

# Temple Sinai Annual Meeting

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Sunday, October 23, 2022

9:30am

# AGENDA

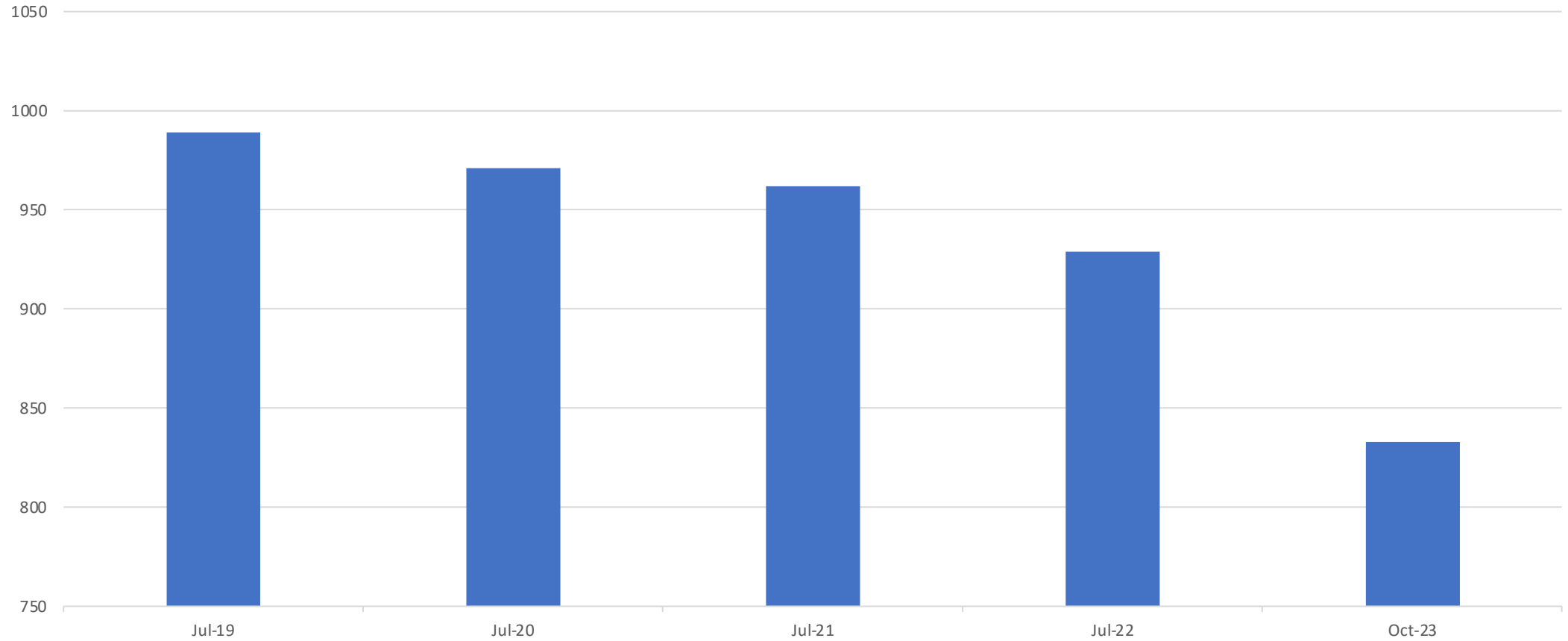
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- **Opening Prayer – Rabbi Mates-Muchin**
- **Welcome and Reflections**
  - Jon Braslaw, President
- **Introduction of Incoming Co-Presidents**
  - Liz Daoust and Becky McEntee
- **Elections Board of Trustees**
  - Matti Fromson
- **Senior Staff Updates**
  - Rabbi Mates-Muchin
  - Cantor Ilene Keys
  - Terrie Goren, Executive Director
  - Ellen Lefkowitz, Early Childhood Director
  - Rabbi Daniel Freedman
  - Rabbi Julie Bressler
- **Financial and Capital Needs Update**
  - Lori Waltzer, Treasurer
- **Development**
  - Liz Daoust and Jon Braslaw
- **Strategic Plan**
  - Jon Braslaw
- **Board Installation**
- **Tefilah**
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# Senior Staff Updates

