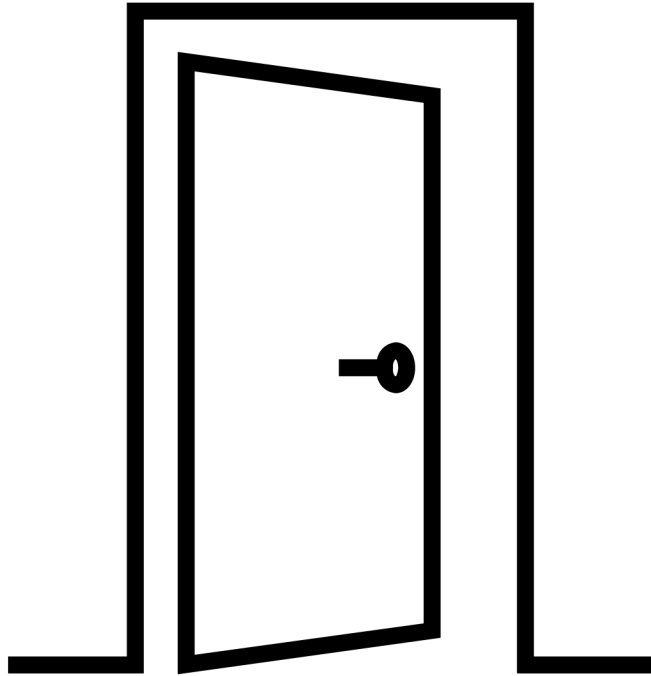


Welcome to the Annual Meeting at Temple Sinai

November 5, 2023



Annual Meeting Agenda

9:00am Schmooze and bagels

9:30 – 11:00am Meeting

Opening Prayer - Rabbi Mates-Muchin and Cantor Keys

Welcome and Reflections - Becky McEntee and Liz Daoust, Co-Presidents

Elections Board of Trustees -Barry Dubin

Senior Staff Updates

Rabbi Mates-Muchin

Cantor Ilene Keys

Rabbi Julie Bressler

Terrie Goren, Executive Director

Hadas Rave, Director of Jewish Education

Molly Peritore, Interim Early Childhood Director

Financial Report - Lori Waltzer, Treasurer

Safety and Security Committee - Steve Shane

Capital Needs Task Force -Arnie Brown, Chair Capital Needs Task Force

Development Committee - Sam Schuchat, Chair

Board Installation

Tefilah

Report of the Nominating Committee

In accordance with Temple Sinai's bylaws, the Nominating Committee has nominated candidates for five open at-large positions on the Board of Trustees for the 2023-2026 term.

Betsy Block

Shelley Horwitz

David Jackson

Elizabeth Moyle

Matt Orfuss

Special thanks to the Nominating Committee: Aviva Black, Barry Dubin, Steve Goldstein, Christina Greenberg, Rebecca McEntee, Jill Saper, and Aaron Saxe

Erev Shabbat Hanukkah Service

featuring
the Adult Choir
and Music from the Galilee
with Rabbi Or and Feliza Zohar
and the *Mizmor Shir!* Band

