



General Board Meeting, March 25, 2018

Present:

Rachael Cooper	Heidi Joseph	David Politziner
Harry Cummins	Edye Kamenir	Naomi Richman-Neumann
Rabbi Adam Feldman	Jeremy Kasdin	Abigail Rose
Martha Friedman	Moshe Margolin	Ginger Schnitzer
Debbie Gitterman	Linda Meisel	Barbara Schwartz
Helaine Isaacs	Linda Milstein	Bernard Abramson
Bret Jacknow	Debbie Orel	

Minutes:

1. Meeting called to order at 7:05 PM
2. **D'var Torah** – Linda Milstein spoke about (and sang) her mother's version of Echad Mi Yodeah. She explained the background and the way its use exemplifies the value of collective memory. She pointed out that, as we approach TJC's 70th anniversary, we should consider what aspects of our history we should recall and celebrate.
3. Approval of Minutes
The minutes of February's Board meetings were approved.
4. **President's report** – Linda Meisel
Linda continued group discussions on a code of conduct, *derech erez*, for TJC. She explained that she has asked Moshe Margolin to lead development of a code for the Board. This discussion was to focus on a code for the congregation.
In discussion these points were raised:
 - does TJC have something equivalent to a mission statement? Linda said she believed one had been developed. **Action:** Linda will investigate and post whatever is found on the TJC website
 - Jeremy Kasdin suggested that the results of this work must be presented to the congregation in a respectful and positive way
 - Edye Kaminer pointed out that we have not considered any way to enforce preferred behavior
 - Linda agreed that TJC by-laws are silent on this matter. She has asked Phil Carchman, Alan Medvin and Marc Citron to work together and make recommendations for changes to the by-laws
 - Abigail Rose said it may be better to describe the code as a set of expectations for everyone in the congregation

- Linda Milstein suggested that the results might best be introduced during the High Holidays as this a time of self-examination and is close to the time when new senior staff will begin work at TJC
- Helaine Isaacs asked about the timing of a vote on proposed by-law changes as these are unlikely to be ready in time for the annual congregational meeting in May. Linda said that a special meeting can be called after the High Holidays, probably in November.

5. Rabbi Feldman's report

- 5.1 The Torah project is proceeding with completion expected by Simchat Torah. He explained the budget (\$86,000) and fund raising to date (\$23,200 received, \$19,800 pledged) – see attachment A. David Poliziner expects that the budget will be fully covered by donations.
- 5.2 A video developed by USCJ about LGBTQ inclusion was shown. RAF commented that TJC has LGBTQ members and he has officiated at weddings of LGBTQ couples. Linda Meisel said that the issue of gender-based subgroups at TJC (JCW, Men's Club) has been raised at the Executive Committee. Helaine Isaacs pointed out that there is a gender-neutral bathroom at TJC (in the office) and this ought to be more widely signposted. Abigail Rose said that this topic will be discussed in greater detail in the Social Action committee and then be brought back to the Board.

6. Trustee, VP and Committee reports

- 6.1 Finance – David Politziner
See Attachment B for the February financial summary. The line items which are expected to change significantly before the end of the financial year include:
- maintenance/capital expenditures: planned spending will bring this up to budgeted level
 - education: 13 families who are behind on fees are being approached
- Heidi Josephs said that the Sarge event has sold 150 tickets, mostly non-TJC, and has covered its costs. Further sales are expected. Overall, David expects to end the year on budget or with a slight surplus.
- 6.2 Administration – Martha Freidman / Harry Cummins
One family has moved from Princeton and left TJC. Martha has spoken to all 14 non-member families who have children in our school. All expect to become members. Communiversity is on Sunday April 29. We need volunteers to staff our booth. Volunteers are expected actively to promote TJC to any potential members who visit the booth.
TJC's Shabbat of Appreciation will be Friday, June 1st starting at 5:30pm. It will honor everyone who has volunteered during the year to make TJC successful. Board members were asked to ensure that all the volunteers who support our activities are made aware of the event and encouraged to attend. There will be a light dinner followed, at 8pm, by the Kabbalat Shabbat service.
- 6.3 Programming – Helaine Isaacs
Helaine handed out a calendar of activities celebrating Israel at 70 (see attachment C).
- 6.4 Religious Affairs – Linda Milstein
Following on from the presentation by Chchange at the last Board meeting, Linda describes a recent report from ADL on anti-Semitism in New Jersey. This state has the

