



# TEMPLE SINAI

363 Penfield Road • Rochester, New York 14625

Alan J. Katz  
*Rabbi*

May 16, 2018

Debbi Till  
*Rabbi*

Dear Fellow Congregant,

Ilan D. Adar, Ph.D.  
*Education Director*

On behalf of the Board of Trustees, I would like to invite you to attend the Annual Meeting of Temple Sinai. The meeting will be held on Thursday, June 21, 2018 in the Social Hall at Temple Sinai. We will begin with refreshments at 7:00 PM and the meeting will start at 7:30 PM.

Susan Bondy  
*President*

Jerry Elman  
*Executive Director*

The agenda for the evening is as follows:

- Opening Prayer
- Rabbi's Report
- President's Report
- Report of the Nominating Committee
- Election of Officers and Trustees
- Presentation of the 2018-2019 Budget
- Proposal and Vote on Rabbinical Succession
- Presentation on Life and Legacy Program

Our incoming Cantor, Renata Braun and her family will also be attending the reception and meeting to provide an opportunity to get acquainted. Cantor Braun will officially assume her position July 1<sup>st</sup>.

Please be aware that per the Temple bylaws, amendments to the meeting agenda cannot be entertained from the floor.

Enclosed please find the recommendations of the Nominating Committee for officers and trustees for the year 2018-2019. The Board of Trustees has adopted the recommendations of the Nominating Committee. New officers and Trustees elected at the meeting will take office effective July 1, 2018.

Per the Temple bylaws, additional nominations for any elective office may be made by submission of a petition of 20 voting members of the congregation. Any such nominations must be filed with the Secretary, Renee Brownstein, at least 15 days before the annual meeting.

Also attached is the proposed budget for Temple Sinai for 2018-2019. The budget has been prepared by Jerry Elman, Executive Director and Victor Poleshuck, Vice President of Finance after receiving input from Temple officers and staff. Per the Temple bylaws, the total budget must be voted on as a unit. No line item changes from the floor can be accepted.

We continue to face challenges with the local economy, which has constrained our revenue streams. At the same time the Farash Foundation has lowered their funding in support of general Temple operations.]

When considering dues for the upcoming year, we must be fiscally prudent. Therefore, we are proposing an increase that will average 2.5% or \$36 a year per household (\$9.00 per quarter). The actual increase by specific household will vary based on current dues levels.

We have worked hard to be fiscally prudent, and to balance the needs and financial abilities of our members with those of the congregation and are grateful for the support we have received from the Farash Foundation.

The Board of Trustees approved the budget on April 26, 2018 for recommendation to the congregation at the annual meeting.

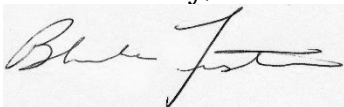
Also enclosed is a proposal approved by the Board of Trustees on future Rabbinical Succession for approval at the Annual Meeting.

For those who are unable to attend the Annual Meeting, your vote on the above items is important. Our by-laws allow the use of Proxy Ballots of one vote per household. Please fill out and sign the attached Proxy Ballet and mail back to the Temple office so it is received no later than one day before the meeting.

Please feel free to contact me with any questions or concerns that you may have prior to the annual meeting.

It is our sincere hope that you will attend the meeting as it represents a wonderful opportunity to personally participate in the process and the spirit of community that are central to our special congregational culture.

Sincerely,

A handwritten signature in black ink, appearing to read "Blue F..." with a stylized flourish at the end.

President



# *Welcome Cantor Renata Braun*

Cantor Renata Braun was born and raised in the Ukraine and began her music studies at the age of four, ultimately receiving Master's Degree in Choral Conducting from Donetsk State Conservatory in the Ukraine.

In 1999, six years after immigrating to the United States, Cantor Braun received a Master's Degree in Sacred Music and was invested as a Cantor from Hebrew Union College - Jewish Institute of Religion in New York. In 1999, she was selected as the only United States representative of synagogue music at The Annual Festival of Jewish Culture in Berlin, Germany, where she coordinated and performed a "solo" concert of Eastern European and American Cantorial Music.

Cantor Braun brings diverse passions and a wide range of musical styles to her Cantorate. She enjoys playing her guitar in a small setting where the children and adults are participating with her, as well as singing an uplifting and inspirational Cantorial composition in a large congregation.

In her past positions, Cantor Braun has directed Adult Choirs, Youth Choirs and Temple Intergenerational Bands. She has welcomed talented singers and musicians in the congregation to sing and play with her during Shabbat and High Holy Days services, helping them find their Jewish voice.

One of Cantor Braun's passions is her love for children. Cantor Braun has a strong desire to inspire B'nei mitzvah students and to keep them engaged and involved in the Jewish life of the congregation and the entire Jewish community.