FRIDAY, DECEMBER 8, 6:30PM
TEMPLE SINAI SANCTUARY

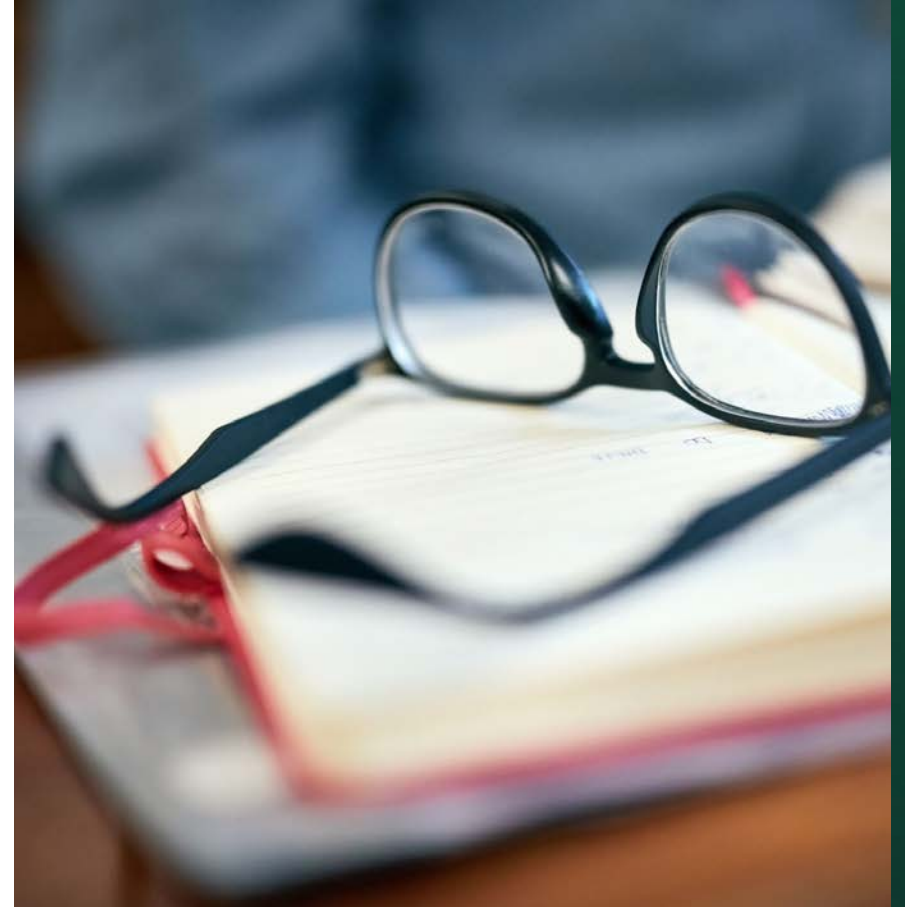


Special Musical Shabbat Services & Events for 2023-24

- Friday, December 8th at 6:30 PM **Shabbat Hanukkah with Musical Duo from the Galilee Rabbi Or and Feliza Zohar** featuring the Adult Choir and *Mizmor Shir!* Band
- Saturday, December 16th at 10:30 AM **Shabbat Morning Prayer Embodied Service With All Our Body, Mind and Soul:** Music in Motion with Cantor Keys and Robin Spiegelman
- Saturday, January 20th at 7 PM **The Best of Broadway a Block Off Broadway Cabaret Show** featuring congregants Robert Schoen and Catherine DeCuir
- Saturday, January 27th at 10:30 AM **Shabbat Morning Meditation and Music** with Steve Goldstein and Cantor Keys
- Saturday, February 17th at 10:30 AM **Shabbat Morning Creative Service** with Rabbi Bressler
- Friday, March 15th at 6:30 PM **Shabbat of Reflection, Renewal, and Rejoicing** featuring Temple Sinai and St. Mark's Episcopal Church choirs
- Saturday, March 23rd at 10:30 AM **Shabbat Morning Prayer Embodied Service With All Our Body, Mind and Soul:** Music in Motion with Cantor Keys and Robin Spiegelman
- Saturday, March 23rd at 6:30 PM Erev Purim **Adult Dance Party with SF Yiddish Combo Klezmer Group**
- Saturday, April 6th at 10:30 AM **Shabbat Morning Meditation and Music** with Steve Goldstein and Cantor Keys
- Saturday, April 20th at 10:30 AM **Shabbat Morning Creative Service** with Rabbi Bressler
- Saturday, April 27th at 10:30 AM **Shabbat Morning Chanting and Drumming Circle** with Katja Cooper and Cantor Keys
- Sunday April 28th at 10 AM **Chanting and Drumming Circle Workshop** with Katja Cooper and Cantor Keys
- Friday, May 31st at 6:30 PM **Creative Community Shabbat** with the Adult Choir

Adult Education

- Zoom, Hybrid, and In-Person opportunities
- Multi-session and one-off classes
- Taught by Temple Sinai clergy, lay leaders and special guest educators
- Weekly drop-in Torah study (Saturday AM) and Prophets study (Wednesday noon) sessions
- Songs of Shabbat/Liturgy Education classes after Friday Night services to try a new time slot
- Cohort-based programs such as Wise Aging (ongoing) , Parent & Me (ongoing), Learning Across Differences (Spring 2023) and more
- Intro to Judaism (with Beth El) beginning January 2024
- Partnerships with New Lehrhaus, URJ, Iyun, and other local and national organizations as interesting opportunities emerge
- Plan to create an information hub on Temple Sinai's website with all opportunities for adult engagement that is easier to navigate and shows the breadth and depth of our opportunities
- Thinking about new opportunities for learning - during Keshet, later evenings on Zoom, after preschool drop off etc.



