



General Board Meeting, March 31, 2019

Present:

Bernard Abramson	Eric Jaffe	Warren Mitlak
Randy Brett	Edye Kamenir	James Rosenberg
Rabbi Adam Feldman	Moshe Margolin	Rick Rosenberg
Lew Gantwerk	Kim Marks	Cantor Jeff Warschauer
Debbie Gross	Andrea Hoberman	Sandy Wilson
Helaine Isaacs	Martinez	
Bret Jacknow	Linda Meisel	

Minutes:

1. Meeting called to order at 5:10 PM
2. In place of a **D'var Torah** Gil Gordon spoke about the Life & Legacy program (<https://www.jewishlifelegacy.org/home>). Begun by Harold Grinson, the program provides for the future needs of Jewish communities through legacy gifts. 66 TJC members have signed up and Gil's aim is for (at least) 70 participants to have joined in this 70th anniversary year. See attachment A for more details.

Linda Meisel noted that other giving options include designating TJC as a beneficiary in a life insurance policy or an IRA distribution.

3. **Approval of Minutes**

The minutes of February's Board meetings were approved (with minor correction and with abstentions from those who had not attend the meeting). They are available on the TJC website (see <https://www.thejewishcenter.org/Resources/Board-Minutes.aspx>).

4. **President's report** – Linda Meisel.

Update TJC's 70th anniversary "night out" event:

- sponsorships are being sought and it is hoped to raise \$70,000 by this means
- Board members are asked to suggest vendors who might purchase a display in the event program. Contact Linda with possible names. The cost is \$1,000 per page, pro-rated for smaller displays.

5. **Rabbi Feldman's report**

- Redesign of the high school program is proceeding and details will be shared shortly.
- Rabbi Feldman represented TJC at the gathering at the Islamic Society of Central Jersey to commemorate the victims of the New Zealand mosque attack.
- The LGBT flag will be installed in the lobby at an event on April 3rd.
- Rabbi will be visiting his daughter in Israel over Pesach, April 14-28. Cantor Jeff will be in charge of services etc. and Rabbis Baird and Freeman will teach.

6. **Director of Administration report** – Sandy Wilson

- The sewer line to the school building has been repaired. Work is continuing within the building.
- The next Newsletter will cover May, June and July and the subsequent one will cover August and September.

7. **VP Reports**

7.1 **Finance report** – Warren Mitlak

- See financial dashboard at attachment B.
- Administration is over budget for a number of reasons including unplanned security improvements, sewer repairs, drainage, flooding, gravelling, etc. Funds are being moved from reserve funds to cover these capital expenditures.
- The annual fund stands at \$236,000 now, above the figure of \$216,000 shown at Feb 28.
- Warren expects the year to end close to budget.
- FY 2019-2020 planning has begun. A draft will be presented to the EC on April 14 and the Board on April 28. Approval for the final budget will be sought at the congregational meeting on May 19.
- The security assessment has been billed to congregants. Only one member has raised an objection.

7.2. **Administration report** – Eric Jaffe, Andrea Hoberman Martinez

- House: the Beit Midrash ark requires renovation. It is a valuable work by Nakashima. The artist's workshop in New Hope, PA is keen to do the work. Shipping is being arranged and we hope the work will be completed by the end of August.
- Communiversity is on April 28. We need volunteers to staff our booth. Please contact Andrea.

7.3 **Education report** – Kim Marks

- See 8. Vaccination policy

7.4 **Religious Affairs report** – James Rosenberg

- The committee has developed a list of aspirational ideas for services which will be described in the next Newsletter.
- There was discussion about how to moderate the level of talk in the lobby during services. We wish to keep our sanctuary doors open but may have to close one as a control measure.
- The Cantor described alternatives to the use of instruments after Kabbalat Shabbat services.

7.5 **Programming report** – Helaine Isaacs

- Helaine described upcoming events.
- Mitzvah Day is May 5 with activities for all ages and interests.

8. **Vaccination Policy** – Kim Marks

- See the draft policy at attachment C

- The policy has been developed in consultation with pediatricians, other synagogues, New Jersey law codes, etc.
- Linda thanked Kim, Rachael, and Nicole for the thoroughness of their work in developing the policy.
- The following points were raised during discussion:
 - Moshe asked about ULeague's position. Kim stated that it was stricter than our draft policy
 - Edye asked if we will retain vaccination history records. Kim said that TJC is not fully HIPPA compliant so we will not retain the information
 - Warren asked why we permitted a religious exemption. Kim: it is required by NJ law.
 - James: can we issue this to the entire congregation as well as posting it on our website? Randy: we will distribute it several times including at the annual meeting, enclosing it with annual fee statements, and publishing it in the Newsletter
 - Andrea: how will we monitor people in the "catch-up" category. Kim: Sharon will do this
 - Helaine asked about attendees at Shabbat Katan. There are many young families and children not in our school. Rabbi: we cannot enforce the policy in that situation but we can inform people.
- The motion to adopt the policy was proposed by Randy Brett, seconded by Moshe Margolin and passed unanimously.