Cantor Braun is married to Dr. David Braun. They are blessed with two wonderful sons, Daniel and Jonathan. In her spare time, she enjoys spending time with her family, cooking, doing yoga, Zumba and traveling.

Cantor Braun is thrilled to become the first Cantor of Temple Sinai in Rochester! She is looking forward to meeting each and every one of you and joining a great group of professionals and lay leaders. She is delighted to form new connections with adults and children and inspire her new congregants with song.

**TEMPLE SINAI**  
**BOARD OF TRUSTEES**  
**Beginning July 1, 2018**

**Proposed by the 2018 Nominating Committee Members**

Chair Renee Brownstein; Josh Faber; Marilyn Fenster; Iris Giancola; Ron Newman

Names with an \* indicates individuals who require election at the Annual Meeting  
( ) Indicates Term

**EXECUTIVE COMMITTEE**

President	*Blanche Fenster (2)
Secretary	*Renee Brownstein (2)
First Vice President	*Keith Greer (1)
Vice President Finance	*Jamie Spiller (1)
Vice President Administration	*Keith Greer (2)
Vice President Education	*Karen McCally (1)
Vice President Youth Initiatives	*Barb Snyderman (1)
Vice President Congregant Connections	*Esther Brill (1)
Vice President Caring Community & Social Action	*Abby Urban-Rifkin (1)
Vice President Religious Practices	*Ellen Goldenberg (2)
Immediate Past President	Sue Bondy

**BOARD OF TRUSTEES**

**Term Expiring June 30, 2021**

\*Josh Faber (1)  
\*Liz Ornstein (2)  
\*Marilyn Rosen (2)  
\*John Diggory (1)  
\*Carol Yunker (1)

**Term Expiring June 30, 2020**

Marilyn Fenster (2)  
\*Bari Wexler (filling open seat)  
Gabe Geiger (2)  
Carla Greenfield (1)  
Martin Zand (1)

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**Term Expiring June 30, 2019**

- \*Iris Giancola (filling term of Esther Brill)
- \*Tziporah Rosenberg (filling open seat)
- \*Hope Madonia (filling term of Abby Urban-Rifkin)
- \*Debra Rosenzweig (filling term of Karen McCally)
- \*Debbie Kanner (filling term of Jamie Spiller)

**Leaving Board**

- Steve Grodensky
- Athena Thomas Visel
- Anne Ghory Goodman
- Victor Poleshuck
- Eric Rozen

Notes:

- \* denotes individuals who require Election at the Annual Meeting
- ( ) denotes term

**Temple Sinai  
Proposed Budget for July 1, 2018 – June 30, 2019**

5/14/18

	2017-18 Budget	2018-19 Proposed Budget
<b>Revenues</b>		
Membership Commitments	794,200	794,375
High Holiday Appeal	35,800	36,000
Formal Fundraising	25,000	26,000
Other Membership Contributions	15,301	12,600
Religious School Tuition	55,760	46,000
Federation Support for Religious School	15,000	15,000
Farash Education Grant Applied to Budget	74,888	89,500
Other Education Income	4,700	5,820
Endowment and Investment Income	27,645	36,000
Religious Practices Income	17,500	21,200
Building Rental Income	18,500	26,300
Farash Foundation General Grant Applied to Budget	50,000	138,525*
SAWCY/RATSY Income	1,700	600
Adult Education Income	2,000	2,000
Temple Life	7000	8,900
Transfer from Non-Endowed Funds to Operating Budget	0	42,340
Cemetery	8601	0
<b>Total Revenues</b>	<b>1,153,595</b>	<b>1,301,160</b>
<b>Expenses</b>		
Clergy Compensation	375,168	473,520*
Religious School	203,111	226,405
Adult Education	6,500	6,000
Youth Initiatives	9,400	11,000
Administration	249,290	262,148
Building & Event Operations	175,350	177,429
Religious Practices	41,700	42,808
Congregant Connections	39,000	48,350
Social Action/Caring Community	4,200	2,000
URJ Dues	40,000	50,000
Total Miscellaneous	9876	1,500
<b>Total Expenses</b>	<b>1,153,595</b>	<b>1,301,160</b>
<b>Net Income</b>	<b>0</b>	<b>0</b>

\*the incremental increase in clergy compensation is offset by the spending of sequestered Farash funds, thus accounting for much of the increase in both.

