Mid-Year Congregation Information Meeting
December 20, 2020

Imagining a Vibrant Future for our Jewish Center Community
AGENDA

• Introduction and Opening Remarks – Randy Brett
• D’var Torah and Remarks – Rabbi Elliot Schoenberg
• Pivoting During the Pandemic – Randy Brett
• Financial Update and Annual Fund – Dane Dickler and Joshua McCoy
• Rabbi Search Status – Polly Strauss and Dana Molina
• Religious School and Education – Gabrielle Cayton-Hodges
• Membership and Administration Update – Naomi Richman Neumann
• Safety Committee and Safety Protocols – Josh Eisenberg
• The Bimah Accessibility Project Kick-Off – Randy Brett
• Question/Answer Period – All
Pivoting During the Pandemic

• Forced to re-think and reimagine our role as both a religious institution and as a community.

• Focus on priorities
  • Maintaining connections when we are physically separated
  • Reconciling Halacha with COVID-19
  • Engaging and serving our diverse membership
  • Sustaining our present and building our future while in uncertain times

• Investing
  • To meet the needs of congregants at different points in their lives
  • To enable us to come out of this period stronger
What We Are Doing

• Communicate, Communicate, Communicate
  • January 2020 Board meeting identified this as a foundational principle
• Transparency and Full Disclosure
• Board Focused on Policy and Big Picture
• Working to Expand Leadership Cadre
  • New opportunities for future leaders
  • Process-focused decision making – limited *ad-hoc* decisions
  • Committees given “space” to function and their decisions respected
• Empowering Staff
  • We hired good people – and we let them do their jobs
Financial Update

Financing a Vibrant Future for our Jewish Center Community
**Total Revenue:** $1,356,867  
**Top 3 categories:**  
Dues: $602,252  
Other Income: $326,835  
Fundraising: $204,496

**Total Expenses:** $793,191  
**Top 3 categories:**  
Professional Salaries: $315,722  
Education: $117,213  
Buildings: $89,388
Membership

Our membership is temporarily down due to the pandemic and loss of Rabbi Feldman, z"l

<table>
<thead>
<tr>
<th>Category</th>
<th>As of 12/14/20</th>
<th>As of 5/31/20</th>
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<tbody>
<tr>
<td></td>
<td># Families</td>
<td>$ Billed</td>
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<td>523,392.00</td>
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<td>Senior Couple</td>
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<td>Remissions*</td>
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<tr>
<td>Non-Paying**</td>
<td>43</td>
<td>-</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>502</strong></td>
<td><strong>854,419.30</strong></td>
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FTE @ full household dues

<table>
<thead>
<tr>
<th>As of 12/14/20</th>
<th>As of 5/31/20</th>
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</thead>
<tbody>
<tr>
<td>313</td>
<td>339</td>
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</table>

**Non-Paying includes 7 Exploratory, 0 Young**

Household, 11 Clergy, 11 Staff and 14 Exempt

**Non-Paying includes 10 Exploratory, 1 Young**

Household, 12 Clergy, 11 Staff and 12 Exempt
Notable Items

• Annual Fund has collected $136,720 towards a goal of $250,000 (as of November 30th)
  • The annual fund is off to a good start.
• Negotiated a waiver from TD Bank to provide an audited financial statement
  • This was required in the mortgage agreement and would have cost us at least $10,000 to $15,000 to complete.
• As a result of ULeague terminating their lease on June 26, 2020, we realized $222,889 of additional revenue this year
• Expenses to operate the building and related costs are under budget year-to-date by $56,977.
• We collected $52,000 from an Accidental Death insurance policy on Rabbi Feldman, z"l
  • used to fund the tuition credit for the Religious School
• No major building expenses to date. Capital Expenditures are $424.
• We will be converting our Paycheck Protection Plan (PPP) Loan to a grant totaling $156,050
• Membership and religious school enrollment are down year over year as a result of pandemic and the loss of RAF. We expect our members will return once a new Rabbi is selected and the pandemic is behind us.
• We are upgrading our software to ShulCloud which will streamline billing and collections
## Revenue and Expense Detail as of 11/30/2020