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## Temple Sinai Donating Households by FYE and YTD



# TSDPP's Core Values

Presented by Ellen Lefkowitz, Early Childhood Director

- *Kavannah* – Intention - We frame our approach to teaching through intention. We use an intentional curriculum by having small group work on a regular basis that supports children in building relationships and creates more opportunities for inquiry-based learning.
  - *Kehillah* – Belonging/Connections - We strive to create an inclusive community through respect and relationship building with children, parents, and our staff. We foster an environment of acceptance and welcoming of all.
- Kavod* – Honoring All - Respect and honor begins with learning each other's stories and creating an environment that celebrates each individual member of our community.
- *B'tzelem Elohim* – Created in the image of the divine - It is our responsibility to build a space that demonstrates the value we hold for every individual child, caregiver and educator.





# Our Preschool Staff

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# Kesher-Connection

Presented by Rabbi Daniel Freedman



- New name, new structure!
- Enrollment up this year to 205
- Meets on Sunday mornings and occasionally on Fridays/Saturdays for Shabbat
- Curriculum is founded upon principles of social emotional learning: young people and adults acquire and apply the knowledge, skills, and attitudes to develop healthy identities, manage emotions...Judaism gives us an important framework to be human in the world
- HTM for Kindergarten-2<sup>nd</sup>
- Chugim (Electives) for 3<sup>rd</sup>-6<sup>th</sup> grade



A group of people, mostly women, are standing in a line on a grassy area with fallen leaves. They are outdoors, with large trees and a parking lot visible in the background. The image is partially obscured by a white curved shape on the right side.

# Adult Education 2022-2023

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- Weekly drop-in Torah study and monthly drop-in Shabbat history/music class
- Cohort/Series based learning including with various targeted audiences including Mussar, Earth Based Judaism, Genealogy, Hebrew and The History of Reform Judaism, Connecting Across Differences and Music in Motion
- Two partnership courses with New Lehrhaus: Ecclesiastes and What Really Happened on Hannukkah
- Zoom, Hybrid and In-Person options
- Taught by Temple Sinai clergy, lay leaders and special guest educators including Michael Morgenstern (LA Holocaust Museum), Dr. Robert Alter and Dr. David Biale



[illegible]

Presented by Rabbi Julie Bressler

- Tuesday nights include educational programming, community building, and dinner!
- Return of trips to Los Angeles and Washington DC
- Social programming at Temple Sinai and around the Bay Area (including the return of the Purim sleepover!)
- Teen Leadership Council to help plan and shape programs
- Madrichim – teaching assistants in Kesher classes on Sundays, including additional inclusion training
- Connections with other teen-based programs at local synagogues and organizations

# Financial Update

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Presented by Lori Waltzer

# Temple Sinai – State of the Temple

## Prior Year Financial Summary (ended 6/30/22)

### \$5.8mm Total Revenue (\$5.23mm excluding PPP support)

- up 12% from last year excluding PPP
- up 11% compared to FY 2020 (generally stabilized “pre-covid” revenues)

### \$5.3mm Total Expenses (excluding non-cash)

- up 18% from last year
- down 2% from FY 2020 (generally “pre-covid”)

### \$500k Net Income (nearly breakeven excluding PPP of \$546k)

### Other Key Financial Notes:

- \$2.4mm Cash Balance ending 6/30 (prior year \$2.2mm)
  - *both years include some pre-funded membership/school revenues*
- \$2.4mm Endowment at JCF (prior year \$2.5mm)
  - \$179k of legacy gifts used to pay down endowment loan in 2021-22 (orig balance was \$765k, will be paid off in 2022)
  - *market value of investments is down (approximately 13% loss in prior 12 mos. to 6/30/22, most in recent quarter)*
- \$733k Mortgage balance (prior year was \$874k)
  - *decrease is scheduled \$112k principal from operating cash & final \$29k collected from Yesod*
- \$546k PPP loan was forgiven and converted to grant revenue



