



## General Board Meeting, January 27, 2019

### Present:

Bernard Abramson	Lew Gantwerk	Linda Meisel
Jeremy Black	Helaine Isaacs	Linda Milstein
Randy Brett	Eric Jaffe	David Politziner
Rachael Cooper	Bret Jacknow	Abigail Rose
Sharon Diamondstein	Heidi Joseph	Rick Rosenberg
Rabbi Adam Feldman	Moshe Margolin	Nicole Soffin
Judi Fleitman	Kim Marks	Sandy Wilson
Martha Friedman	Andrea Martinez	

### Minutes:

1. Meeting called to order at 7:10 PM
2. Linda opened the meeting by congratulating and thanking Heidi Joseph and Helaine Isaacs on last night's very successful klezmer concert given by the Strauss-Warschauer Duo and friends. Attendance exceeded 300 people where the initial hope was it might reach 150. Designed as a community-building event rather than for fund-raising, it should nevertheless break even.
3. **D'var Torah** given by Sharon Diamondstein.
4. **Approval of Minutes**  
The minutes of December's Board meetings were approved. They will be posted to the TJC website (see <https://www.thejewishcenter.org/Resources/Board-Minutes.aspx>).
5. **President's report** – Linda Meisel.
  - 5.1 The next Board meeting, scheduled for February 24<sup>th</sup>, will begin at 3pm.
  - 5.2 Events to celebrate TJC's 70<sup>th</sup> anniversary will include:
    - a presentation on the past, present and future of TJC. March 31 from 3-5pm
    - an evening with the theme of an Israeli night club on September 14. A fund-raising event but affordably priced especially for younger members
    - a photographic record of b'nei mitzvot at TJC curated by Ellen Pristak and a tapestry of kippot.
6. **Rabbi Feldman's report**
  - 6.1 The planned white supremacist rally for Palmer Square did not take place but efforts of the police and officials to prepare for the event displayed the best aspects of the whole Princeton community.
  - 6.2 Rabbi commended the Egger Shabbaton, March 1-3, featuring Rabbi Shmuly Yanklowitz.

**7. Rainbow Flag**

- 7.1 Abigail Rose, Co-Chair of TJC Social Action Committee, proposed the motion: That the Board of The Jewish Center approves the purchase and display of a Rainbow Flag to be displayed in the lobby of the Center. It was seconded by Rick Rosenberg.
- 7.2 Sarah Just of the Social Action Committee spoke to the motion on behalf of the committee. Citing the statement of inclusiveness prominently displayed on the TJC website, she said the committee felt that the flag would be a visible re-affirmation of our commitment.
- 7.3 Rabbi Feldman, supporting the motion, stated that he strongly recalled a question he was asked at the town hall meeting during his interview for the position at TJC 14 years ago. He was asked for his views on officiating at a marriage ceremony for same-sex couples. This was before The Rabbinical Assembly had determined its position on the topic. He felt that this showed that Princeton was ahead of the wider community in egalitarian thinking and he believes that this motion will further that stance.
- 7.4 Bret Jacknow felt that we should display our views on inclusiveness through our actions and that he was reluctant to support the motion if it was only symbolic.
- 7.5 Helaine Isaacs pointed out that TJC does not need any symbolism to display its egalitarian philosophy as the equal treatment of women and men in all religious and social activities is immediately obvious. However, this is not the case in LGBT matters and the symbolism of the flag will begin to show our inclusiveness and welcome.
- 7.6 Randy Brett said that this motion gave him the incentive to discuss the topic with LGBT family members. The response was that they wish to be accepted as themselves rather than as a result of their gender orientation.
- 7.7 Rabbi Feldman noted that current synagogue and school membership forms ask for 'parent 1' and 'parent 2' without presuming gender.
- 7.8 Moshe Margolin, seconded by Helaine Isaacs called the question.
- 7.9 The motion was passed by 19 votes to 2 with no abstentions.

