

TEMPLE ISRAEL
BOARD OF TRUSTEES & CONGREGATIONAL MEETING
April 24, 2018 * 7:00 p.m.

Attendees: Shannon Novey, Susan Nipper, Jana Williams, Rabbi Romberg, Loyce Sulkes, Akol Mirowitz, Lisa Slaton, Buddy Herrell, Stefanie Posner, Lorne Reinstein, Jerome Novey, Martha Cunningham, Bob Canter, Karen Culpepper, Mark Lewis, Tasha Weinstein, Mr. and Mrs. Bernie Grossman, Loyce Sulkes, Beth Schwartz, Marty Merzer, Josh Zelman, Edwin Fleet, Rebekka Istrail, Claudia Blackburn, Leslie Sokol, Debra Katz

1. Call to Order
 - a. Time: 7:04pm

2. D'var Torah – Rabbi Romberg
 - a. Love your neighbor as yourself – Torah portion
 - b. What is hateful to yourself do not force on your fellow (colleague) – Hillel
 - c. Be civic in terms of how you deal with your colleagues; civic involvement = better community
 - d. There is a way we have to act toward each other in our community – caring, helping and raising each other up
 - e. Hebrew word for ‘foot’ means ‘basic’ and ‘foundation’; “the basic thing you are standing on – the foundation -- this is the basic principle”.

3. Minutes of Previous Board Meeting – See **Attachment 1**.
 - a. Re: the chiller quotes, Lisa Slaton clarified that the quotes were, in fact, “apples to apples”; the mention of the extra units in the preschool classrooms (only referred to in one of the quotes) was for informational purposes at a future time.
 - b. The March 2018 minutes were approved without correction on motion of Buddy Herrell and seconded by Edwin Fleet.
 - c. Approved, unanimously

4. Unfinished Business
 - a. Investment and Spending Policies for Endowed Funds – See **Attachment 2**.
 1. Finance: Endowment Sub-Committee: Jerome Novey & Steve Turner
 - i. The Committee is ready to propose approval of 2 new policies: Spending and Investment
 - ii. 2016: investment policy document was created; re-drafted in 2018
 - iii. The current Temple Israel endowment funds are not performing in a favorable fashion in light of the fairly robust market
 - iv. 3 Factors to Consider
 1. We want a predictable return amount
 2. We want a lower cost for fund management
 3. We need to keep inflation in mind
 - v. Recommendation: Choose indexed, broad-based mutual funds; unify the various endowments into one ‘bucket’ of money and then allocate it based on the details in *Attachment 2*; preserve the ‘corpus’ and grow it
 - vi. Rabbi would like to go over the Memorial Fund requirements with the Committee
 - vii. Question raised re: whether program heads can take the funds that they specifically raised for this year and use it as already planned? Answer: This year

– yes. We can aside that money for its already-designated purpose. But, then we move forward and follow the new ‘one bucket’ approach.

1. The names of the funds won’t disappear, but the allocated amount to spend will be divided up percentage-wise as listed in *Attachment 2*.
- viii. Motion to adopt Investment Policy
 1. All in favor; carries unanimously
- ix. Motion to adopt Spending Policy
 1. All in favor; carries unanimously
- x. Motion to appoint 3-member investment committee, consisting of (1) current President of BOT, (2) current President-elect of BOT, and (3) immediate past president of BOT
 1. All in favor; carries unanimously
- xi. Motion to authorize a corporate resolution appointing the investment sub-committee with authority to delegate spending and investment for Temple Israel Endowment Fund
 1. All in favor; carries unanimously

5. Reports

a. President

1. Good work over past year, including:
 - i. Hosted 100+ teens in leadership weekend
 - ii. New wireless headset system for sanctuary
 - iii. New cantorial soloist for HHD
 - iv. More present in Social Action efforts, including: signing on to Citywide energy-efficient initiative to eliminate fossil fuels; welcoming immigrants with HIIA Campaign; hosting a human-trafficking symposium; and supporting gun-control measures
 - v. Successful Jewish Food & Cultural Festival
 - vi. Passage of new spending and investment policies (as of today)
 - vii. Updated website
 - viii. New Rabbi search beginning; Rabbi Kaye to lead focus groups (paid for by generous donor) this weekend
 1. Complete Rabbi search application in mid-August and submit it in advance of HHD
 2. We should receive batches of applications in August and after HHD

b. Treasurer – *See March Financials .pdf*

1. Susan is the acting-Treasurer until official elections in 2019
2. Finance Report thru March 31st
 - i. Dues are a little ahead
 - ii. Lower than anticipated revenue at this time of the year: BFRS fees, Adult Ed fees, Fundraising-other
 - iii. Overspending what we anticipated at this time of the year: Custodial supplies, accounting services
 - iv. We can adjust budget numbers for next year accordingly
 - v. Expenses are less than revenues!
3. Join the Finance Committee – we are in the midst of developing this year’s coming budget

- c. Rabbi
 - 1. Great year overall
 - 2. New cantorial soloist is great
 - 3. Teen Group is going well
 - 4. Request for general thoughts via email: Friday night services always at 6pm or just one Friday night/month? What do you think is appropriate?