### Revenue

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
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<tr>
<td>Dues</td>
<td>$609,252.11</td>
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<td>Security Assessments/Donations</td>
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<td>Capital Assessments</td>
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<td>CapEx &amp; Building Development Fund</td>
<td>$144,798.75</td>
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<td>Other</td>
<td>$115,267.80</td>
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<td>Education Revenue</td>
<td>$80,812.84</td>
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<td>Annual Fund Income</td>
<td>$136,720.03</td>
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<td>Contributions</td>
<td>$11,009.48</td>
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<td>Security Grant</td>
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<td>Programming, Committee Revenue</td>
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<td>Restricted Fund Revenue</td>
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<td><strong>Total</strong></td>
<td>$1,363,867.36</td>
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### Expenses

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Professional Salaries</td>
<td>$315,722.39</td>
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<tr>
<td>Buildings</td>
<td>$89,388.28</td>
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<tr>
<td>Administration</td>
<td>$60,686.36</td>
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<tr>
<td>Membership &amp; Dues</td>
<td>$5,744.64</td>
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<tr>
<td>Mortgage Debt Service</td>
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<tr>
<td>Finance</td>
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<td>CapEx</td>
<td>$424.44</td>
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<td>Information Systems</td>
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<tr>
<td>Security</td>
<td>$12,874.69</td>
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<tr>
<td>Education Expenses</td>
<td>$117,213.36</td>
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<td>Fundraising Expense</td>
<td>$5,370.13</td>
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<tr>
<td>Programming, Committee Expense</td>
<td>$86,788.83</td>
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<tr>
<td>Restricted Fund Expense</td>
<td>$11,561.05</td>
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<tr>
<td><strong>Total</strong></td>
<td>$793,190.73</td>
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TJC Senior Rabbi Search Update

Ensuring a Vibrant Future for our Jewish Center Community
Our Committee

Barbara Abramson  
Jen Black  
Gabrielle Cayton-Hodges  
Linda Grenis  
Judy Kutin  
Robert Lebeau

Nancy Lewis  
Dana Molina, Co-Chair  
Abigail Rose  
Dave Saltzman  
Ed Simon  
Polly Strauss, Co-Chair  
Eran Zacks

Ex-officio:

Alexandra Bar-Cohen  
President Elect

Joel Berger, Executive Director

Randy Brett  
President
Congregational Input

Focus Groups & Survey identified qualities most important in our next Rabbi

- Community Builder
- Caring Pastoral Leader
- Inspiring Educator
- Engaging Worship Leader
- Visionary and forward thinking
- Committed to social action
- Collaborative partner
- Excellent communicator who gives outstanding sermons
- Approachable, warm and empathetic
- Consensus builder
- A Mensch
Steps Taken in the Process

July/August
- 19 Focus Groups with 200 TJCers, plus targeted sessions with school committee, staff, teens, past presidents, Board

August/September
- 360 survey respondents confirmed focus groups finding across all age groups

October
- 40-page Rabbinical Assembly Questionnaire becomes official posting; workshop on implicit bias

November
- Received resumes from diverse group
- First Round interviews

December
- Second Round Interviews; begin planning virtual TJC visits for finalists
Next Steps

January
• Finalists selected; committee organizes congregational visits

January/February
• Virtual visits for congregants to meet and provide feedback

March
• Committee makes final recommendation to Board

By Passover
• TJC Senior Rabbi secured!

Please look out for emails about virtual visits with finalists!
Religious School Update

Educating the Vibrant Future of our Jewish Center Community
112 Students enrolled in religious school
- Preschool – Grade 2: 23
- Grades 3-7: 89
25 Students enrolled in #Sulam (Grades 8+)
Pre-K through Grade 2 students began the year with family outdoor learning.

Transitioned to a drop-off outdoor learning program in October.

Outdoor learning attracted four new students.

Outdoor learning will continue as weather permits.

Heating lamps purchased to enable us to go longer into the winter.
Parents of all children in school were surveyed about their interest in returning in person.

- Majority of families of older grades preferred staying remote, so we are continuing with remote-only learning.
- Will revisit in February on the Spring outlook.

Students in Grades 3-7 have been given one-on-one Hebrew tutoring instead of remote Hebrew class.