9. Other Business

- Linda thanked the Nominating committee for their work:
 - Chair: Ginger Schnitzer
 - Members: Jennifer Black, Scott Borsack, Helaine Isaacs, Susan Kantor, Stephen Pollard, Rick Rosenberg
- The slate of officers for 2019-2020 to be proposed to the congregational meeting is:
 - President: Randy Brett
 - Immediate Past President: Linda Meisel
 - VP Administration: Judi Fleitman
 - VP Education: Kim Marks
 - VP Finance: Warren Mitlak
 - VP Programming: Heidi Joseph
 - VP Religious Affairs: Polly Strauss
 - Recording Secretary: Bernard Abramson
 - Trustee: Bret Jacknow
 - Trustee: Edye Kaminer
 - Trustee: Robert Schwartz
 - Trustee: Nicole Soffin

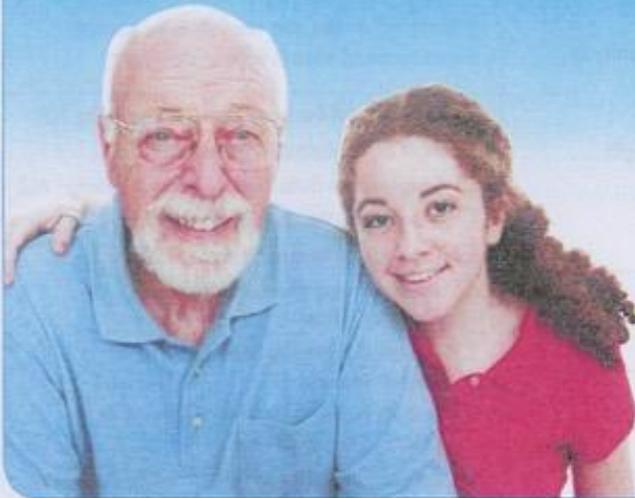
Meeting adjourned at 6:35 pm.

Minutes recorded by Bernard Abramson

Attachment A – Life & Legacy

"Wealth may last a lifetime. A legacy of good deeds lasts forever."

My Promise



In the tradition of those who came before me, I affirm that I am providing for the future needs of our local Jewish community through a legacy gift, as described in this document. While not a legal document, this commitment indicates my heartfelt promise to provide for the support of the Jewish charitable causes that are important to me. By creating my Jewish legacy, I will be leaving a meaningful imprint on our community for generations to come.



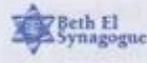


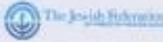

The Jewish Community Foundation of Greater Mercer engages, educates and inspires generations of givers throughout our entire Jewish community.

Thank you for your Promise!

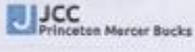














Please return a copy of your Promise to the community partner(s) designated here or to:

Jewish Community Foundation of Greater Mercer
4 Princess Road, Suite 211
Lawrenceville, New Jersey 08648

Amy B. Zacks
Director of Philanthropy
(800) 219-0555
amy@foundationjewish.org
www.FoundationJewish.org

Neither the Jewish Community Foundation of Greater Mercer nor its partner agencies are engaged in rendering legal or tax advisory services. Individuals considering gifts to the Jewish Community Foundation of Greater Mercer or its partner agencies should obtain the services of a financial advisor, such as an attorney, a certified public accountant, a certified financial planner and/or a chartered life underwriter.

My Promise

It is with deep satisfaction and an abiding commitment to my community, that I sign this declaration in order to provide for future generations, and assure continuity of services and programs in our Jewish community.

Please Choose One

I/We have included a legacy gift for the Jewish community in my/our estate plan.

OR

I/We will leave a legacy gift and will formalize my/our gift within _____ months.

