



General Board Meeting, October 15, 2019

Present:

Gabrielle Bailey	Bret Jacknow	Lynn Ross
Randy Brett	Heidi Joseph	Robert Schwartz
Gabrielle Cayton-Hodges	Edye Kamenir	Ed Simon
Rabbi Adam Feldman	Jonathan Katz	Nicole Soffin
Judi Fleitman	Moshe Margolin	Polly Strauss
Lew Gantwerk	Kim Marks	Harlan Tenenbaum
Andrea Hoberman-	Linda Meisel	Cantor Jeff Warschauer
Martinez	Warren Mitlak	Sandy Wilson
Helaine Isaacs	Liz Nayden	

Minutes:

1. Meeting called to order at 8 PM
2. **D'var Torah** by Judi Fleitman
3. **Approval of Minutes**
The minutes of the September Board meetings were approved, see www.thejewishcenter.org/Resources/Board-Minutes.aspx.
4. **University League Nursery school**
President Randy Brett reported on the University League Nursery school. The school has decided to close effective June 2020. This is one year short of the terms of the lease. Randy has been in contact with Allen Porter, the TJC attorney. ULeague has also hired counsel. We will negotiate a settlement to the owed rent. TJC is exploring options with both the Princeton Regional Schools and the Y in Princeton as renters for the space. Randy will keep the board informed as this process continues.
5. **Rabbi's Report**
Rabbi Feldman reported on the High Holidays. Feedback has been very positive. There were some issues with the young family service which need to be addressed. Randy acknowledged Kim Marks and others for their hard work on the security effort for the HH. It was reported that congregants in general were positive about the level of security and given the numbers the security system worked well and smoothly. Randy thanked everyone for their efforts with security.
6. **Financial Review and Report**
 - 6.1 Rabbi Feldman reported that a congregant who wishes to remain anonymous donated \$100,000 to security efforts at TJC.

6.2 Linda Meisel reported that the net balance on the 70th anniversary was \$133,000. It was clearly a fundraising success. Warren stated as a result of these two events the budget is in good shape. The dashboard was shared and reviewed with board members (see Attachment A).

6.3 Linda spoke about the Annual fund which was mailed out right before Sukkot. Congregants will be receiving it in the mail. Thank you to all Board members who wrote notes.

7. School Programs

Kim, Sharon Diamondstein and Gabrielle Cayton-Hodges made a very thorough and informative presentation on the school program including the new #Sulam class, current and past trends and areas the school committee is addressing currently. See Attachment B. Following the presentation board members asked questions and made comments.

8. Cantor Review

Nicole Soffin reported on the Cantor review committee which has been meeting. Committee members are:

Barbara Gantwerk
Lisa Jacknow
Art Meisel (past President)
Linda Milstein (immediate past VP Religious Affairs)
Nicole Soffin (Trustee, chair)
David Politziner
Tirza Wahrman

There is a short time frame but the committee is developing a survey for congregational input.

9. Good and Welfare: Linda and Art Meisel's 50th wedding anniversary

10. New Business

10.1 Randy announced that for each new policy there would be a presentation to the board of the policy and discussion and a vote at the following Board meeting. Heidi presented a proposed speaker vetting policy (see Attachment C).

10.2 Randy announced that he had appointed a committee to address the newsletter issues --length/cost etc. Michelle Alperin, Sherry Rosen, Nancy Lewis are the committee members.

The Board then went into Executive Session.