# Temple Sinai – Upcoming Year By the Budget

- **Board adopted 2022-23 budget in June 2022, highlights:**
- Membership at 920 families, kept flat from prior year (sustaining membership dues increased)
  - Monitoring membership numbers, still have some families unrenewed
- Pre-school revenue (77 students, 80-85 at full capacity, a couple new students joining)
- Religious school (“back to Sundays”) – 205 students, classes are full
- Youth Program – working on return to pre-covid enrollments (63 students currently registered)
- Expenses generally projected at 4-5% increase over prior; note CPI was 8.2% in last 12 months
  - Will monitor expenses, so far on target but will need to take inflation into consideration for future
- Budget adopted at \$240k cash deficit – rolling forward some of cash surplus from prior fiscal years to:
  - Target programs and staffing to increase member engagement and retain existing members
  - Attract new members and bring them meaningfully into the community

# Temple Sinai – By the Numbers

## Revenue Summary

Revenue	FY 2021-2022 (Actuals)	FY 2022-2023 (Budgeted)	Difference	Notes on Differences
Membership	\$2,378,194	\$2,494,485	4.89%	Budgeted same members for 2022-23, some increase to dues, Chai Circle support
School & Youth	\$2,027,872	\$2,140,377	5.55%	CPI increase plus additional enrollments budgeted for 2022
Fundraising	\$780,321	\$512,037	(34.38%)	Large legacy gift from 2021 not carried into current budget
PPP/ERTC Grants	\$546,300	\$113,575	(79.21%)	PPP loan actual 2021-22 Employee Reention Tax Cr. actual 2022-23
Other	<u>\$46,112</u>	<u>\$102,500</u>	<u>122.28%</u>	'21-22 budget was \$92k; actuals lower for b'nei mitzvah and other events/classes fees (covid)
TOTAL	\$5,778,799	\$5,362,974	(7.20%)	
TOTAL excl. PPP/ERTC	\$5,232,499	\$5,249,399	.32%	

# Temple Sinai – By the Numbers

## Expense Summary

Expense (excl. non-cash)	FY 2021-2022	Budgeted FY 2022- 2023	Difference*
Payroll & Related	\$3,756,800	\$3,954,210	5.25%
Programs	\$431,638	\$451,210	4.53%
Facilities**	\$404,449	\$706,440	74.67%
G&A / IT	\$481,601	\$497,375	3.28%
Special Funds	\$200,774		excluded, related to acctg. for endowment loan repayment
TOTAL EXPENSES	\$5,275,262	\$5,609,235	6.33%

\*Most differences attributed to “cost of living” increases and/or return to more in-person programming.

\*\* Facilities budget for 2022-23 includes \$140k security upgrades covered by a grant (included in revenue), plus added services and programs now that temple is open more hours post-covid



# Temple Sinai – State of the Temple Looking Forward

- **Financial Focus for this Year and Next+**
- Increase Membership base to pre-covid levels (target 950+ families in 2023+)
- Sustain & Repair Building, launching Temple Sinai into the next generation
  - Plan for \$3-\$5mm of building repair/renovations over the next several years
  - Funding will likely be a combination of term bank debt and capital campaign to commemorate 150<sup>th</sup> year of Temple Sinai
- Increase Endowment (currently \$2.4mm) to cushion congregation through “off years” such as recessions (and pandemics) – the Oy Vey years!
- Support congregation generally through implementation of strategic plan
- Celebration and support of Rabbi Mates-Muchin’s 18<sup>th</sup> Year with Temple Sinai

# Capital Needs Update

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Presented by Terrie Goren, Executive Director  
& Lori Waltzer, Treasurer [prepared by Arnie Brown, Task Force Leader]