Name _____

Date of Birth (optional) _____

Additional Name _____

Date of Birth (optional) _____

Address _____

City _____

State _____ Zip _____

Home Phone _____

Mobile Phone(s) _____

Email(s) _____

My/our gift to the Jewish community was completed through a:

- | | |
|--|--|
| <input type="checkbox"/> Bequest in my/our will | <input type="checkbox"/> Beneficiary designation in an IRA/Other Retirement Plan |
| <input type="checkbox"/> Donor Advised Fund at the Jewish Community Foundation of Greater Mercer | <input type="checkbox"/> Charitable Gift Annuity |
| <input type="checkbox"/> Other Donor Advised Fund | <input type="checkbox"/> Charitable Remainder Trust |
| <input type="checkbox"/> Gift of Life Insurance | <input type="checkbox"/> Distribution from my/our trust |
| <input type="checkbox"/> Other _____ | <input type="checkbox"/> Gift of real estate, securities, or other property |

Optional

I/We intend to leave \$ _____ or _____ % of my/our estate/inheritable assets.

It is my/our desire that the following partner organization(s) benefit from my/our gift:

- Adath Israel Congregation (Lawrenceville, NJ)
- Beth El Synagogue (East Windsor, NJ)
- Congregation Beth Chaim (Princeton Junction, NJ)
- Greenwood House (Ewing, NJ)
- The Jewish Center (Princeton, NJ)
- JCC Princeton Mercer Bucks and Abrams Camps
- Jewish Community Foundation of Greater Mercer
- Jewish Family & Children's Service of Greater Mercer County
- Jewish Federation of Princeton Mercer Bucks
- Kehilat HaNahar - The Little Shul by The River (New Hope, PA)
- National Museum of American Jewish History (Philadelphia, PA)
- Or Chadash (Flemington, NJ)
- Rimon - The Mordecai T. Mezrich Center for Jewish Learning (East Windsor, NJ)
- Shalom Heritage Center (East Windsor, NJ)
- Temple Beth-El (Hillsborough, NJ)
- Other _____

I/we permit my/our name(s) and/or photographs to be included in materials to inspire and encourage others to make commitments to Jewish causes for the future.

My/our name(s) should appear as follows:

I/We prefer to remain anonymous.

I/We understand that my/our commitment is not a legal obligation and can be changed at my/our discretion.

Signature(s) _____ Date _____

Attachment B – Finance Report

TJC Financial Dashboard

	Feb 28, 2019 YTD Actual	Feb, 2019 YTD Budget	Variance	Feb 28, 2018 YTD Actual	May 31st, 2019 Full Yr Budget
Operational Revenue					
Dues	812,881	774,000	38,881	905,447	916,000
Capital Assessments	60,413	57,275	3,138	63,518	66,000
Other	81,331	50,473	30,858	17,708	69,200
Operational Expenses					
Professional Salaries	(468,258)	(466,197)	(2,061)	(445,465)	(621,900)
Buildings	(261,825)	(169,934)	(91,891)	(172,491)	(227,900)
Administration	(139,217)	(76,306)	(62,911)	(81,045)	(101,000)
Mortgage Debt Service	(54,715)	(54,792)	77	(54,795)	(73,060)
Finance	(69,980)	(69,534)	(446)	(65,355)	(86,000)
Maintenance & CapEx	(82,614)	(74,000)	(8,614)	(48,800)	(77,040)
Information Systems	(4,954)	(22,500)	17,546	(22,342)	(30,000)
Transfers	33,659	-	33,659	-	-
USCJ Dues	(33,153)	(23,000)	(10,153)	(26,932)	(23,000)
Other	(1,331)	-	(1,331)	8,905	-
Operational Expenses Subtotal	(1,082,388)	(956,263)	(126,125)	(908,321)	(1,239,900)
Operational Net	(127,764)	(74,515)	(53,249)	78,352	(188,700)
Education					
Education Revenue	191,387	226,380	(34,993)	223,781	268,500
Education Expenses	(234,368)	(269,071)	34,703	(232,603)	(367,000)
Education Net	(42,981)	(42,691)	(290)	(8,822)	(98,500)
Fundraising					
Annual Fund Income	216,376	243,000	(26,624)	272,758	248,000
Contributions	57,799	25,804	31,995	27,796	30,400
Other Fundraising (Events)	29,094	52,900	(23,806)	32,253	102,200
Fundraising Expense	(7,914)	(5,050)	(2,864)	(9,689)	(5,300)
Fundraising Net	295,354	316,654	(21,300)	323,118	375,300
Programming, Committees, Other Net	(65,395)	(56,579)	(8,816)	(27,184)	(88,100)
Capital Reserve					
Total Revenue	1,417,544	1,373,253	44,291	1,516,077	1,612,200
Total Expenses	(1,358,329)	(1,230,384)	(127,945)	(1,150,613)	(1,612,200)
Net Income	59,215	142,869	(83,654)	365,464	-