Criminal Justice and Reproductive Rights Working Groups

Criminal Justice

- **Purpose:** education and advocacy on criminal justice rooted in core Jewish values of *Tzedek, Tikkun olam, T'shuvah, Rachamim, and B'tzelem Elohim*
- **Guiding principles:** work in concert with community organizations to reduce the harm inflicted by our criminal legal system; seek more effective and just alternatives that address the root causes of crime and increase public safety for everyone
- **Activities in first 4 months:**
 - Co-sponsored [Town Hall](#) with the Alameda County District Attorney along with [Interfaith Coalition for Justice in our Jails](#) and [Faith in Action East Bay](#).
 - Alerted congregants of opportunities for advocacy on [state legislation](#) through the Temple eNews and the Social Action email list

Reproductive Rights Group

- Held Repro Shabbat in February 2023, plan to repeat in February 2024
- 50+ at Yom Kippur Forum about Reproductive Rights in the Post-Roe Era
- Encouraging text banking and postcard writing through the RAC for elections where access to reproductive care is on the ballot (especially Ohio in 2023)



Kesher = Connection

Presented by Hadas Rave, Youth Education Director

MISSION:

- support children and families in developing Jewish identity
- build inclusive Jewish community
- create immersive Jewish experiences to practice applying Jewish sensibilities in the world

Enrollment of 234 incredible students, 30 wonderful teen teaching aides and 25 phenomenal teachers

Meeting on Sunday mornings and four Fridays of Family Shabbat Experience

HTM for Kindergarten-3rd and midweek 4-6th grade Hebrew classes (online and in person)

Specialists and Chugim (Electives) in Jewish Art, Music, Cooking, Drama, Israeli Games, Dance, Scribing & Crafts



Teen Engagement – Mechina, Yozma, and Beyond...

Presented by Hadas Rave, Youth
Education Director

- 55 7th – 12 graders registered for Jewsdays (Tuesday) nights including educational programming, community building, and dinner staffed by 5 phenomenal teen educators
- SiTY - 7-12th grade social programming at Temple Sinai and around the Bay Area (bowling, Shabbat dinner & services, movie night, overnight, trash clean up and more...)
- Teen Leadership Council helps plan and SiTY shape programs
- Madrichol – teaching assistants in Kesher classes on Sundays, including additional inclusion training and assistance at Temple events
- Connections with other teen-based programs at local synagogues and organizations
- Washington DC: L'Taken Social Justice trip in January

Temple Sinai David Pregerson Preschool

Presented by Molly Peritore, Interim Director of Early Childhood Education

Mission:

The preschool is committed to creating loving relationships among children, family and staff. Our respect and honor (*Kavod*) of each individual forms the foundation for our inclusive community (*Kehillah*). We believe that children learn through play. Teachers support the exploration, engagement, and interactions that are the foundation of children's learning. Core Jewish values provide the framework for our teaching and learning.

- Enrollment of 87 students and 17 teachers
- Change in enrollment to fit the needs of our community. Increased two-year-old enrollment to 42 students vs. 28 last year
- Creating more opportunities for families to build community
- Changes to staffing structures to adjust to turnover in the field



Temple Sinai Financial Update

Presented by Lori Waltzer, Treasurer

November 5, 2023

Temple Sinai – Other Financial Highlights

\$2.75mm Cash Balance ending 6/30 (prior year \$2.4mm)

\$2.9mm Endowment at JCF (up 15% from prior year)

\$2.0mm Mortgage balance (of \$3.3mm)

Budget Highlights:

- Membership goal: 861 families, increased by 10 families from prior year
- Expenses generally projected at 3-5% increase over prior
- Budget adopted at *\$89k cash deficit*

Temple Sinai – State of the Temple Prior Year Financial Summary (6/30)

\$5.47mm

Total Revenue

- up 4.5% from last year *excluding* PPP/ERTC (this is “apples to apples”)
- up 16.3% compared to FY 2020 (generally stabilized “pre-covid” revenues)

\$5.38mm

Total Expenses

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

\$85k

Net Income

- Net Income \$204k when including ERTC of \$120k

By the Numbers -Revenue Summary

REVENUE	FY 2023-2023 (ACTUALS)	FY 2023-2024 (BUDGETED)	DIFFERENCE
Membership	\$2,445,141	\$2,565,870	4.94%
School & Youth	\$2,103,017	\$2,353,146	11.89%
Fundraising	\$802,336	\$302,000	(62.36%)
ERTC Grant	\$120,244	\$0	(100.00%)
Other	<u>\$116,701</u>	<u>\$135,600</u>	<u>16.19%</u>
TOTAL	\$5,587,195	\$5,356,616	(4.13%)
TOTAL excl. ERTC & legacy gift	\$5,012,288	\$5,356,616	6.87%

By the Numbers - Expense Summary

*Most differences attributed to “cost of living” increases.