third worst record in the country for attacks on people, buildings, and etc. There is a New Jersey Mayors' Compact To Combat Hate, Extremism And Bigotry (<https://mayorscompact.org/compact/>) which Princeton's mayor has signed. However, only 20 of 521 New Jersey mayors have signed the compact to date. Anyone who lives in another administrative district should encourage their mayor to sign.

7. Search Committees

7.1 Hazzan: David Poliziner and Nicole Soffin will be discussing contract terms with Cantor Jeff Warschauer's lawyer on Monday. Jeff is still talking to other congregations but is excited about TJC.

7.2 Director of Congregational Learning – Ginger Schnitzer

Our 1st candidate has accepted an offer from another congregation (Reform, in lower cost community). Snow storms have affected interviews with other candidates. Resumes are still coming in and the calendar is less restrictive than that for clergy.

8. Nominating Committee – Naomi Richman-Neumann

The committee has completed its work and the new slate will be announced this week.

Linda Meisel announced that Barak Bar-Cohen is stepping down as Trustee before the end of his term. In accordance with the by-laws she is nominating his replacement, subject to Board approval. Linda nominated David Politziner as Trustee for one year. Helaine Isaacs seconded. The Board approved unanimously.

Meeting adjourned at 8:45pm.

Minutes recorded by Bernard Abramson

Attachment A – Torah Project Budget

Torah Repair Project – Projected Budget

Expenses

Torah Repairs – \$12,500

Torah Covers - \$40,000 (2,500x16) – 8 Torah Covers for HH and 8 for Year Round

Marketing - \$1,000

Acknowledgement Book and certificates - \$1,000

Soferet for 3 Programs (6/3, 6/10 and 9/30) - \$10,000

Food and photographer for three Soferet signings, food and music for Oct 1- \$15,000

Additional Expenses - \$6,500

Total Expenses \$86,000

Total Raised so Far – Pledged \$43,000 – Collected \$23,200

Anonymous Donor - collected

3 Torah Mantles

4 Gifts of \$1,800

Other smaller gifts

Attachment B – February 2018 Financial Summary

TJC Financial Dashboard

	Feb 28, 2018 YTD Actual	Feb 28, 2018 YTD Budget	Variance	Feb 28, 2017 YTD Actual	May 31st, 2018 Full Yr Budget
Operational Revenue					
Dues	905,447	903,234	2,214	904,290	952,237
Capital Assessments	63,518	64,318	(800)	64,318	73,043
Other	16,138	24,586	(8,447)	13,532	43,034
Operational Expenses					
Professional Salaries	(445,132)	(513,354)	68,222	(537,015)	(664,024)
Buildings	(169,842)	(161,599)	(8,243)	(177,992)	(206,635)
Administration	(78,933)	(74,309)	(4,624)	(68,523)	(97,416)
Mortgage Debt Service	(54,795)	(54,795)	-	(54,795)	(73,060)
Finance	(64,933)	(45,909)	(19,024)	(46,260)	(66,040)
Maintenance & CapEx	(48,800)	(94,950)	46,150	(7,803)	(127,100)
Information Systems	(21,642)	(22,117)	475	(22,117)	(29,536)
Transfers	-	-	-	-	-
USCJ Dues	(23,932)	(25,474)	1,542	(25,474)	(25,474)
Other	8,905	1,735	7,169	1,735	2,585
Operational Net	85,999	1,366	84,633	43,895	(218,384)
Education					
Education Revenue	223,781	256,999	(33,218)	244,776	303,942
Education Expenses	(233,590)	(237,514)	3,924	(210,942)	(332,947)
Education Net	(9,809)	19,485	(29,294)	33,834	(29,005)
Fundraising					
Annual Fund Income	272,408	233,406	39,002	233,406	250,303
Contributions	27,116	17,013	10,103	17,013	20,556
Other Fundraising (Events)	32,253	23,905	8,348	30,415	60,105
Fundraising Expense	(7,820)	(9,432)	1,612	(11,049)	(16,562)
Fundraising Net	323,957	264,891	59,066	269,784	314,401
Programming, Committees, Other Net	(16,455)	(46,004)	29,549	(38,671)	(65,215)
Capital Reserve					
Total Revenue	1,524,207	1,477,456	46,750	1,469,079	1,638,005
Total Expenses	(1,140,515)	(1,237,718)	97,203	(1,160,236)	(1,636,208)
Net Income	383,692	239,739	143,953	308,843	1,797