# Capital Needs

## Where We Started

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- January 2020: We started assessing capital needs pre-pandemic
- Objective: Meeting all our building's major capital needs by our 150<sup>th</sup> anniversary in 2025
- Priorities (as presented at last annual meeting)
  - Priority #1 – continuing safe operation of our 108-year-old building
    - Focus on the Sanctuary
      - HVAC/electrical systems
      - Roof
      - Stained glass windows
    - Initial assessments except roof were completed
    - Options were being presented to CNTF for evaluation and recommendation
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- Spring 2022 ... then reality intervened ...a leak in the Sanctuary dome occurred



# Capital Needs Current Status

- Priority #1 now is repairing the Dome Leak
  - It's complicated, expensive and must be done
  - Initial work is underway, as you can see from the scaffolding, which alone costs over \$100,000
  - Dome Repair: Estimated cost including the scaffolding and windows in the dome, is \$\_\_\_\_\_
  - Completion: Estimated completion date for the repair project per the contractor is \_\_\_\_\_
  - Caveat: Contractors' estimates tend to be on the low side of cost and the short side of completion dates
- Next Sanctuary needs
  - Boiler replacement [HVAC systems?]
  - Stained glass windows at side of Sanctuary
  - Electrical upgrade
  - Roof repairs
- Still grappling with how and when this priority work will be funded

# Capital Needs Additional Future Projects

Additional projects being considered to further enhance the Temple...

- Sacred Garden remodel / amphitheater
- Catering kitchen
- Upgraded sound systems
- Upgraded bathrooms

How much will all this cost ?

How do we pay for it?

How long should/will all this take and when will we proceed?

# Committees



# Safety & Security Report 2022

John Ehrlich

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- Antisemitism has been on the increase. We review incidents and analyze how they affect our procedures. We use them to improve our security.
- We completed our Emergency Procedures Manual for Temple Sinai which covers both natural and human emergencies.
- We updated our emergency supplies.
- The staff received training targeted to their positions. There will be drills to prepare staff and students for several scenarios.
- We are working to obtain bids for glass and fencing to fulfill our \$150,000 grant from the federal government.
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- In the coming year we need a Temple Sinai member with landscaping expertise to help with reshaping our plantings with security in mind.

# Membership Committee

CeCe Langs

Welcomes new members to Temple Sinai, keeping in touch with each new congregant during their first year of membership and fostering engagement in Temple life

Rolled out “Shalom Chaverim – Hello Friends!” affinity groups – small interest-based groups to enhance and create community and connection

Contact [membership@oaklandsinai](mailto:membership@oaklandsinai) to learn how you can join us!





- WTS provides a **fun**, creative, and nurturing environment, creating a **sense of community** among all Temple women and providing an avenue to **develop leadership skills, engage in communal activities, and enrich our spiritual connection**. Our dues support the Temple and our community.

- Karen Tanner



# Brotherhood

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*The Temple Sinai Brotherhood is a social organization focused on supporting the Temple community and its activities. We build community through good works and good times.*

**Goals:** Expand active membership base. Provide volunteer and financial support to the Temple.

**Volunteer Support:**

Temple Sinai Softball Team

Sunday Morning Walks Around Lake Merritt– 10 a.m., meet at Colonnade at east end of lake

Temple Sinai Tickets for A's Jewish Heritage Night

Construction of Sukkah

Blood Drives

Meetings and Social Dinners on Second Thursdays of the Month

Annual Brotherhood Membership Dinner – Second Thursday in June

- **Financial Support:**

Temple Activities, Programs and Charitable Contributions, bibles for Confirmation Graduates, Kiddush Cups for B'nei Mitzvah students, Torah Restoration Fund, Israel Education, Disability Awareness Month, Purim Carnival Food, the Sukkah, Preschool and Religious School Emergency Supply Fund, Curriculum, Adjustable Reading Table for Albers Chapel, Turkey Drive mailing co-sponsor, Alameda Food Bank, and more.