- d. Other Committees – *See Attachment 3.*
 - 1. Social Action Committee – Claudia Blackburn: nothing further to report
 - 2. Caring Committee – Claudia Blackburn: nothing further to report
 - 3. Programming Committee – Akol Mirowitz: nothing further to report
 - 4. Music & Education – Stefanie Posner: Thank you for your support of Bagels & Biscuits; Nothing further to report
 - 5. Worship Committee – Beth Schwartz
 - i. HHD review
 - ii. Friday Worship-time question
 - 6. Membership Committee – Martha Cunningham
 - i. 330 members (2 teen, 4 associate)
 - 1. Need to look at how many of these are in good standing
 - ii. 3 families left
 - iii. 15 new members joined
 - iv. 27 prospective families (invite to Rabbi Focus Groups)
 - v. Annual Budget \$500; Open House and 2 brunches (spring & fall)
 - 7. Sisterhood – Debra Katz
 - i. Doubled membership – 39 to 58
 - ii. Monthly meetings
 - iii. Installing new officers in May
 - 8. Preschool – Leslie Sokol
 - i. School year going well – 125 kids, 20 or so are Jewish
 - ii. Summer camp around the corner

- 6. New Business
 - a. Thank you to Karen Culpepper (8 years on BOT) and Mary McCormick
 - b. Election
 - 1. Buddy Herrell presented the slate – *See Attachment 4.*
 - 2. Claudia Blackburn motioned to suspend the secret ballot requirement and to vote publicly and Edwin seconded the motion
 - i. All in favor; carries unanimously
 - 3. Buddy Herrell motioned to approve the new slate by single ballot and Jana Williams seconded the motion
 - i. All in favor; carries unanimously

- 7. Good & Welfare/Introductions
 - a. Everyone in the room was given the opportunity to introduce themselves

- 8. Adjournment
 - a. 8:35pm

Next Board of Trustees Meeting: May 22, 2018 6:30pm
June BOT meeting date: 06/19/2018
No meeting in July.

ATTACHMENT 1 –

TEMPLE ISRAEL BOARD OF TRUSTEES MEETING

March 27, 2018 * 6:30 p.m.

Attendees: Susan Nipper, Rebekka Istrail, Edwin Fleet, Claudia Blackburn, Marty Merzer, Rabbi Romberg, Karen Culpepper, Mary McCormick, Loyce Sulkes, Jana Williams, Leslie Sokol, Buddy Herrell, Brian Weinstein

9. Call to Order: 6:33pm
 - a. Shannon is not feeling well, so Susan is stepping in
10. D'var Torah – No Volunteer, Rabbi is presenting
 - a. Rabbi: Pesach is like the mid-year Yom Kippur, as it is a time when we can look into ourselves and make adjustments (just like we do at Yom Kippur). This is symbolized by the matzah: we are supposed to re-access ourselves to be less ‘full of air’ (like the matzah) and humbler: the quality of humility as symbolized by the matzah
 - b. Rabbi – Congregational Meeting, April 24th: D'var Torah at **7pm**
 1. Board members: bring a snack to share
11. Minutes of Previous Board Meeting
 - a. Motion to approve: Edwin; Seconded by: Marty; Approved
12. Reports
 - a. Treasurer
 1. Copy of February financials distributed (see Attached)
 2. Does not include Festival income nor Festival expenses
 - i. Expenses: Close to \$35,000 (less than last year)
 - ii. Revenue: \$60,000, not including sponsorships, around \$15,500
 - iii. Gross Revenue: about \$76,000
 - iv. Net Revenue: about \$30,000 – more than last year
 - v. Michele and Lorne were able to trim the expenses from last year; food sales were up but sponsorships were down.
 1. Push back on the change of the meat (quality-wise)
 3. Finance Committee: Looking for new members – any congregant is welcome to come.
 - i. Getting ready to start budgeting process, new members are welcome to join (meeting every other week through the beginning of May, Thursdays at 5:30pm)
 - b. President
 1. Shannon not present; no report to give
 - c. Rabbi
 1. Programming meeting with Stefanie and Akol yesterday
 - i. Plans to boost enrollment of youngest members into BFRS, currently looking at numbers/data
 - ii. The goal is to get our members' youngest kids (the Gan Kitanim group --ages 2 & 3) early by offering them free tuition. They also discussed making Gan

Kitanim free for non-members too, but they are not sure if they would do the same for the Gan Yeladim group (ages 4 & 5).

- iii. Idea: a special event just for families with younger children (separate from the Open House); maybe in May or June
- iv. Leslie: anyone at TIP that might be interested?

- 2. We are hosting another Rabbinic student (HUC-NY) next week; she will be giving the D'var Torah at next week's early service (1-week from this Friday)

b. Nominating Committee: Buddy Herrell

- 1. The following have accepted nominations to be on the upcoming Board of Trustees. We still have one seat to fill. Will be voted on by congregation at the Congregational meeting in April.