Expense	FY 2022-2023	Budgeted FY 2023-2024	Difference*
Payroll & Related	\$3,715,930	\$4,041,286	8.76%
Programs	\$407,338	\$419,290	2.93%
Facilities	\$417,305	\$463,880	11.16%
G&A / IT	\$503,190	\$518,526	3.05%
Special Funds	\$76,711	\$0	N/A
TOTAL EXPENSES	\$5,120,474	\$5,442,982	6.30%

What's the Deal with the New Loan?

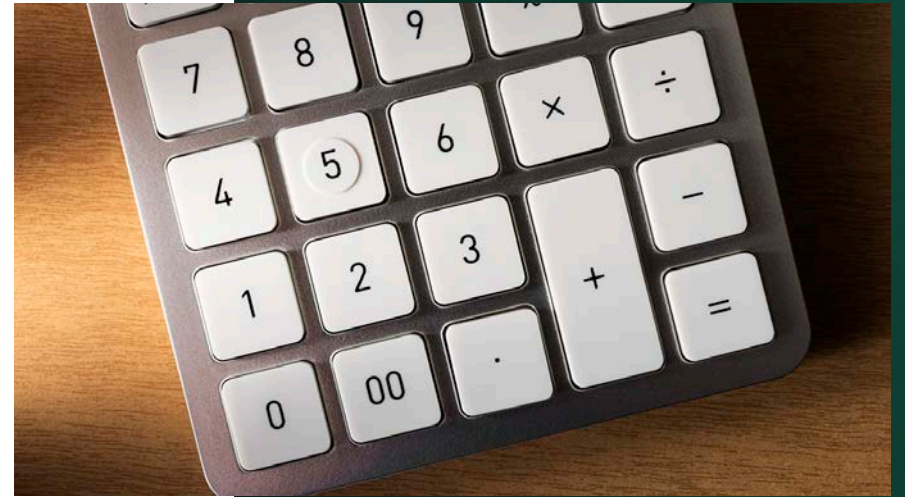
\$3.3 million loan (plus \$300k PPP money) = \$3.6 million