The URJ and CCAR's Guidelines for Rabbinical- Congregational Relationships, which includes procedures and provisions that are meant to foster an ethical and sacred partnership between rabbis and their congregations, states that after an Associate Rabbi have served their congregation for three years:

*"The (Senior) Rabbi and the Board of Trustees should decide whether (a) the Associate, if eligible under Placement Guidelines, is to be regarded as successor to the pulpit when the (Senior) Rabbi retires, or whether (b) the Associate is to be invited to remain in her/his present position with the clear understanding that succession is not to be expected, or whether (c) the Associate is to seek another position, the Congregation allowing ample time to secure placement, or whether (d) the Associate may eventually be considered a candidate for succession to the pulpit, together with other candidates whose names will be provided by the Placement Commission. This determination should be recorded in the Minutes of the Congregation."*

Our Temple Sinai Bylaws (revised 6/22/2017) state:

*"Candidates for Senior Rabbi shall be selected by a special Rabbi Selection Committee. This committee shall be appointed by the president with the approval of the Board of Trustees and must consist of at least nine members of the congregation who are reasonably representative of the membership interests within the congregation. This committee shall recommend to the Board of Trustees a Rabbi to be elected. Upon approval of the Board of Trustees, this recommendation shall be presented to the congregation at an Annual or special meeting. A two-thirds vote of the members present shall be required for the initial election of a Rabbi."*

Because Rabbi Till's initial three-year contract as Associate Rabbi will be up for renewal on July 1<sup>st</sup>, 2019, and any negotiation will have to begin by January 1<sup>st</sup>, 2019, The Temple Sinai Board of Trustees approved the formation of a Senior Rabbi Selection Committee to determine appropriate steps for succession as stated in the URJ/CCAR Guidelines. The Board felt that this step should be taken before the annual meeting on June 20<sup>th</sup>, 2018 so that there would not need to be a special meeting in order to begin contract negotiations in January or before. This committee consisted of Blanche Fenster, Ann Leonard, Susan Bondy, Marilyn Fenster, Keith Greer, Dan Kinel, Ellen Goldenberg, Christina Lee, and Abigail Urban-Rifkin. The committee analyzed the Senior Rabbi job description and formulated a picture of what skills, traits, and experiences were needed to fill the position. They then reviewed Rabbi Till's resume and past performance and compared it to the requirements. The committee unanimously recommended to the Board of Trustees, and the Board, with the endorsement of Rabbi Katz, unanimously recommends for a congregational vote:

**...that when the next contract for Rabbi Till is drawn up, it should include the appropriate language to offer her the position of Senior Rabbi of Temple Sinai in the event of Rabbi Katz's retirement or incapacitation.**

This will be voted on at the annual meeting on Thursday, June 21<sup>th</sup>, 2018.

# Temple Sinai Congregational Meeting Proxy Authorization Ballot

*The Annual Meeting for Temple Sinai will be held on Thursday, June 21, 2018, starting at 7:30 PM, in the Temple Social Hall. At this meeting, the slate of officers and board members which was submitted by the Nominating Committee (and included in this mailing) will be voted on.*

*The Temple By-Laws allow for voting by proxy at congregational meetings as permitted by Section 207 of the Religious Corporation Law of New York State.*

*For those congregants who cannot attend the meeting and wish to vote by proxy, this proxy ballot should be filled out and returned to the Temple Office.*

*BE IT KNOWN, that I (print name) \_\_\_\_\_, the undersigned household unit member of Temple Sinai hereby constitute and appoint the following person as my true and lawful agent for my household unit and in our name, place and stead, to vote as our proxy at the Annual Meeting of the Congregation to be held on June 21, 2018, on the election of officers and trustees, annual budget and other business matters voted on at this meeting.*

**Please check only one of the following names:**

\_\_\_\_\_ Marilyn Fenster

\_\_\_\_\_ Barbara Snyderman

\_\_\_\_\_ Keith Greer

\_\_\_\_\_ (Other, please fill in name) \_\_\_\_\_

The above checked name shall act for our household unit as fully as we could do if personally present; and we hereby revoke any other proxy heretofore given.

Signed on this \_\_\_\_\_ day, of \_\_\_\_\_, 2018

Signature: \_\_\_\_\_

*Please note that membership at Temple Sinai is by household unit, and as such only one vote per household unit is allowed at congregational meetings. If multiple proxy ballots are received from a single household unit, only the most recently dated proxy ballot will be considered valid at the meeting.*

*Improper completion of the proxy ballot will deem it void at the congregational meeting.*

**Please mail the completed proxy ballot to:**

**Temple Sinai  
Attention: Renee Brownstein, Board of Trustees Secretary  
363 Penfield Road  
Rochester, NY 14625**

**All completed Proxy Ballots must be received in the Temple Office no later than the end of the business day on Wednesday, June 20, 2018. Proxy Ballots received after this date cannot be counted.**