- i. Trustees-at-Large:

- i. Claudia Blackburn
- ii. Lorne Reinstein
- iii. Bob Canter
- iv. Mark Lewis
- v. Open

- 1. Buddy, please ask Raymond Capelouto: Are we are required to have a Trustee of the Ruby Diamond Foundation Advisory Board to sit on the Board?
- 2. Rabbi **thinks** that Stephan Fregger & Jackie Gilberg are the only current options, then the President of Temple Israel assigns the next Trustees

- ii. Memorial and Cultural Fund:

- i. Louise Kahn

- 2. Interim Treasurer will be assigned by Shannon
- 3. Thank you to Karen and Mary for their faithful service
 - i. Someone needs to keep an eye on the Social Action/Raymond James account once Mary resigns

2. Unfinished Business

- a. Chiller (40 ton) Replacement – see Attached quotes (2)

- b. Defer vote (to be done by email, before next meeting) until:

- 1. Lisa is back

- 2. We get more information

- i. Negotiations? Do we have time to get more bids?
- ii. Are the following 2 bids an apples-to-apples, equal comparison?
- iii. Get the Trane model number – are units equivalent?

- 3. Two Bids:

- i. Benson's Heating & Air: \$54,099.00

- 1. 1-year parts-only warranty
- 2. Benson's currently is our service provider and knows our system/needs of the building
- 3. No price yet for the (4) floor console fan coil units (TIP classrooms)

- ii. Air Solutions HVAC: \$50,570.00

- 1. 1-year parts and labor warranty
- 2. Estimate only good for 30 days, may have increased

3. No mention at all of the (4) floor console fan coil units (TIP classrooms)

- c. Investment Subcommittee

1. No updates at the moment
2. Steve Turner and Jerome Novey doing research re: where is the best place to invest our money?

3. New Business

- a. Dues Workshop – see Attached letter from 2015 (last dues increase)

1. Are we wanting to entertain an increase in dues at this point in time – as we are going to soon send out notification to members?
 - i. 85 families currently on dues relief (annual touch-base) out of about 331 families total
 - i. Less than 1/3, which is under the national average in terms of percentages of families on dues relief)
 - ii. Need to be reminded: ask to raise your dues X amount if possible -- unless you tell us otherwise we are going to raise it to this new amount.
 - ii. **Rabbi's recommendation:** Finance Committee should do an analysis first and then recommend whether or not we need an increase in dues.
 - iii. What is the latest point in time that the letter to the congregants has to go out in order to have things into effect by July 2018? After the Congregational Meeting.
 - iv. Past-due member accounts, as well – need to follow-up with those people who are behind
 - v. **Decision:** do more research on current dues status before we assign an increase

4. Good & Welfare

- a. Thank you letter from Parkland Temple Rabbi

5. Adjournment

- a. 7:36pm

INVESTMENT POLICY STATEMENT

Temple Israel

Endowment Funds

2018

INTRODUCTION

The purpose of this Investment Policy Statement (IPS) is to establish a clear understanding as to the applicable investment objectives and policies for the Temple Israel Endowment funds. This Investment Policy Statement will:

- establish reasonable expectations, objectives and guidelines in the investment of the Portfolio's assets
- set forth an investment structure detailing permitted asset classes and expected allocation among asset classes
- encourage effective communication between the Investment Managers and Temple Israel
- create the framework for a well-diversified asset mix that can be expected to generate acceptable long-term returns at a level of risk suitable to Temple Israel and consistent with the Endowments spending Policy.

Custodian:

Account Number:

Tax ID Number:

Authorized Decision Maker:

Members of Investment Committee:

Designate Three:

Majority Vote:

HISTORY OF FUND

The Temple Israel Endowment Fund was created by the donations from various family bequests and member donations, for the following purposes:

- 1) To grow in real terms; that is, to provide long-term security and a rate of growth that should exceed the rate of inflation over time, in order to support future Temple Israel programs.
- 2) To provide a base of security in the event of extraordinary need(s) in the operating budget of the Temple.
- 3) To support the mission of the Temple Israel by releasing a predictable flow of funds for annual programming, only if such a withdrawal is recommended by the investment committee and approved by the board. Otherwise, it will be assumed that no withdrawal is necessary. Income and distributions from the Endowment Fund shall be allocated to support the mission of Temple Israel including but not limited to music, education, social action, and operations. The distributions allocated to each of the designated purposes shall be distributed annually On June 1st of each year to fund the budgeted commencing with June 1,2018. And unless otherwise determined by the Investment committee and approved by the Board shall be consistent with the Endowment fund spending policy.

INVESTMENT OBJECTIVES

The primary investment objective of this account is **Moderate Growth/ Balanced**. Capital appreciation, some current income, and potential funding of spending policy are of primary concern.

The investment time horizon for these funds is **greater than 10 years**.