\$678,000 paid off the old loan

\$1.3 million spent on dome so far

\$300k remains to spend on the dome

\$1.3 million left to get started on projects before capital campaign

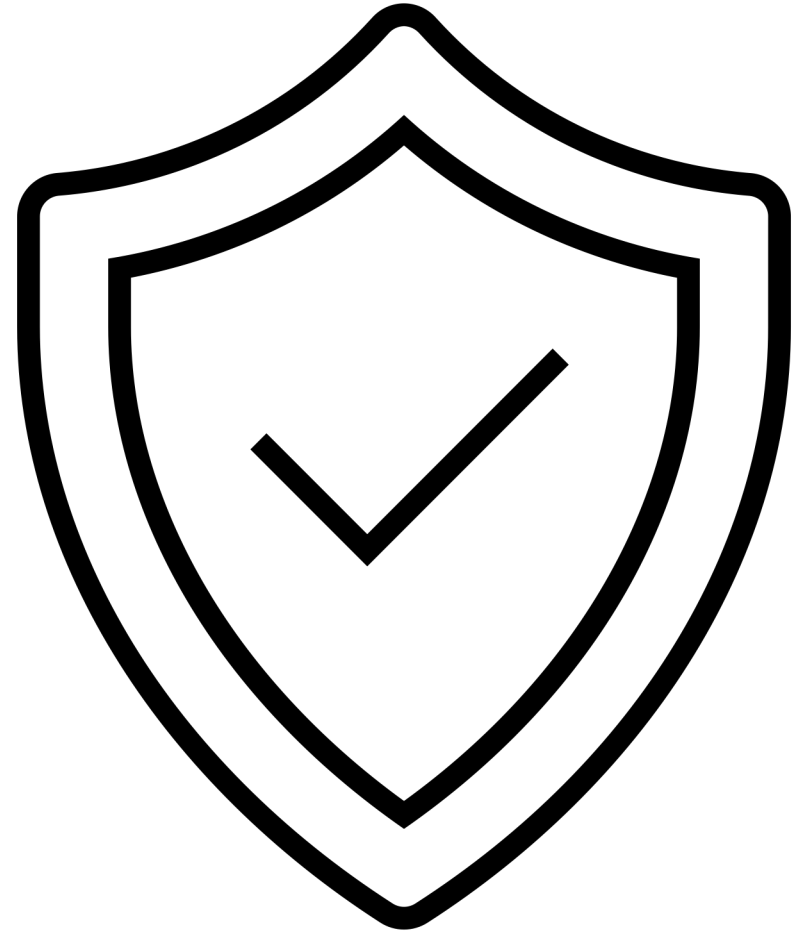


State of the Temple...Looking Forward

- **Financial Focus for this Year and Next+**
- Sustain & Increase Membership base
- Improve Building, launching Temple Sinai into the next generation
- Increase Endowment to cushion congregation into the future
- Support congregation through implementation of strategic plan
- Evaluate new revenue needs & identify service models
- Celebration and support through “Annual Event”

Safety and Security Report

- Overview
- Temple Sinai Emergency Response Manual
- Training on emergency response policy and procedures
- \$150,000 federal government grant
- Additional security upgrades
- Antisemitism has increased
- Security: October 2023



Presented by Arnie Brown
Task Force Chair

Capital Needs Update



Capital Needs Where We Started (in the previous episode)

January 2020: We started assessing capital needs pre-pandemic

Objective: Meeting all our building's major capital needs by our 150th 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

Spring 2022 ... then reality intervened ...a leak in the Sanctuary dome occurred

Capital Needs Next Projects

Next Sanctuary needs

- New HVAC (heat pump) system recommended to replace gas fired boiler
 - In addition to heating, heat pump will provide air conditioning
 - Still have questions to be answered, including details on cost and design
 - Current estimate is that system cost will be approximately \$1.5M
 - Electrical upgrade will be needed for this system --- application in process with PG&E
- Stained glass windows at side of Sanctuary
- Roof repairs
- Review seismic status --- benefit v. cost
- Upgrade Stern Hall interior, to include kitchen and bathrooms, to meet current needs

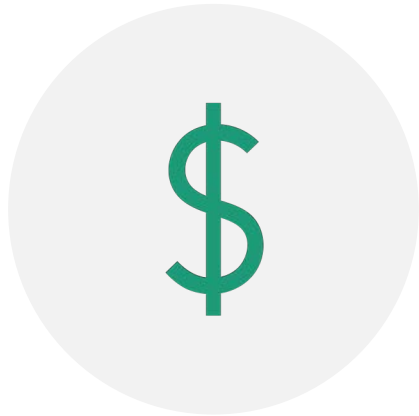
Capital Needs The Dome

Priority #1 became
repairing the Dome
Leak in 2022

Completed on budget
at \$1.6M in time for
the High Holy Days



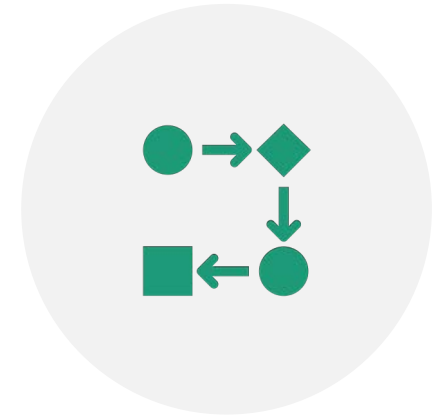
Capital Needs More Questions...



HOW MUCH WILL ALL THIS COST ?



HOW DO WE PAY FOR IT?



HOW LONG SHOULD/WILL ALL THIS
TAKE AND WHEN WILL WE PROCEED?