- This has been met with a lot of praise and enthusiasm.
- Older children will have the opportunity to gather in person outdoors for optional social events.
#SULAM

- 25 teenagers enrolled
- Many #Sulam students have registered as Madrechim
- They have taken it upon themselves to organize safe, socially distant games with the K-2 students to keep them occupied during pickup times at Sunday Religious School
Membership and Administration Update

Promoting and Managing the Vibrant Future of our Jewish Center Community
Membership Update

- Aging of congregation continues
- Fewer new members joined but steady stream of inquiries post-High Holidays
- Small # of members took a year off
- New dedicated staff person, Daryl Rothman – Young Family and Membership Coordinator
- Outreach calls to members 4x since March
  - 29 callers
  - Strengthened connections
  - Gained insight on challenges, opportunities
- Opportunities: post-Covid, new Rabbi

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<td>104</td>
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<td>81</td>
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<td><strong>444</strong></td>
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<td>3</td>
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<tr>
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<td><strong>524</strong></td>
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**Non-Paying**

12/14 includes 7 Exploratory and 36 Staff/Clergy/Exempt
5/31 includes 11 Exploratory/Young Family and 35 Staff/Clergy/Exempt
Administration Update

- **Staffing:** Seeking Communications and Social Media Manager to replace former Office Administrator
- **IT/Communications:** ShulCloud migration in process; early January rollout to members
- **Security:** Physical improvements, grant application
- **Safety:** Ongoing review of health and safety protocols
- **Building:** Repairs and minor upgrades; sound system
- Many thank you’s
Safety Committee – COVID 19 Facts

• 76,732,113 Cases worldwide and counting (10 million)
• 18,078,925 million cases in USA (2.5 million)
• 1,694,152 deaths (500,000)
• 323,404 death in the USA (125,000)
• 423,226 Cases in NJ (4,000-6,000 new cases per day currently)
• 16,216 deaths in NJ (14,000)
Safety Committee – COVID Plan

• 4 phases of reopening
  • Phase 1 – few congregants in building
  • Phases increases accessibility and numbers
  • Phase 4 – Vaccination and return to normalcy
  • Can advance forward or backward as COVID cases in NJ dictate

• Guiding Principle: Keep people healthy and safe
• Plan depends on state and local COVID Cases
• Developing rules that must be followed
Safety Committee – COVID Rules

• MUST wear a mask covering nose and mouth at all times on TJC premises
• Hand sanitizing and hand washing
• Physical Distancing of at least 6 feet at all times
• Congregants who attend must agree to notify TJC if they become sick and work with Department of Health for contact tracing
Safety Committee

• Meeting monthly to assess options
• Recent meeting with upcoming B’nai Mitzvah families to see what modifications can be made to maintain safety and improve the B’nai Mitzvah experience
• Many topics were proposed and discussed
• Committee continues to meet to try and accommodate needs while maintaining safety
• Difficult balance given rising numbers of infections
Safety Committee – COVID Vaccines

• FDA has granted EUA for 2 COVID-19 Vaccines
  • Pfizer and Moderna Vaccine
  • Both mRNA vaccines
  • Both appear to be highly effective
  • Distribution of Pfizer has started with doses dispensed
  • Moderna Vaccine to begin distribution Monday

• US Goal is to vaccinate 20 million people in December (maybe optimistic.)

• Goal to have 100 million people Vaccinated by April 2021
Bimah Accessibility Project Update

Ensuring Access to the Vibrant Future of our Jewish Center Community
Committee Members

Leslie Wishnick
Barry Ableman
Cary Spiegel
Nancy Lewis

Ex-Officio
Rabbi Adam Feldman z”l
Naomi Richman Neumann
Randy Brett
View Toward Ark
View From Lobby Side Door
Status

• Architect retained
• Construction drawings prepared and submitted to Princeton for review
• Preliminary budget prepared – estimated cost is approximately $225,000 including new carpeting and seating in sanctuary

• Funding
  • On hand – approximately $100,000
  • Fundraising to start in January
  • Objective – raise $140,000 to permit additional decorating of sanctuary

• Tentative schedule
  • Solicit bids and engage contractor – by end of April 2021
  • Start construction in 4th week in June 2021
  • Completion – August 2021
  • Dedicate new bimah – prior to Rosh Hashanah 5782
Questions?

Please use Q&A tab at the bottom of your screen to submit questions
Thank You For Attending.

Now for Refreshments!