The Investor is a **moderate risk taker** with regard to these investment assets.

The Portfolio will be managed in a manner that seeks to minimize principal fluctuations over the established horizon and is consistent with the stated objectives. Financial research has demonstrated that risk is best minimized through diversification of assets, including international investments.

Academic research suggests that the decision to allocate total assets among various asset classes may be the most important decision that impacts portfolio performance. After reviewing the long-term performance and risk characteristics of various asset classes and balancing the risks and rewards of market behavior, the following asset classes were selected to achieve the objectives of the Investor's Portfolio.

Asset category policies are outlined specific to each asset class below. Fund performance will be reviewed at least quarterly and assessed at least annually. Managers will be provided a three-year performance horizon so long as their portfolio activities are in line with the investment policy and objectives. Any change in management or ownership will be reviewed.

Asset Category	Initial Allocation	Target Allocation	Acceptable Range
Cash	5.0%	5.0%	0 - 12%

Return Objective: Achieve a competitive yield (net of fees) that meets or exceeds the designated benchmark return.

Risk Tolerance: The portfolio must maintain an average maturity of less than 90 days although the maximum maturity for an individual investment is 2 years. All investments held must be rated at least A-1/P-1 or equivalent.

Liquidity: Liquidity is of paramount importance

Fixed Income	40.0%	30.0%	30 – 50%
--------------	-------	-------	----------

Return Objective: Achieve a total return that meets or exceeds the designated benchmark return over longer-term periods.

Risk Tolerance: The portfolio must maintain an average duration of 7 years or less. Bonds must be rated investment grade (Baa/BBB or better). With the exception of U.S. Treasury and Federal Agency obligations, no bond may account for more than 10% of the total fund's assets and no industry may account for more than 35% of the total funds' assets with the except of US Treasury Bonds.

Stocks	60.0%	65.0%	40– 65%
---------------	--------------	--------------	----------------

Return Objective: Provide for sufficient growth to offset inflation through a diversified portfolio of equity securities. Returns should meet or exceed the designated benchmark returns over longer-term periods.

Risk Tolerance: No issuer may account for more than 5% (10% for small cap and foreign) of the total fund's assets and no industry, country or currency (other than U.S.) may account for more than 35% of the fund's portfolio. The minimum number of stocks held must be at least 20.

Large Cap Stocks	30.0%	30.0%	35-45%
-------------------------	--------------	--------------	---------------

Small to Mid-Cap Stocks	15.0% 10-20%	15.0%	
--------------------------------	-------------------------------	--------------	--

International Stocks	15.0%	15.0%	10-20%
-----------------------------	--------------	--------------	---------------

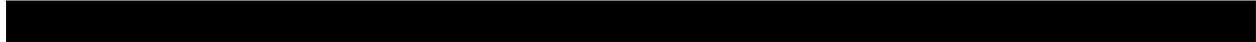
Alternative Investments	5.0%	5.0%	0-13%
--------------------------------	-------------	-------------	--------------

TOTAL		100.0%	
--------------	--	---------------	--

Rebalancing Procedures

From time to time, market conditions may cause the Portfolio's investment in various asset classes to vary from the established allocation. To remain consistent with the asset allocation guidelines established by this IPS, each asset class in which the Portfolio invests shall be

reviewed on a quarterly basis and rebalanced back to the recommended weighting if the actual weighting varies by 5% or more from the recommended weighting.



Reports

1. Custodian shall provide Temple Israel with a report no less than monthly that lists all assets held by the Investor, values for each asset and all transactions affecting assets within the portfolio, including additions and withdrawals.
2. Investor shall receive no less frequently than on a quarterly basis and within 45 days of the quarter end the following management reports:
 - a) Portfolio performance results over the last, year,

SPENDING POLICY

The Board of Trustees has adopted a spending policy that is attached hereto. All investment shall be consistent with and suitable for the established spending policy

ADOPTION

ADOPTED BY THE TEMPLE ISRAEL BOARD OF TRUSTEES BELOW SIGNED
AT TALLAHASSEE, FLORIDA THIS _____ DAY OF APRIL, 2018.

TEMPLE ISRAEL ENDOWMENT FUNDS SPENDING POLICY

STRATEGY

The Temple Israel Board of Trustees *and* its Committee on Finance & Investment agree that monies under the care of the Endowment Funds are invested for the long-term and investing in securities with higher return expectations outweigh short-term volatility risk. As a result, the majority of assets will be invested in mutual funds consistent with the Investment Policy adopted by the Trustee's on April 24, 2018. Cash is not a strategic asset of the portfolio but is a residual to the investment process and is used to meet short-term liquidity needs.