# Sinai Social Action

Helen Smiler and Teri Bleckner

## Tzedakah

### (Community Service)



- Meals for needy individuals in partnership with First Presbyterian
- Evening Food Pantry at Telegraph Community Center
- Interfaith food distribution at the ICCNC
- Collections of groceries, toiletries, coats, blankets, diapers, kid's clothes etc.
- Donations to nonprofits that serve community needs
- Supply several schools with sensory supplies for students with special learning needs
- Presentations from local nonprofit organizations including information on social impact investing
- Voter Engagement in collaboration with the RAC and the Center for Common Ground – thousands of postcards to encourage voter turnout in states that have made it harder to vote

- RAC-CA support for social justice legislation
- RAC-CA Climate Tzedek Campaign
- Yom Kippur Social Justice workshops
- Unity Seder
- Ongoing support for security cameras in Oakland's Chinatown
- Social Action Shabbat featuring temple members' unsung Tikkun Olam efforts
- Social Action facilitation with Pre-school, Religious School, Teen program and other committees

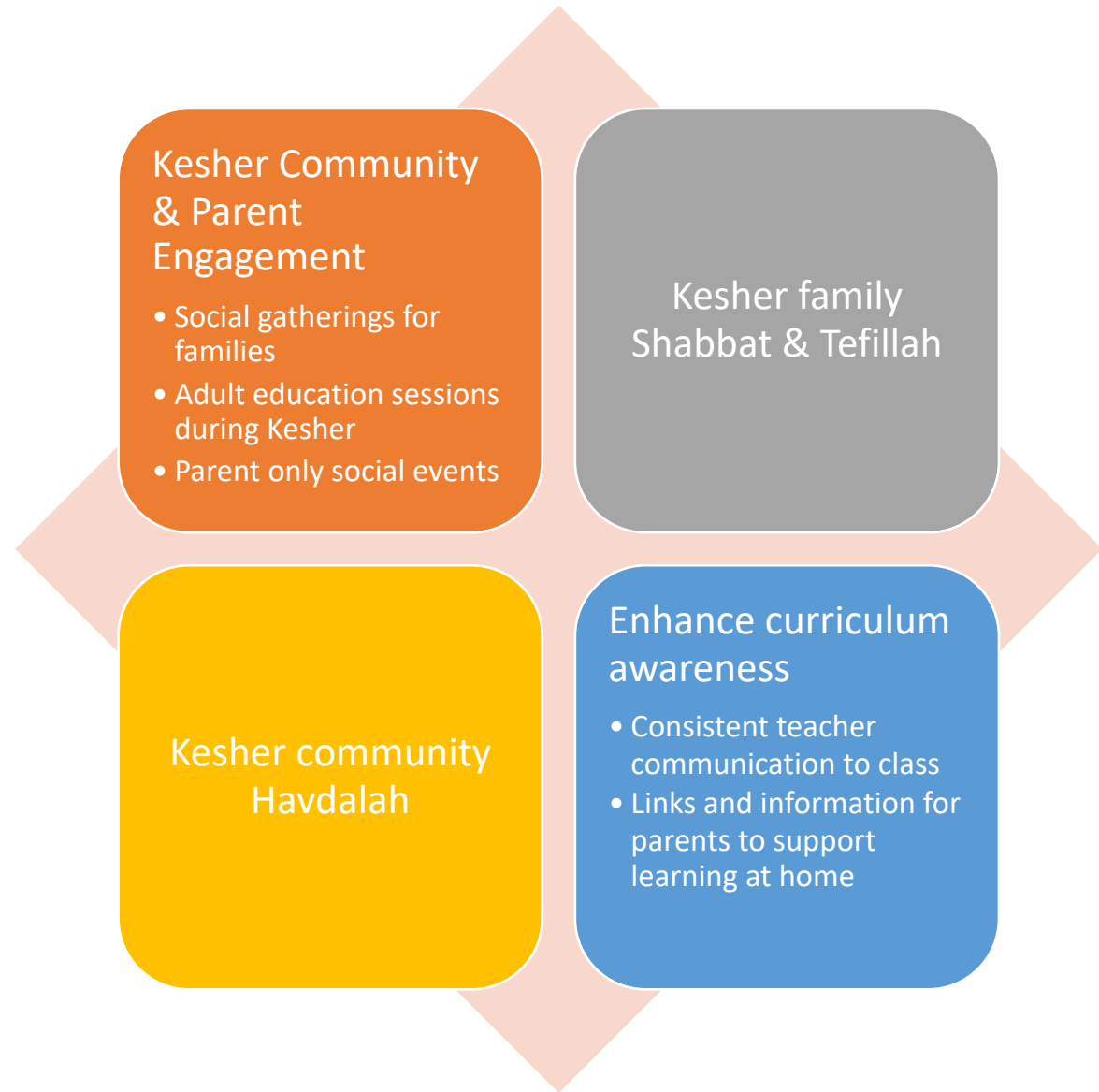
## Tzedek

### (Social Justice)



[SinaiSocialAction@OaklandSinai.org](mailto:SinaiSocialAction@OaklandSinai.org)

# Education Committee Goals





Six Hikes  
May  
through  
October



SINAI GREEN

[green@oaklandsinai.org](mailto:green@oaklandsinai.org)



**Accessible Havdalah Hikes**



**Tu b'Shvat Seder**



**CO-SPONSORED  
w/ SOCIAL  
ACTION**

**Oakland  
Community  
Trash Cleanup  
and  
Social Impact  
Investing  
Workshop**



**Shabbat in the Wood**



**Reverse Tashlich**



# The Ritual Committee

28 Tishrei 5783

*Our goal is to make ritual accessible to everyone who's interested.*

- **Chant Torah**

- at any bar or bat mitzvah service
- at the alternative minyan