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

- 8.1 Acrion Group has been selected to conduct the security assessment (see Attachment B).
- 8.2 Several Board members have yet to submit bios and a photo for the newsletter.
- 8.3 There will be a number of custodial changes. Several members of the staff have received promotions or been given new opportunities at their "day jobs" and will be unavailable. Although this creates difficulties for us it shows that we have a work environment in which staff thrive.
- 8.4 Linda asked Board members to be aware that during daytime hours in the summer months our facilities, especially the social hall, are available for rental and we should let organizations etc. know.

**9. VP Reports**

**9.1 Finance report – David Politziner for Warren Mitlak**

- See financial dashboard at attachment A
- Overall, we remain on target however as previously reported there have been several large unexpected and unbudgeted expenses for building work and security
- The transition from Kesef to Not-for-Profit Accounting has begun well and David is impressed with the work done here by Ann Zawartkay and her staff.
- The Investment Committee will be absorbed into the Finance Committee. We will transfer funds (\$250,000) into a higher interest account at Northfield Bank.

- Linda asked whether the Board supported the idea of allowing people to deposit funds with TJC to be used to pay entrance fees for programs and events during the year. It was agreed that this should be permitted provided tracking is not an undue burden on staff. The Board did not support the practice of allowing members to ask staff to add the cost of entrance fees etc. “to my bill”.
- We will look for ways to have the payer pay the convenience charge for payment by credit card.

**9.2. Administration report – Judi Fleitman**

- See Sandy Wilson’s report above.
- Moshe Margolin asked whether there has been any feedback on the quality of the caterer’s service. Linda said the current contract runs through April 2020. She and Randy Brett have discussed the process for issuing a formal RFP for catering services after this contract ends.

**9.3 Education report – Nicole Soffin asked Director of Congregational Learning, Sharon Diamondstein, to give her report**

- Sharon explained how impressed she is with the quality of teaching and the enthusiasm of the children in the religious school.
- The Tichon program requires a turn-around. She and Rabbi Feldman will seek input from parents and teenagers.
- She is beginning to get involved with Adult Ed and feels there are opportunities for programs aimed at young families.
- Nicole said that national Jewish youth organizations have not proved successful for us. She believes we should build our own programs, working with other local synagogues.

**9.4 Religious Affairs report – Linda Milstein**

- Religious Affairs needs to work with the School Committee on plans to involve b’nei mitzvah families at an earlier stage
- Rabbi Feldman explained the new way to call people to the Bimah for an Aliyah that he introduced the day before. This method, stating (in Hebrew) “I call [name] to the Torah” avoids the need to select the correct Hebrew for gender and number and is consistent with the inclusivity discussed earlier in the meeting.

**9.5 Programming report – Helaine Isaacs**

- In light of the hour, Helaine limited her report to stating that that JCW Shabbat, held on Friday evening, and the Klezmer concert, held the previous evening, were both very successful

Meeting adjourned at 9:05 pm.

Minutes recorded by Bernard Abramson

Attachment A – Finance Report

	Dec 31, 2018 YTD Actual	Dec 31, 2018 YTD Budget	Variance	Dec 31, 2017 YTD Actual	May 31st, 2019 Full Yr Budget
<b>Operational Revenue</b>					
Dues	755,494	686,000	69,494	852,499	916,000
Capital Assessments	54,244	53,451	793	58,911	66,000
Other	55,551	39,401	16,150	14,815	43,034
<b>Operational Expenses</b>					
Professional Salaries	(375,682)	(362,531)	(13,151)	(356,414)	(621,900)
Buildings	(191,434)	(126,148)	(65,286)	(123,796)	(227,900)
Administration	(94,433)	(59,763)	(34,670)	(68,199)	(101,000)
Mortgage Debt Service	(42,619)	(42,616)	(3)	(42,619)	(73,060)
Finance	(51,546)	(58,556)	7,010	(52,522)	(86,000)
Maintenance & CapEx	(82,254)	(62,000)	(20,254)	(36,212)	(77,040)
Information Systems	(3,683)	(17,500)	13,817	(14,366)	(30,000)
Transfers	-	-	-	-	-
USCJ Dues	-	-	-	-	(23,000)
Other	1,269	-	1,269	8,905	-
<b>Operational Net</b>	24,908	49,738	(24,830)	241,001	(214,866)
<b>Education</b>					
Education Revenue	149,238	167,370	(18,132)	197,012	268,500
Education Expenses	(148,178)	(181,311)	33,133	(168,148)	(367,000)
<b>Education Net</b>	1,060	(13,941)	15,001	28,864	(98,500)
<b>Fundraising</b>					
Annual Fund Income	154,247	236,650	(82,403)	264,167	248,000
Contributions**	49,568	17,131	32,437	24,116	30,400
Other Fundraising (Events)	27,634	9,200	18,434	25,471	102,200
Fundraising Expense	(7,830)	(1,950)	(5,880)	(7,542)	(5,300)
<b>Fundraising Net</b>	223,619	261,031	(37,412)	306,212	375,300
<b>Programming, Committees, Other Net Capital Reserve</b>	(1,472)	(47,446)	45,974	(20,767)	(61,934)
<b>Total Revenue</b>	1,244,503	1,161,757	82,746	1,416,224	1,612,200
<b>Total Expenses</b>	(996,389)	(912,375)	(84,014)	(860,913)	(1,612,200)
<b>Net Income</b>	248,115	249,382	(1,267)	555,311	-

