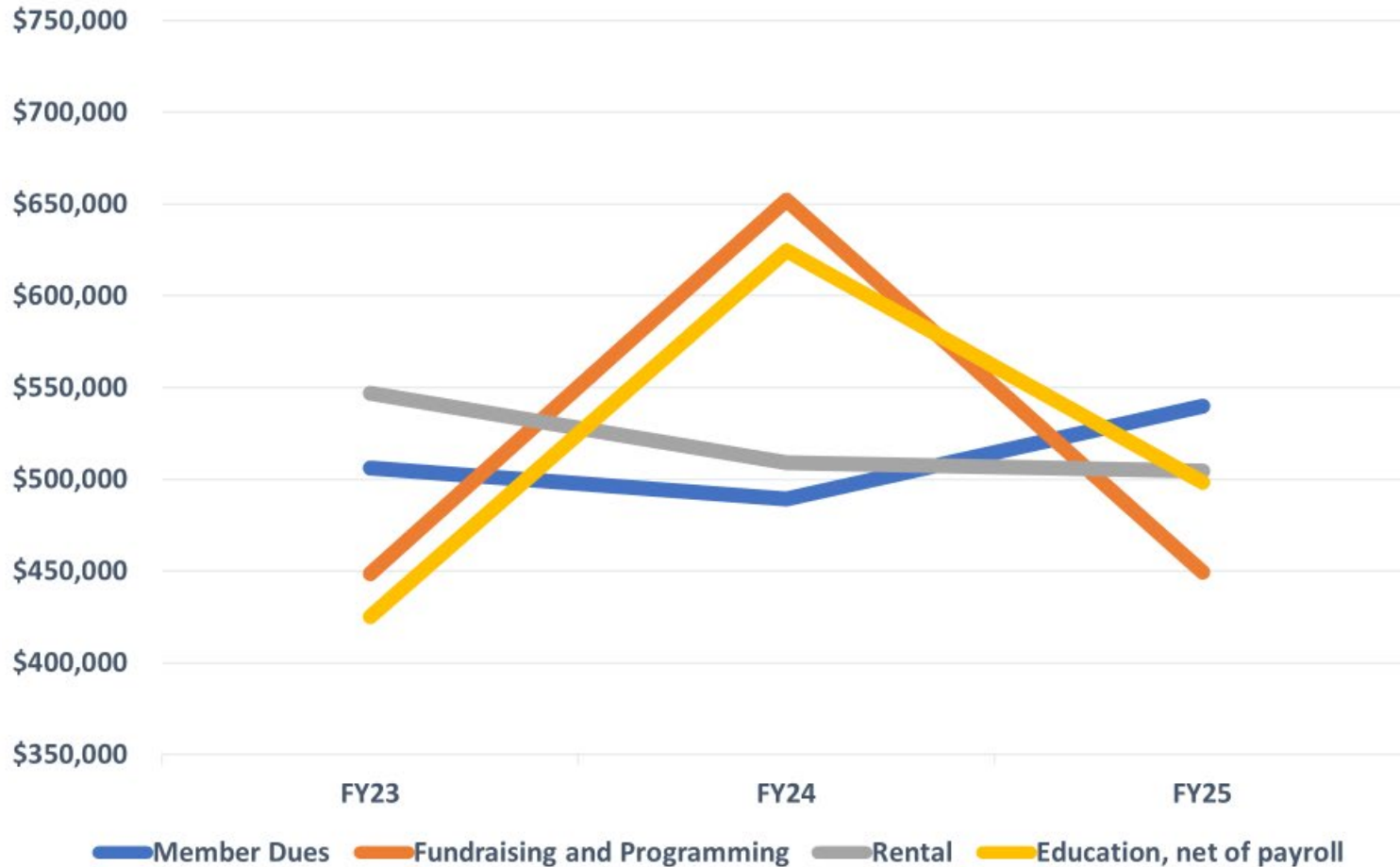
FY25 Income





Revenue Trends

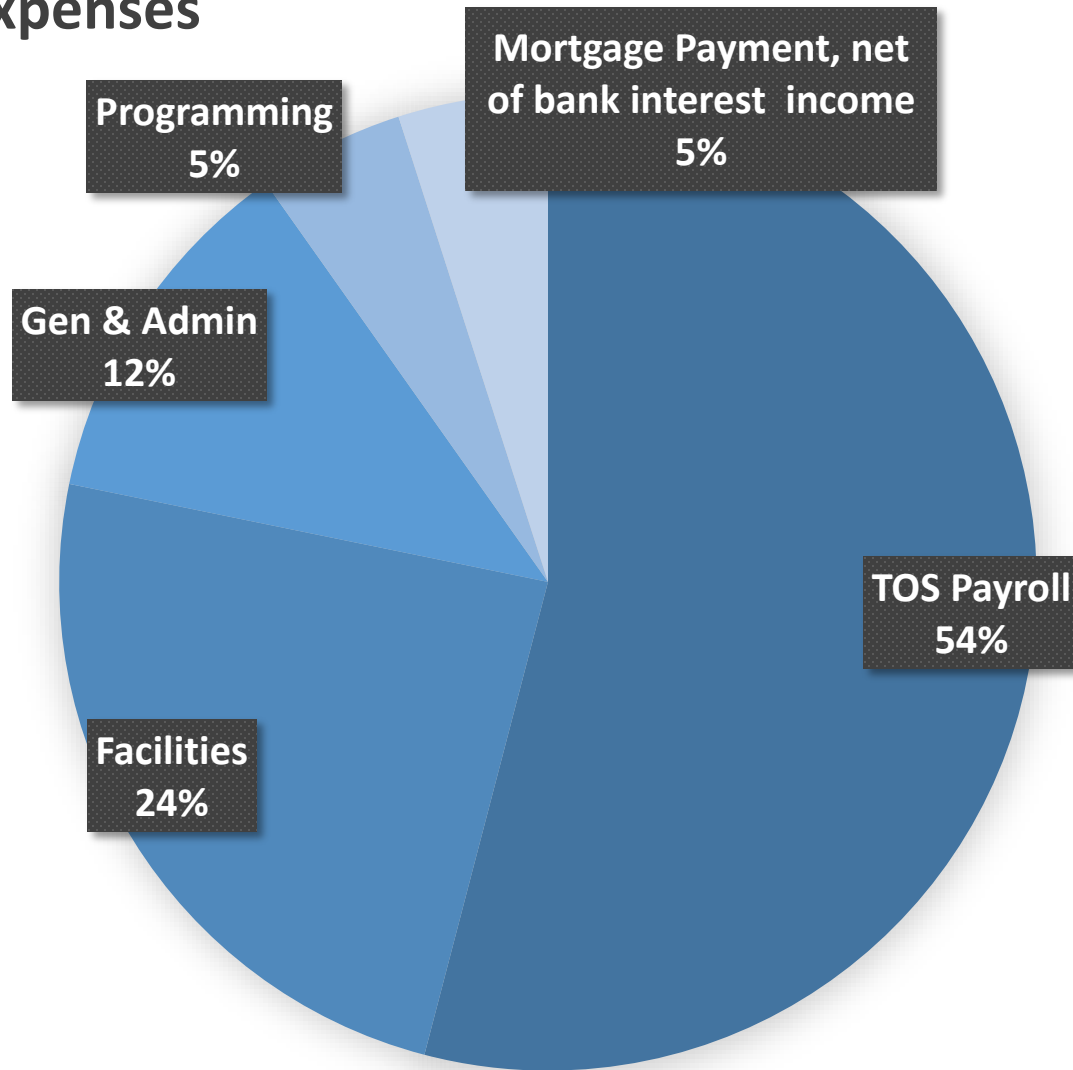
Revenue Trends by Category





TOS Expenses

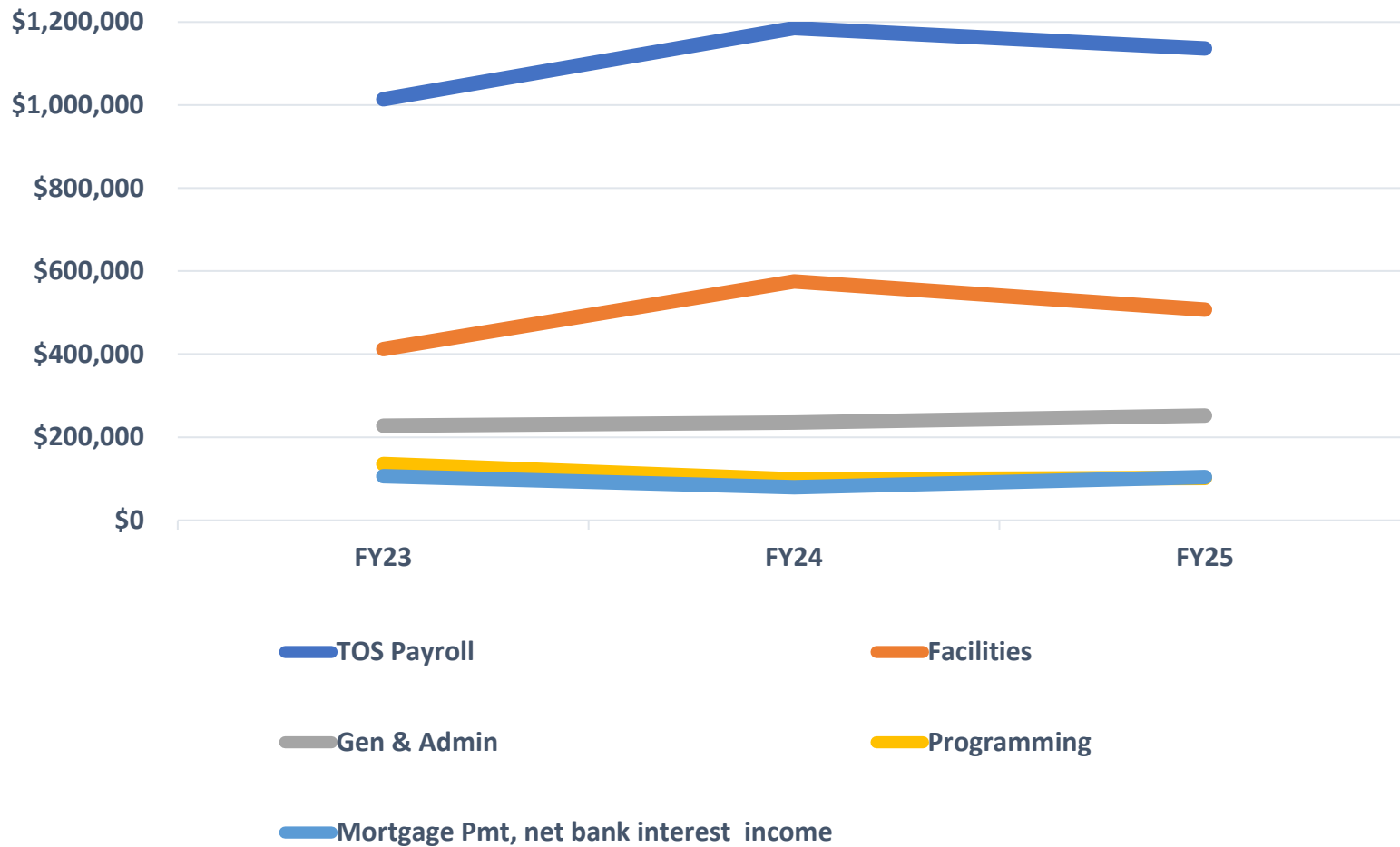
FY25 Expenses





Expense Trends

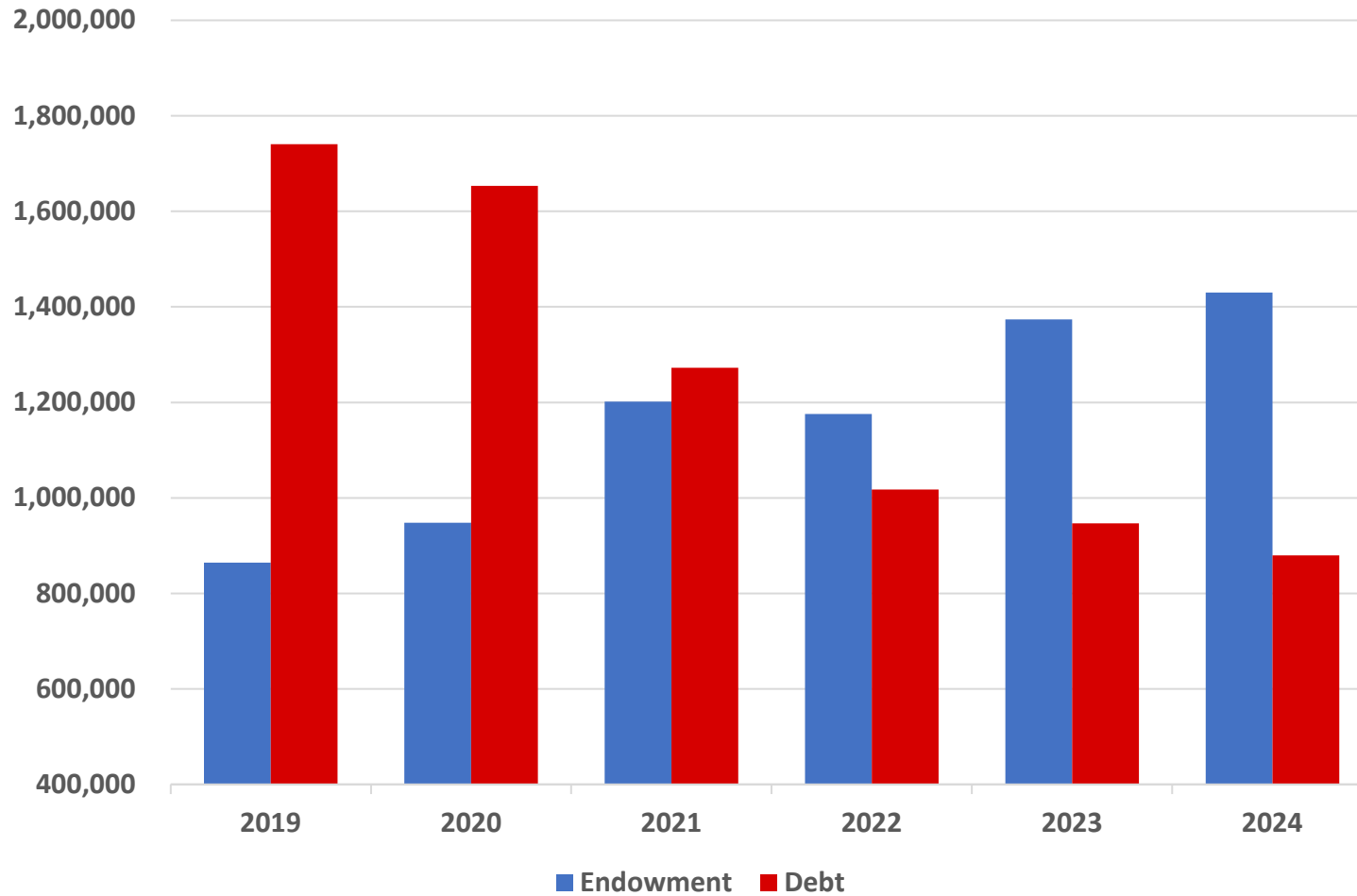
Expense Trends by Category





Investment / Debt Trend

Endowment vs. Debt
as of June 30





FY 25 Budget Proposal

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Q & A and Budget Vote

Questions ?

Vote on pop-up zoom poll.



Clergy Nomination

The Board of Trustees has nominated Cantor Maayan Harel to be the next assistant clergy, effective July 1, 2024.

- Cantor Harel has already been working as a Jewish educator and B'nei Mitzvah tutor for TOS students for several years.
- She loves our community, and our community embraces her.