I. SPENDING POLICY

1. Under the guidance and control of the Investment Committee, Temple Israel shall invest all its endowment funds in a single account and distribute the income from the single investment account in proportion to the allocated designated funds account balances for budgeting purposes. The Temple Israel spending plan is based upon the income available and is determined by total return. Total return is the combination of income, dividends and principal change due to market fluctuations. The amount of dollars from the investment portfolio available to be spent during the next calendar year is calculated after each May 31st balance is available and is recommended by the Executive/Investment Committee (and then approved by the Board of Trustees). The calculation is based upon a 20-quarter rolling average of the market value as of May 31st and a targeted 4% is then paid out over the subsequent year. The rolling average calculation shall begin with the 2nd quarter of 2019 and will average the quarters available until a full 20 quarters are available. For the fiscal year 2018-2019 a distribution of 4% of the total Endowment fund balances shall be made to fund the first year of this spending policy.
2. All endowment will be considered as 'quasi-endowment' funds and are subject to the Spending Policy specified above. This endowment will be managed as a true endowment--meaning the principal shall not be invaded. However, recognizing that in some dire circumstances Temple Israel may need to use the principal of some board-restricted funds, changing the Spending Policy to allow that invasion of principal would require a two-thirds vote of the Board.
3. Loans from the endowment to the Temple Israel or any of its organizational units are prohibited.
4. The Board of Trustees shall have discretion over whether distributions are made. If it is determined that a distribution is not needed in a current fiscal year, the Board of Trustees may waive the distribution for the year for any portion of the endowment account allocations in which case the Income from that portion of the fund will be added to the principle of the fund

TEMPLE ISRAEL ACCOUNT RATIOS

<u>Account</u>	<u>MV</u>	<u>Ratio</u>	<u>Future MV</u>
Temple Israel	\$485,677.00	1.00	\$500,000.00
Block Family School Fund	\$ 69,125.00	0.14	\$ 71,163.55
Turner Distinguished Fund	\$ 56,477.00	0.12	\$ 58,142.55
Myers Scholarship Fund	\$ 36,809.00	0.08	\$ 37,894.53
General Endowment Fund	\$216,332.00	0.45	\$222,711.80
Social Action Endowment	\$ 38,869.00	0.08	\$ 40,015.28
Temple Israel	\$ 68,062.00	0.14	\$ 70,069.20

ATTACHMENT 3 –

Reports

Social Action Committee Summary Report 2017 – Renee Mirowitz

Moving forward The Social Action Committee will be co-chaired by Renee Mirowitz and Stevie Fenton. This Committee currently oversees Temple Israel's community service programs including the congregational and BFRS mitzvot, the Caring Committee, the Temple Garden, mentoring at Hartsfield Elementary School, and our new involvement with HIAS to help local refugees. Inspired by the Human Trafficking symposium hosted by Temple Israel early this year, we are hoping to be more involved with **The Porch Light** and similar organizations to spread awareness and help survivors. Let us know if you are interested in getting involved.

Our annual **congregational mitzvot** opportunities typically include a blood drive at both the open house and the Jewish Food and Cultural festival, providing dinner for the shelter every 5th Sunday of the month, Labor Day deliveries for Meals on Wheels, staffing the Ronald McDonald House over Christmas Eve and Christmas Day (overseen by Karen Culpepper) and Serving monthly at Grace Mission (overseen by Marcia Perlin.)

This year the Temple joined HIAS to raise awareness about the plight of Refugees world wide. As a part of this movement, an ad hoc **Refugee committee** formed to support local refugees. A gift card drive began during Passover and has been extended through April. These cards will be donated to the International Rescue Committee to be shared with local Refugee families. Please consider volunteering with us to grow our efforts to help welcome refugee families into our community.

The Shelter Dinner Committee provided service for the Kearney Centers kitchen during 2017 (July 30, Oct 29, Dec 25, and Dec 31). Our next date is just around the corner on April 29. The committee is co-chaired by Isabelle Potts and Stevie Fenton. We split the responsibilities between shopping/cooking (Isabelle) and serving/cleaning up (Stevie). During our five days, we had 39 volunteer cooks and 51 Volunteer servers sign up for our dates. Many of our volunteers also bring donations off the kitchen's wish list. Generous donations from Temple Israel congregants have allowed us to provide all of the food needed without asking for additional donations for this entire year. The Kearney Center kitchen coordinator, Bill Schack, has often stated how happy he is to have Temple Israel provide this service - we join many other congregations, state offices, and college groups to provide 12 meals a week that allows the kitchen to focus on nutritious breakfasts and the occasional uncovered meal during the week.

Monthly mitzvah with **Grace Mission**, organized by Marcia Perlin, began April 2016. We agreed to serve breakfast at Grace Mission every third Sunday of the month. This requires a small team of around 5-7 people. A great thing about this mitzvah is that it is open to some of our younger congregants as it is open to supervised children ages 10 and up.

Each year the **BFRS** helps with a variety of projects to help our community. We were successful in our Purim Mishloach Manot and our school supplies drive at the beginning of the year. Several of our students participated in putting together care packages for our Parkland friends from Kol Tikvah who came to protest for gun reform. Many member of our Temple participated in the initial protest as well as the March For Our Lives. We continue to encourage our students (and congregants) to volunteer with Vocal ID over the summer. This is a mitzvah that can be

done at home and in his or her own time. Vocal ID allows people who are dependant on synthetic/computerized voices to have a voice of their own.