- **Learn**

- Shabbat in Small Steps class
- Songs of Shabbat class
- to chant Torah
- to blow your shofar

- **Participate**

- Community Shabbat - May 19, 2023
- Monthly alternative minyan

- **Be honored**

- at your “milestone” simcha, a birthday or anniversary

- **Contact us**

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|-------------------|----------------|---------------|-------------------|
| • Terry Becker    | Dan Fendel     | Matti Fromson | Steve Goldstein   |
| • Fred Isaac      | Bob Knoll      | George Lazar  | Phil Rubin, Chair |
| • Michelle Siegel | Valerie Sopher | Jan Taksa     | Lora Thielbar     |
| • Bob Unger       |                |               |                   |



**To paraphrase  
Isaiah (56:7),**  
we strive so that  
our house shall be  
called a house of  
prayer for all  
peoples.

## Fine Arts Committee on Culture and Community

**Performances** *The Bialy Eaters* and *Bake Your Own Amazing Bagels, the Musical*,

**Sing-along Concerts** The *Poets of Tin Pan Alley* series  
*The Alley Hits the Road*, June 3, 2023.

**Exhibitions** Beth Bourland's water colors



**Holiday Calls** Call your fellow congregants  
at Pesach and High Holidays.

**Poetry Readings** Next reading November 30: Steven Rood  
*Naming the Wind*



**Teaching** Joanne Rocklin: Writing children's books  
Learn to blow your shofar (with Ritual)  
The Songs of Shabbat (with Ritual)

**Gatherings** Dwell, a Sukkot Experiment  
International Shakshukah Day – December 24  
Tours of the Organ Loft (with PORC)



**Blood Drives** Next drive December 24

**Ushering** Sign up to usher at a service



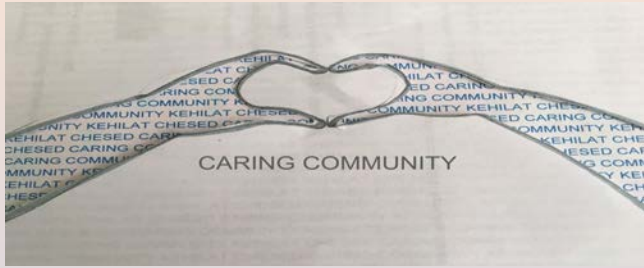
# Technology Committee

## Issues for the upcoming year

- Cybersecurity
- Technology policy
- Applications for managing programs and volunteers
- Improvements for financial operations