- Senior Rabbi Berkman strongly endorses her nomination.
- Cantor Harel will provide longer term continuity for the clergy team.



Vote to approve Cantor Maayan Harel as assistant clergy.



By-Laws Update

The Board of Trustees has recommended the by-laws be updated to remove non-functioning elements and to align process-based elements to reflect approx. 5 years of practice.

Update highlights:

- Removes the Advisor Council
- Allows for meetings to be held virtually
- Changes "Vice Presidents" to "Committee Chairs" and "Board of Managers" to "Board of Investment Managers"
- Streamlines notification process for meetings
- Reduces the number of members needed to form standing committees

Questions and Vote to approve by-laws update



Nomination of Officers & Trustees



Slate of Officers & Trustees

Slate of Officers and New Trustees Submitted by the Nominating Committee for the FY25 Board:

Natasha Goldman	President
(Open)	President-Elect
Joshua Paradise	Treasurer
Denise Karlin	Secretary
Nick Hunter	Trustee
Ted Feldman	Trustee



Nomination & Election of 3 Members to the Nominating Committee



FY24 Nominating Committee

Slate of members nominated to the Nominating Committee for fiscal year '25:

Mark Gale (Chair)

1. _____

2. _____

3. _____

Vote on the proposed slate



Blessing for the New Board

יְבָרַכְךָ יי וַיִּשְׁמְרֶךָ:
יָאֵר יי פָּנָיו אֵלֶיךָ וַיַּחֲנֶנֶךָ:
יֵשֵׁא יי פָּנָיו אֵלֶיךָ וַיַּשִּׁים לְךָ שְׁלוֹם:

כֵּן יִהְיֶה רָצוֹן / אָמֵן
כֵּן יִהְיֶה רָצוֹן / אָמֵן
כֵּן יִהְיֶה רָצוֹן / אָמֵן

*Y'varechecha Adonai V'yishm'recha
Ya'er Adonai Panav Eilecha vichuneka
Yisa Adonai Panav Eliecha v'yaseim l'cha shalom
Kein Yehi Ratzon/Amen*

May Adonai bless you and protect you:
May Adonai show you kindness and be gracious to you:
May Adonai bestow favor upon you and grant you peace:
May this be God's will
Amen



Thank You to Outgoing Trustees

Thank you to our outgoing trustees, whose volunteer service has been an integral part of the success of our temple.

Mark Gale

Outgoing President

Richard Stern

Outgoing Treasurer,
Staying on as Trustee

Sarah Hanley

Outgoing Trustee



Thank You to Temple Staff

Hard working, friendly, caring, devoted, what else can we say?
Thank you!





Thank You to our Members

This concludes our annual meeting for FY24. Thank you to our members for their support, encouragement, and involvement.

Should you have any additional questions or comments regarding tonight's meeting please feel free to e-mail the panelists:

President@ohabei.org

Clergy@ohabei.org

Treasurer@ohabei.org