The Temple's **Caring Committee**, led by Claudia Blackburn, uses a team approach to accomplish its work. Joy Ellsworth is responsible for correspondence, David Pepper for organizing monthly Caring Committee visits, Lesley Mendelson and Martha Cunningham organize support for funerals and Wendy Sokolow continues to help with everything from assuring meals of comfort and support for Shivas to guiding Claudia as the Caring Committee chair. The Caring Committee members coordinate and provide meals, comfort and occasional transportation to the sick. We are privileged to serve with such a warm, giving and responsive congregation.

Patricia Novey is the general manager of the **Temple Torah Garden**, as well as, the Chair of the Grounds Committee. At present, our Temple Israel Garden group has continued their care of the original garden plot along with the two succulent raised planters and the blueberry shrubs near the outside wooden sukkah. In addition to this year's spring weeding and mulching, our focus will be to keep building our hardscape: brick pathways and a "Star Of David" shaped raised frame for the herb garden. We will also be setting our seating areas and continuing to plant hedges along the perimeter of the garden.

This past winter the Temple Brotherhood repaired the warped wooden sukkot with new lumber. Now it is safe to use! We also were fortunate to have Jarin and Janette Brill level out the massive weed plot that was consuming our future vegetable garden plot. At the same time, they removed numerous volunteer invasive trees and vines along the southern property line and expanded our yard trash area behind the cell tower. Jarin will be installing several water bib sites for our present and future use.

This year Joanna Novey, Susanne Houff, Jennifer Richards, Maryanne Katz and Patricia created over 50 succulent planters and sold over 40 of them at the Jewish Food and Cultural Festival. It was a lot of fun and a great success.

We get together at least twice a month on Sunday Mornings from 9:00-12:00 and welcome any volunteers to help us build our T.I. Torah Garden.

This past 2017-2018 school year, eight Temple members have either been weekly mentors or been involved with after-school reading activities at **Hartsfield Elementary School**. For the second year in a row, members have also donated back-to-school supplies. The Sisterhood did an underwear drive to stock the shelves at the Guidance Center at the school and a couple of members helped organize two 3rd-grade field trips. Last fall, Temple officially became a business partner with Hartsfield Elementary. Our plan is to have a long-time relationship with Hartsfield. We hope to recruit more mentors/volunteers in the fall and to explore other ways to support the school.

Programming – Akol Mirowitz

While some programs saw a dip in attendants we did see two new programs people did enjoy.

Over the summer we did a program in conjunction with Camp Shalom and children enjoyed a rock painting activity, followed up the next day with our older kids planting these rocks around town at random locations.

Sangria in the Sukkah was also introduced and went well with room for potential growth. We also had the return of Shabbaton. This summer will kick off with several popular and familiar programs. These programs will include a family fun game night, painting with a Jewish twist,

and a swing dance program which went over really well when it was first introduced. We will wrap up the summer with a congregational “End of Summer” picnic in August. On September 1st we will be having a trivia night fund raiser led by Bob Canter who has MC’ed successful events like this at his previous congregation in California.

Beginning in the fall we will also be having monthly Shabbat dinners and trying to incorporate guest speakers quarterly.

Annual religious services and events included :

- Israeli Independence Day Party
- Temple Israel Open House
- Selichot (Pot Luck Dessert)
- Rosh Hashanah (Children’s service at Lake Ella)
- Yom Kippur (Break the Fast)
- Sukkot (Dinner in the Sukkah)
- Simchat Torah & Consecration service
- Grand Chanukah Celebration and Service
- Megillah reading & Purim Schpiel
- Yom Hashoah (Holocaust Remembrance Day)
- Shavuot (Dairy Pot Luck Dinner & Service)
- Passover (Community Passover Seder)
- Purim (Party Like a Persian, and Purim Carnival)

Youth Programs Offered:

- 1st Friday family Shabbat service @ 6:00 PM
- Robotics Club (Activities include beginning coding programming and creating robots)
- Shul of Rock (Rock band instruction for all levels and ages)
- Sports Club (Students participate in sports clinics and games)
- Shiru Shir (Junior choir. Children sing traditional, modern, and popular Jewish themed music)

Adult Programs Offered:

- Chaverim (A monthly gathering to help create a vibrant Jewish community through spiritual, personal development and leadership, and social events)
- Turbo Kick (A weekly exercise class combining Zumba and kick boxing)
- Brotherhood
- Rosh Chodesh Group for Women (Women gather the first Thursday each month to celebrate the new moon together bringing in the new month)
- Miriam’s Seder (This year Sisterhood held their first womans Passover seder)
- Bo’u Nashir (Adult Choir. This ensemble leads the Temple Israel congregation in prayer during the High Holy Days)

Fall/ Winter Adult Education and Ongoing Enrichment Programs:

- Faith, Food, Friday (Program offered by Village Square, Temple Israel hosts quarterly event)
- Tanakh Study (Saturday morning Tanakh discussion)
- Lunch and Learn (A spirited discussion covering a wide range of Jewish Texts)
- Hebrew 1 (Intro course for those for those interested in learning more about this ancient language)
- Hebrew 3 (A course of learning Hebrew roots, plurals, male/female words, and simple phrases)
- Yiddish (A course to introduce Yiddish grammar, hear stories, and listening to music)

Hebrew Reading Circle (A course reading simplified Hebrew texts from modern Hebrew literature)

Spring/Summer Adult Education and Ongoing Enrichment Programs:

Hebrew: The Metric System of Languages

Kugelmania!! (A class of discovering the origins of this traditional Jewish side dish and cooking different varieties of Kugels)

Music and Education – Stefanie Posner

I. Shiru Shir- The Children’s Choir

Shiru Shir, our children’s choir, sang at the High Holy Day children’s services, the Chanukah service, Cascades Park’s Annual Holiday Stroll, the Jewish Food and Cultural Festival and at the Yom Ha’atzma’ut festivities.

II. Bo’u Nashir- The Adult Choir

Bo’u Nashir sang at High Holy Day services, Cascades Park’s Annual Holiday Stroll and the Jewish Food and Cultural Festival.

III. Service Music

1. We have added some additional melodies to our Kabbalat Shabbat and Shabbat morning services. Some of our community’s new favorite tunes come from the Nava Tehillah community in Israel as well as melodies by Elana Arian, Rick Recht and Bagels and Biscuits.
2. As “First Fridays”, the early service has been reintroduced we have selected more folk and sing along style melodies for this service as it is designed to be more easy going and family friendly.
3. Every Kabbalat Shabbat service now includes guitar, cello and piano. Our house band, Bagels and Biscuits, accompanies the soloist at least once a month.
4. Bagels and Biscuits performed as part Cascades Park’s Annual Holiday Stroll, The World Cultures Festival, the Jewish Food & Cultural Festival, At the Miccosukkee Land Co-op 3 times, including a creative alternative seder in song, at LeMoyne Chain of Parks Art Festival, and are scheduled to perform at the School of Arts & Sciences fundraiser in May. The band also released their first album, “B’tayavon”. Since its release, they have been featured on Jewish Rock Radio’s Emerging Artist Showcase, have been accepted as an OYSongs artist and they were nominated for the “Best Local Band” Tally award. They are also in

discussion with the ISJL to become one of their cultural programming artists. AND they've begun work on the 2nd album!

We are very proud that the band is making a name for itself in the Jewish world and the community, and most importantly, bringing attention to Temple Israel of Tallahassee.

IV. BFRS

1. 96 students enrolled from Pre-K through PARTY.
2. This was our 2nd year as part of the ISJL (Institute of Southern Jewish Life). It continues to be a success and we are proud that our very own Moreh Bob Canter has been featured in the ISJL blogs and Shalom Ya'll magazine.
3. We are working on a new machzor for T'fillah and adding a music program on Sundays.
4. PARTY continued this year with a focus on the current social climate from a Jewish perspective. We are still adapting the program to improve upon the original concept. This year, like last year, we continued to draw more teens to Religious School with the program.
5. New for the 2018/2019 School year:

*Everyone's favorite teacher, Moreh Bob, had so many requests from former students to help out in his classroom, that he proposed a formal Madrichim program. Our previous madrichim program had not been successful, but with Moreh Bob as the Madrichim supervisor we are confident that this new program will be effective. This is not a requirement for all students, but it will give structure to the time spent in the classroom as teachers' helpers for those students who wish to volunteer.

* BFRS Shabbaton and Sukkah Sleep In. We have had Shabbaton in past for the entire congregation. This year we are going to offer a Shabbaton JUST for Religious School students on Saturday, September 29. There will be Shabbat morning services, meals together and lots of fun activities. Students in 4th through 6th grade will be able to have a "Sukkah sleep in". Our hope is that this will avoid the issue in years past of students not coming to school on Sunday because they attended Shabbaton the day before. This will be entirely KID focused. No Parents allowed!

V. Adult Education

We continue to offer programs for the Jewish and Interfaith communities. While

we have had success, some of our classes did not bring in the numbers we were expecting. Some of this was due to the timing of the holidays this year. We are hoping to come up with some more interesting offerings for the fall, and are looking for suggestions from our congregants.

Worship - Beth Schwartz

The Worship Committee is a diverse, dedicated 11-member body that works directly with the rabbi and Stefanie to address issues associated with services at temple and with the congregation's worship experience in general.

Among its responsibilities, the committee considers matters related to High Holiday services and does an annual, post-holiday "debriefing" with the rabbi and Stephanie to talk about what went well, what could have gone better, and what changes we, and fellow congregants, would like to see implemented in the future. The committee also proposes strategies for enhancing congregants' and guests' service-related visits to temple. In addition, the committee evaluates and makes recommendations about matters such as which siddurim the temple should consider adopting, whether start times for services need to be modified, and whether alternative services should be offered. The committee also offers suggestions for boosting service attendance.