TJC Financial Dashboard

*Non-Paying includes 13 Exploratory, 6 Young Household, 11 Clergy, 12 Staff, 16 Exempt

Category	# Families	\$ Billed
Household	247	648,120
Single	48	74,121
Senior Couple	101	159,085
Senior Single	66	59,944
Subtotal	462	941,270
Associate	5	1,800
Friend	3	300
Remissions	33	15,132
Non-Paying*	58	-
Total	561	958,502
FTE @ full household dues		363

Category	# Families	\$ Billed
Household	282	744,480
Single	37	58,978
Senior Couple	100	157,800
Senior Single	64	57,600
Subtotal	483	1,018,858
Associate	6	2,160
Friend	2	200
Remissions	24	6,955
Non-Paying*	50	-
Total	565	1,028,173
FTE @ full household dues		389

Attachment C – Calendar of events for Israel 70



Israel 70 Faces

TJC presents a variety of program and activities to celebrate Israel's 70th Birthday

All Events are Open to the Community and are at TJC unless noted otherwise

April 15 • 7:30 PM • Movie: Ben Gurion Epilogue
Newly discovered 1968 interview footage of David Ben-Gurion reveals his prophecy, his dedication to Zionism, and a life filled with self-examination. Best Documentary Award of the Israeli Film Academy.
\$10 TJC members • \$15 community

April 17 • 6:30 PM • Yom Ha'Zikaron
Memorial Day for the Fallen Soldiers of Israel and Victims of Terrorism.
FREE

April 19 • 7:30 PM • Israel Innovation Panel
Panelists: Adam Scheer, Greg Kahn and Gary Eichenbaum
One of Israel's sources of pride is the enormous number of inventions and innovations. Join our panelists as they share their experiences working in Israel hi-tech.
FREE

April 21 • 11:00 AM • Shabbat Katan Celebrates Israel
Join families with young children for a musical Shabbat with lunch.
FREE

April 22 • 12:00-2:00 PM • Israel Celebration
Israel dancing, BBQ, Soccer game and more. Open to the community.
FREE. Food available for purchase

April 24 • 7:30 PM • Cooking demonstration by Meny Vaknin
Meny Vaknin, winner of Food Network's Chopped, and the owner and executive chef of Marcel Bakery and Kitchen, and MishMish Café will demonstrate Israeli-Moroccan recipes in a cooking demonstration held in a congregant's home.
\$30 TJC Members \$36 Community. Limited Space. Must RSVP with payment

April 28 • 8:30 PM • Israel Story - Princeton University, McCosh 10
"Mixtape" - the Stories Behind Israel's Ultimate Playlist. This award winning Pod-cast ensemble will explore 70 years of Israel's history using music and video. A program of The Jewish Center, Federation of PMB and Center for Jewish Life.
\$18 per person

For information, contact Yael Bermano at ybermano@thejewishcenter.org

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