Membership as of 3/13/19		
Category	# Families	\$ Billed
Household	256	685,464
Single	45	72,990
Senior Couple	99	158,966
Senior Single	73	66,852
Subtotal	473	984,272
Associate	5	1,800
Friend	3	300
Remissions	32	47,270
Non-Paying*	59	-
Total	572	1,033,642
FTE @ full household dues		385

Membership as of 6/1/18		
Category	# Families	\$ Billed
Household	266	714,338
Single	50	81,100
Senior Couple	102	163,784
Senior Single	78	71,432
Subtotal	496	1,030,654
Associate	4	1,440
Friend	3	300
Remissions	6	6,186
Non-Paying*	27	-
Total	536	1,038,580
FTE @ full household dues		387

*Non-Paying includes 19 Exploratory, 2 Young Household, 12 Clergy, 12 Staff, 14 Exempt

Attachment C – Vaccination policy

Values Statement

The Jewish Center of Princeton believes that we have a responsibility to provide a safe environment for our congregants, especially our children, as well as to protect the public health for everyone who enters our buildings. This belief is consistent with Jewish values, particularly the traditional admonition to practice *pikuach nefesh*, meaning to value human life and well-being above all else, and Maimonides' assertion that we are required to take proactive measures to mitigate a foreseeable harm. Jewish values also call upon us to especially protect the youngest and most defenseless, for "if one does not do so, one is like one who sheds blood" (Rabbi Nachman of Bratslov). Based on research on vaccinations and Jewish law, reliable Jewish sources, including TJC's Rabbi Feldman, state that "there are no valid Jewish religious grounds to support refusal to immunize as a general principal".

For individuals of all ages, the Centers for Disease Control and Prevention (CDC) of the U.S. Department of Health and Human Services and the American Academy of Pediatrics (AAP) recommend routine vaccination to prevent the spread of vaccine-preventable diseases. Extensive medical research indicates that widespread vaccination is critical to successfully prevent the transmission of certain serious illnesses. In the U.S., strong adherence to vaccination programs has successfully eliminated many vaccine-preventable diseases, and dramatically reduced the incidence of others. But recently, reduced vaccination rates in some communities have led to outbreaks of serious illnesses, including whooping cough and measles.

Importantly, broad vaccination of healthy individuals is essential to protect the health of those who are immunocompromised, including children who cannot be vaccinated on schedule due to underlying health problems, as well as the very young and very old.

Based on both Jewish values, and public health evidence, The Jewish Center believes strongly that all members of the congregation (including children, adolescents, and adults) as well as all teachers, staff, children in the Religious School, and others who regularly frequent the synagogue, should be vaccinated.

Policy

As the risk of the disease transmission is greatest by far among unvaccinated children, The Jewish Center requires that all children attending the religious school be vaccinated according to the New Jersey state schedule, unless they are unable to do so for documented medical reasons.

Parents or guardians are required to indicate on their child's enrollment form for The Jewish Center Religious School that a child has been vaccinated according to the New Jersey state vaccination schedule. New Jersey's immunization requirements are in

accordance with the guidelines of the American Academy of Pediatrics (AAP), the American Academy of Family Physicians, and CDC/Advisory Committee on Immunization Practices (ACIP). Further, The Jewish Center strongly encourages children to receive the annual flu vaccine by December 31st of each calendar year.

The only exception to this policy is on medical or religious grounds. To receive a medical exemption, parents must submit a doctor's note to The Jewish Center's Director of Congregational Learning. To receive a religious exemption, parents must meet with The Jewish Center's Rabbi. For further questions on this policy or to speak with our Rabbi, please contact the Director of Congregational Learning. Medical exemptions will be reviewed annually.

Current students whose vaccination status is not up to date according to the New Jersey state schedule may remain in The Jewish Center's Religious School if, and only if, they demonstrate progress towards fully compliant vaccination status according to ACIP's Recommended Catch-Up Schedule (<https://www.cdc.gov/vaccines/schedules/downloads/child/0-18yrs-child-combined-schedule.pdf#page=3>).

For the purposes of this policy, Religious School will be defined as any tuition paying program that requires registration, including but not limited to Yad b'Yad, Ganon, Gan Katan, and students enrolled from kindergarten through 12th grade. Due to the public nature of youth group events, participants are not required to confirm that they have been vaccinated in order to participate, although vaccination is strongly encouraged.

Accordingly, all TJC staff and teachers must be up to date with all vaccinations, including but not limited to the flu vaccine, prior to December 31 of each calendar year.