In 2017 – 2018, the committee focused on the 2017 High Holiday services. Committee members, speaking on their own behalf as well as on behalf of congregants to whom they spoke, offered feedback on the following: Jessica/the choir/the music/our musicians/the instruments/the shofars; the services themselves; the rabbi's sermons; the machzors; the Yom Kippur afternoon discussions; the president's messages; the use of name tags; and the Elul class. Committee members also considered—and also gleaned feedback from congregants in response to—several music-related questions on which Stefanie specifically sought feedback.

Membership – Martha Cunningham

- Total family member count is at 330.
- 2 Teen Memberships
- 4 Associate memberships
- This year we have had 3 members leave our congregation.
- We have had new 15 family memberships.
- We currently have 27 prospective Families.
- Our current annual budget is \$500.00
- The membership committee will host:
 - The Open House (In August) this past year.
 - Two Brunches (Potential New Member Spring & New Member Fall)

Temple Israel Sisterhood – Debra Katz & Laurie Goren

The Temple Israel Sisterhood has had another active and productive year. We currently have 58

members. This is up from 41 members in 2016-17 and from 29 members the year prior to that, in effect doubling our membership in two years. Sisterhood also instituted several membership levels. We developed our first ever Sisterhood brochure, introducing members to Sisterhood's contributions to the Temple, as well as listing meeting dates and events for the coming year. The brochure was made available at the August 2017 open house and is currently available in the Temple lobby.

In addition to board meetings held every other month, which are open to all members, Sisterhood has had a number of well attended activities. In September "A Taste of Sisterhood" introduced new and existing members to the various activities and programs planned for the coming year. In October we held our annual paid up dinner, which was catered by Sonny's Barbeque. In December we held our second Party for a Cause, which gave Sisterhood members an opportunity to socialize season, play Jewish trivia, and collected approximately 235 pairs of underwear for Hartsfield Elementary School. In February we held a heart health event, which included CPR and Zumba activities. Our March event was a Rosh Chodesh Miriam's Seder, which was attended by several Shomrei members. In May we will host an end of the year potluck dinner and install the new Sisterhood board. In addition, Wendy Abrams and Rebekka Istrail hosted monthly Rosh Chodesh events and Rhea Schwartz and Rhea Wilson continued to host Mahjong games one Sunday a month. We have also had new members, such as Eleonor Lippman and April Wetherington, take a more active role in leading activities or assuming leadership positions.

During the past year Sisterhood had provided support to the Temple through various activities and donations. Jill Klein continued to serve as chair of the baking committee for the Jewish Food and Cultural Festival and was assisted by a number of Sisterhood members, as well as nonmembers, on Wednesdays and Sundays for festival baking. Sisterhood was a platinum level sponsor of the festival, underwriting the cost of the baking supplies. Rebekka Istrail continued to spearhead an effort to organize the children's and adult library. She and a group of volunteers have had several work days focused on sifting through the existing inventory, organizing books into categories, and sprucing up the room in general. Sisterhood awarded \$500 in scholarships to three students for Camp Coleman for this summer sessions and will be offering scholarships to Camp Shalom. In addition, Sisterhood has designated a \$100 donation to Camp Shalom. Sisterhood is sponsoring an Oneg Shabbat on April 27th to honor the outgoing co-presidents and made a \$118 donation in honor of Sisterhood past presidents for the Tree of Life memorial in the social hall. Sisterhood also made a donation of \$250 to PARTY to help support the August 2017 Kallah. Susie Kapp and Sandy Reeves, along with several other women, continue to run the Judaica Shop and host the annual Hanukkah bazaar. Sisterhood presented candlesticks to eight bat mitzvah students between August 2017 and May 2018.

We appreciate the support of the Temple and Temple Board, which in turn, enables the Sisterhood to serve the Temple community.

ATTACHMENT 4 –

Nominating Committee – Buddy Herrell, Chair

Election of Trustees-At-Large and Memorial & Cultural Fund Trustee

Pursuant to Article IV of the Bylaws of Temple Israel, President Shannon Novey, on February 27, 2018, appointed Buddy Herrell, immediate past President, chair of the Nominating Committee.

The committee met to discuss nominees and decided on the following slate for the 2018-2020 Temple Israel Board of Trustees:

Trustees-at-Large:

Claudia Blackburn
Bob Canter
Mark Lewis
Lorne Reinstein
Josh Zelman

Memorial & Cultural Fund:

Louise Kahn

BALLOT
CONGREGATIONAL MEETING
ELECTION OF OFFICERS & TRUSTEES
April 24, 2018

Trustees-at-Large (2018-2020)

_____ Claudia Blackburn

_____ Bob Canter

_____ Mark Lewis

_____ Lorne Reinstein

_____ Josh Zelman

Memorial and Cultural Fund Trustee (2018-2021)

_____ Louise Kahn