Contact Joan Waranoff, Chair at  
[joanwaranoff@oaklandsinai.org](mailto:joanwaranoff@oaklandsinai.org)





# CARING COMMUNITY

The **Caring Community** exists primarily to help temple members in times of sadness and in times of joy: births, illnesses, deaths, and special situations affecting our temple families.

We depend on you to let us know directly when you are in need of care. When a need arises, please contact the Caring Community by e-mailing the Temple office:  
[office@oaklandsinai.org](mailto:office@oaklandsinai.org)

or calling: (510) 451-3263

We are currently searching for volunteers and would love to talk to you about ways to get involved in the Caring Community. Please contact Teresa Satu  , our Caring Community chairperson.

**How it Works** ----- Our congregation is divided into neighborhoods.

- Neighborhood captains are ready to mobilize their teams when the need arises.
- The teams consist of members who have volunteered to be called for cooking, driving, providing a platter of food for a *shivah minyan*, *brit milah*, or baby naming, and similar needs.
- The neighborhood structure of the Caring Community is also a good platform to help members build and strengthen connections with fellow congregants in the same geographical area through informal gatherings, carpools and similar methods.

# Temple Sinai Children of Holocaust Survivors

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*Purpose:* To discuss topics of mutual interest and support one another emotionally in processing our parents' Holocaust experiences and their effects on our lives.

## *Frequency of Events:*

- Regular get-togethers about every 6-8 weeks.
- Occasional speakers and programs open to all Temple members.
- Occasional joint programs with Temple Beth Abraham's group.

## *Sample topics:*

- Lessons from our parents – helpful in coping with life's challenges?
- Lasting effects of the Holocaust on us and the next generation.
- Growing up with very small (truncated) families; how our childhoods were different from our Jewish-American peers.
- Anti-Semitism then and now; Jewish history and Black Lives Matter.
- Ibi Winterman



# People of the Book Literacy Project

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- We continue to be impacted by Covid at our partner schools, which limits our ability to plan our yearly commitments but, as in the past few years, we are adapting.
- Some of our dedicated tutors have figured out ways to work with students online, and some are in person at schools if they feel comfortable doing so. They provide literacy support to many students, some even having worked with students over the summer break.
- We appreciate the workshops from Jewish Coalition for Literacy and Oakland Literacy Coalition in providing successful tools to teach these skills. And our tutors have been sharing information and mentoring each other to make sure the students' needs are being met.
- During the 21-22 school year, we held one school-wide book giveaway at International Community School and donated enough beautiful books to Bella Vista Elementary school so that every student was able to bring home a book to build their own home libraries. We also donate board books to St. Mary's Preschool and Habitot that serve low-income families.
- During the 21-22 school year, we held one school-wide book giveaway at International Community School and donated enough beautiful books to Bella Vista Elementary school so that every student was able to bring home a book to build their own home libraries. We also donate board books to St. Mary's Preschool and Habitot that serve low-income families.
- We met with the new principal at our partner school Sankofa United (the merger of Kaiser and Sankofa Academy), and hope some of our tutors will be able to return for on-site tutoring.
- In Sept 2022, we donated \$5000 to the Oakland Literacy Coalition for their Books Kids Want to Read (BKWTR) Fund for Oakland Public School libraries. They are so grateful to have these beautiful books.
- We plan to, once again, do our very important Adopt a Family Project, at partner school Greenleaf by providing gift cards and new books, and work with Social Action to provide food bags as well for the winter break. We have a fabulous author lined up to present at Greenleaf and have also brought in volunteers for their very successful Career Day.
- Although we are not presently able to accept donations of books at Temple, donations to purchase beautiful books and supply library grants are still needed to support our project.