Minutes recorded by Linda Meisel

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Attachment A – Finance

	Sep 30, 2019 YTD Actual	Sep 30, 2019 YTD Budget	Variance	Sep 30, 2018 YTD Actual	May 31, 2019 Full Yr Actual	May 31, 2020 Full Yr Budget
Operational Revenue						
Dues	641,437	274,275	367,162	599,792	912,608	913,500
Security Assessments/Donations	61,245	24,245	37,000	-	50,470	72,000
Capital Assessments	43,831	16,155	27,676	68,621	69,190	62,000
CapEx & Building Development Fund	29,305	-	29,305	-	2,100	-
Membership	698	-	698	-	-	-
Other	32,407	29,674	2,733	23,877	72,587	72,050
Operational Expenses						
Professional Salaries	(189,847)	(186,567)	(3,280)	(188,264)	(613,169)	(593,600)
Buildings	(116,547)	(84,636)	(31,911)	(114,275)	(293,413)	(275,275)
Administration	(36,728)	(29,470)	(7,258)	(45,300)	(133,916)	(90,050)
Membership	(2,260)	(5,384)	3,124	(2,879)	(7,497)	(16,150)
Mortgage Debt Service	(24,353)	(24,352)	(1)	(24,353)	(72,980)	(73,060)
Finance	(31,293)	(26,836)	(4,457)	(28,771)	(89,772)	(80,500)
CapEx	(18,980)	(18,980)	-	(57,912)	(55,812)	(67,000)
Information Systems	(11,362)	(14,332)	2,970	(13,291)	(31,497)	(43,000)
USCJ Dues	-	-	-	-	(25,000)	(25,000)
Security	(24,192)	(24,040)	(152)	-	(38,757)	(80,271)
Other	-	-	-	-	-	-
Operational Expenses Subtotal	(455,563)	(414,597)	(40,967)	(475,045)	(1,361,813)	(1,343,906)
Operational Net	262,111	(94,493)	356,604	217,245	(307,429)	(296,356)
Education						
Education Revenue	112,091	68,601	43,490	92,974	278,594	253,724
Education Expenses	(64,359)	(114,097)	49,738	(67,033)	(344,137)	(391,960)
Education Net	47,733	(45,496)	93,229	25,941	(65,543)	(138,236)
Fundraising						
Annual Fund Income	16,491	15,279	1,212	9,554	246,298	250,000
Contributions	9,303	4,644	4,659	24,730	90,944	72,500
Security Grant/Contribution	49,697	50,000	(304)	-	-	100,000
Other Fundraising (Events)	172,778	110,000	62,778	229	39,274	-
Fundraising Expense	(41,999)	(51,225)	9,226	(24,647)	(36,924)	(3,100)
Fundraising Net	206,269	128,698	77,571	9,866	339,592	419,400
Programming, Committees, Other						
Revenue	100,883	61,076	39,807	70,878	141,692	158,310
Expense	(46,618)	(52,381)	5,763	(29,296)	(202,416)	(219,918)
Net	54,264	8,695	45,569	41,582	(60,724)	(61,608)
Restricted Funds						
Revenue	20,850	3,200	17,650	38,164	95,561	4,800
Expense	(17,767)	-	(17,767)	(36,265)	(119,706)	-
Net	3,083	3,200	(117)	1,899	(24,146)	4,800
Total Revenue	1,291,014	657,149	633,865	928,818	1,999,318	1,958,884
Total Expenses	(626,307)	(632,300)	5,993	(632,286)	(2,064,997)	(1,958,884)
Net Income	664,708	24,849	639,858	296,532	(65,679)	-

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Membership				
Category	as of 10/15/19		as of 5/31/19	
	# Families	\$ Billed	# Families	\$ Billed
Household	226.00	613,350.00	245.00	651,945.50
Single	40.00	65,816.00	41.00	65,547.00
Senior Couple	104.00	168,657.00	98.00	156,557.00
Senior Single	81.00	75,250.00	70.00	64,104.00
Subtotal	451.00	923,073.00	454.00	938,153.50
Associate	3.00	1,080.00	4.00	1,440.00
Friend	-	-	1.00	100.00
Remissions	29.00	15,031.50	32.00	13,549.58
Non-Paying*	44.00	-	58.00	-
Total	527.00	939,184.50	549.00	953,243.08
FTE @ full household dues		345.00		355.00
	*Non-Paying includes 9 Exploratory, 0 Young Household, 12 Clergy, 10 Staff and 13 Exempt		*Non-Paying includes 19 Exploratory, 2 Young Household, 12 Clergy, 12 Staff and 13 Exempt	
School Enrollment				
Grade	as of 10/15/19		as of 5/31/19	
	# Children	\$ Billed	# Children	\$ Billed
Yad B' Yad	6.00	200.00	5.00	1,525.00
Ganon	5.00	700.00	8.00	1,500.00
Gan Katan	6.00	5,112.00	10.00	8,946.00
Gan	10.00	8,520.00	8.00	7,242.00
Alef	11.00	7,923.60	17.00	16,188.00
Bet	18.00	15,336.00	18.00	15,975.00
Gimmel	11.00	14,179.00	26.00	32,991.50
Daled	25.00	32,225.00	19.00	24,156.25
Heh	18.00	19,048.30	29.00	33,829.70
Vav	29.00	37,058.75	26.00	34,514.00
Zayin	27.00	43,848.00	25.00	35,637.50
Sulam/Tichon	27.00	20,928.00	28.00	11,770.00
Total	193.00	205,078.65	219.00	224,274.95