In FY 23 we raised \$2.8MM

(rounded to the nearest 1000)

Membership: \$2,441,621

Annual fund drive: \$89,295

RMM event: \$180,477

Other: \$84,083 (everything else inc legacy gifts)

Total: 2,795,476

This year our goals are: Membership \$2,565,870

Annual fund drive: \$100,000

Fundraising event: \$145,000

Other: \$57,000 (everything else inc legacy gifts)

Total: \$2,867,870

The Capital Campaign

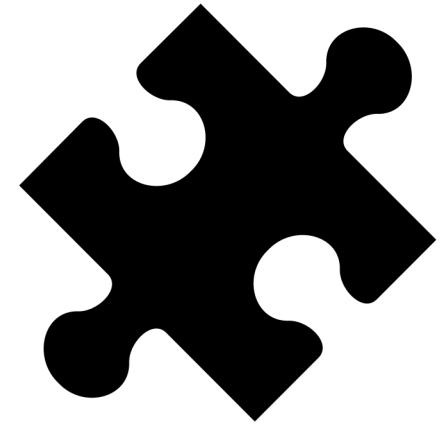
We will launch the quiet phase in Spring 2024.

Working goal: \$15 million, which is equal to what we raised 13 years ago through Im Tirzu and later via Yesod.

About half of this will go to improvements to the Sanctuary, Stern Hall, the Kitchen, and the Bathrooms.

The other half will go to our endowment.

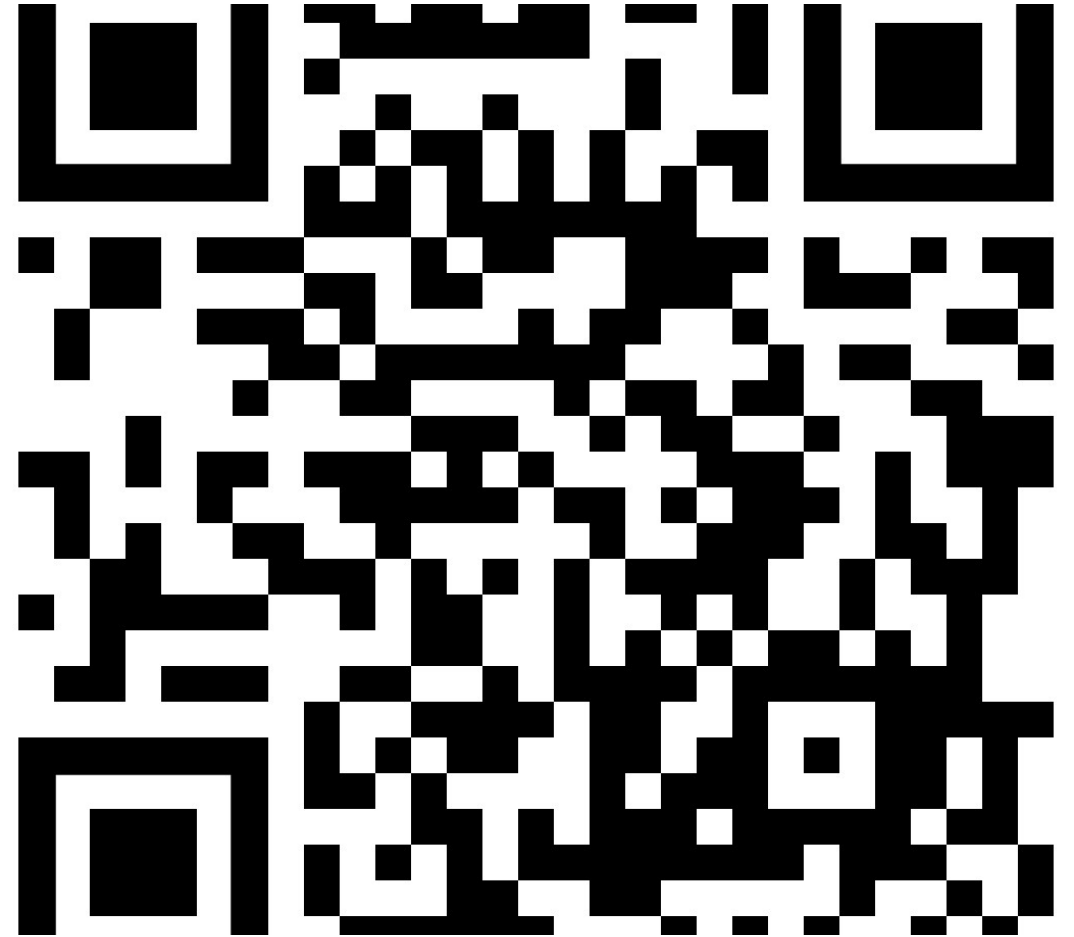
We would like to add another 60 life and Legacy Members.



Share your thoughts on
the annual meeting here:

Did you attend? Did you not attend?

We'd like to hear from you!