\*\*Contributions includes \$11,100 in security income

Category	Membership as of 1/1/19 #	Family: \$ Billed
Household	266	714,338
Single	49	79,478
Senior Couple	104	166,996
Senior Single	74	67,768
<b>Subtotal</b>	<b>493</b>	<b>1,028,580</b>
Associate	4	1,440
Exploratory	1	1,933
Friend	3	300
Remissions	24	34,316
Non-Paying*	56	-
<b>Total</b>	<b>581</b>	<b>1,066,569</b>
<b>FTE @ full household du</b>		<b>404</b>

Category	Membership as of 6/1/18 #	Family: \$ Billed
Household	266	714,338
Single	50	81,100
Senior Couple	102	163,784
Senior Single	78	71,432
<b>Subtotal</b>	<b>496</b>	<b>1,030,654</b>
Associate	4	1,440
Friend	3	300
Remissions	6	6,186
Non-Paying*	27	-
<b>Total</b>	<b>536</b>	<b>1,038,580</b>
<b>FTE @ full household</b>		<b>393</b>

\*Non-Paying includes 17 Exploratory, 2 Young Household, 12 Clergy, 11 Staff, 14 Exempt

Attachment B – Acrion Group Security Proposal



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**INTRODUCTION**

The purpose of this document is to provide general background and outline of the risk analysis survey for the Jewish Center in Princeton NJ. The full survey is based on a visit by representatives of ACRION GROUP in the Princeton Jewish Center and its facilities on January 18<sup>th</sup>, 2019.

**BACKGROUND**

In January 2019, ACRION GROUP received a request from the Jewish Center in Princeton to perform physical security risk survey. The nature of the request was to conduct a risk analysis of the organization's facilities for the purpose of assessing and recommending improvements to the current protective measures of the Jewish Community Center and its facilities at Princeton.

**GENERAL OVERVIEW**

The Jewish center is located in Mercer County through the consolidation of the Borough of Princeton on the main street Nassau. The center serves more than 400 hundred families of the Jewish community in the area, who visit it every day for various purposes such as prayers, social events, professional conferences, Jewish holidays etc. The Jewish Center includes a Jewish school, which is located only a few feet away from it. The school serves approximately 100 students of various ages. The center and the school are open throughout the week, from the early morning to evening hours.

The risk survey will include a physical analysis performed by ACRION GROUP representatives and will provide recommendations for implementation based on:

1. General review and walk through of the premises of the Jewish Center and school.
2. Review of the facility vulnerabilities based on the point of view of potential attackers.
3. Facility review with consideration to minimize of interference to the daily routine of the community members.
4. Review of security procedures during events and peak time with high-risk potential.
5. Review of primary and secondary vulnerabilities.
7. Recommendations for designing an effective emergency reaction plan, according to the surveyed vulnerabilities.
8. Providing various possible solutions and recommendations to bridge current security gaps, based on real life potential threats to the facility, its staff and members.
9. Recommendations for improving the existing security systems by integrating the human factor (staff and security guards) and technological solutions.