Attachment B – Schools Program

“Religious school” includes: Young children, school-aged, #Sulam (Tichon), Madrichim, Young Families

School Program

Yad b’Yad (9mos-2.5yrs) 1 Sunday/month

Ganon (3-4 yrs) 1 Sunday/month

Gan Katan (4-5 yrs) Every Sunday, 9:00-12:00

Gan, Alef, Bet (K-2) Sundays 9-12

Gimmel, Daled, Heh, Vav (3-6) 2 days per trimester: Sunday 9-11; Tues 4-6; Wed 4-6;
Shabbat Chugim 11-12:00

Zayin (7th/Pre-BM) Sunday 9-12; Wed 6-8; Shabbat services

#Sulam (9-12th) 3 Wed/month 6-8:00; 1 Sun/month 6-8:00

School enrollment continues to drop. Reasons given: Cost (combined costs are too high or no desire for membership), Prioritization, Leaving the area. New families largely join through moving into the area.

Young Family programming may not be a feeder. Only Bagels at the Bus cited.

#Sulam/Tichon enrollment continues to drop. Cost experiment seems to suggest cost is not the barrier.

Priorities for this school year reflect the call for community experiences, Jewish experiences:

- Inreach
- Family programs
- Bagels and Brachas (Judaism 101)

Thinking in terms of a transactional relationship with our school families puts us at a disadvantage.

Attachment C – Proposed Speaker Vetting Process

“The pursuit of knowledge for its own sake, an almost fanatical love of justice and the desire for personal independence -- these are the features of the Jewish tradition which make me thank my stars that I belong to it.” - Albert Einstein

Our tradition encourages independent thought, questioning, and engagement; in Judaism, ten *individuals* are required to make a Minyan. Likewise, the concept of our synagogue as a sanctuary is central to our faith and our history.

Acknowledging that The Jewish Center represents a sanctuary for its individual members, who rightly hold disparate views and opinions, the Board of The Jewish Center has proposed [adopted] the following guidelines for the engagement of all speakers and presenters.

In order to:

- a. Reflect the congregation’s commitment to Israel
- b. Educate congregants
- c. Maintain a strong sense of community
- d. Promote the sharing of experiences and perspectives, and
- e. Facilitate civil discourse and thoughtful discussion, guided by our shared principles and morals

any speaker or presenter at The Jewish Center must be vetted against our congregational standards. These standards are intended to establish parameters for intellectual debate and exchanges of ideas, especially when topics might be difficult.

No speaker shall be invited if such speaker:

- a. Does not have competency in the topic area
- b. Supports, advocates, or promotes any of the following, whether or not related to the topic area:
 - i. Bigotry, violence, or discrimination on the basis of race, gender, nationality, religion, or sexual orientation
 - ii. Proselytizing Jews away from Judaism
 - iii. The denial of Israel to exist as a Jewish state
 - iv. Boycott, Divestment, and Sanctions (BDS)
 - v. The denial of the Holocaust
- c. Refuses to respect any request to address his/her bias, or
- d. Fails to provide relevant references

The responsibility of vetting any speaker against these standards rests with the committee recommending the speaker and is incumbent upon that committee to complete this vetting before any invitation is extended.

In the event that a recommended speaker is not compliant with the above standards, but a committee believes the speaker should be invited to speak at The Jewish Center, the committee must follow a process of presenting its recommendation to the Board and accepting the

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decision of the Board. The Board will, following the presentation of the recommendation, vote on whether to invite the recommended speaker.

Lifelong learning is a core Jewish value and The Jewish Center is committed to maintaining a supportive and safe environment, enabling congregants to interact as a community, learn from one another, and debate.