Accessible
Havdalah
Hikes



Shabbat
in the
Woods



SINAI GREEN

green@oaklandsinai.org



Tu b'Shvat
Seder



Reverse
Tashlich





Affinity Groups



The Affinity Group Mentors oversee 32 groups, of which 21 are active and 11 are awaiting additional members - five are needed to move forward. There are currently 141 participants, many in more than one group. Sinai members are hikers, bocce ball players, cooks, art and film aficionados, book lovers, mah jongg players, and much more!

See the complete list and register at <https://www.betterunite.com/templesinaioakland-affinitytemplate>



Membership Committee

- The Committee welcomes new congregants to Temple Sinai by
 - personally delivering a gift bag
 - keeping in touch with each new congregant household during their first year of membership
- and fosters engagement and connection for all Temple members by sponsoring the Affinity Group Program, which just completed its first year!

The Ritual Committee

21 Cheshvan 5784

Our goal is to make ritual accessible to everyone.

Chant Torah or haftarah

at any Saturday morning shabbat 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 31, 2024
Monthly alternative minyan

Be honored

at your "milestone" simcha, a birthday or anniversary

Contact us

Terry Becker

Fred Isaac

Michelle Siegel

Bob Unger

Dan Fendel

Bob Knoll

Valerie Sopher

Matti Fromson

George Lazar

Jan Taksa

Steve Goldstein

Phil Rubin, Chair

Lora Thielbar



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

The Fine Arts Committee on Culture and Community

21 Cheshvan 5784

Building Community one Event at a Time

All of our programs are open to the entire community. Most are free.

Performances

The Bialy Eaters and *Bake Your Own Amazing Bagels: the Musical*
Sing-along Concerts

2023: *From Bima to Broadway*

2024: *The Wandering Jews*, June 22

At retirement Homes throughout the Bay Area

Poetry readings: most recently, Valerie Sopher and Mark Taksa

The next one will be in the Spring.



Greetings

We call every congregant to wish them a good Pesach. Join us.

We try to provide ushers for every erev Shabbat service. Please sign up.

Gatherings

Dwell: A Sukkot Experiment

International Shakshuka Day: December 23

Tours of the Organ Loft (with PORC, the Pipe Organ Restoration Committee)



Blood Drives

The next one: December 23, please sign up

Teaching

Learn to blow your shofar (with Ritual)

Songs of Shabbat (with Ritual)

Learn to bake bialys



Sinai Social Action

Education, Advocacy, Community Service



Toy and Grocery Donations
for Greenleaf School Families



Community Outreach
Unity Seder



Presentation about and Support
for work with Refugees



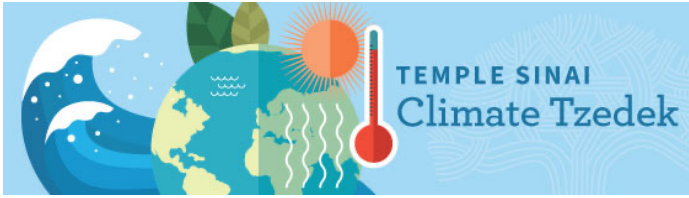
Voter Engagement Postcards

Support for new Sinai
Climate Justice and Criminal
Justice Groups.



Interfaith Partnerships to
provide food for people in
need

SinaiSocialAction@OaklandSinai.org



- **Events we sponsored** – Yom Kippur Discussion, Social Action Shabbat, Waste Management Seminar
- **Events we participated in** - RAC-CA Regional Gathering and Research Team, Third Act Banking Day of Action



For more information or to join the Climate Tzedek Google Group, email <https://groups.google.com/g/climatetzedek> or rabbibressler@oaklandsinai.org



- **Communications** - Climate Justice Google Group, Monthly News Letter
- **Legislative bills** our congregants took action on: SB 252, SB 12, SB 233, AB 421
- **Support for RAC** campaign to encourage strong EPS emission regulations
- **Monthly Steering Committee Meeting**

Temple Sinai's People of the Book Literacy Project

After some complicated years in Oakland Schools, there are new principals at our partner schools, and other changes as well. We have worked at communicating with staff to support their efforts and provide tutoring, books and other projects to the staff and students.

Some of our dedicated tutors have returned to work with students at Greenleaf School. Most had been working online these past years so their work now is greatly appreciated. They provide literacy support to many students, some even having worked with students over the summer break.

We are grateful for our dedicated outreach coordinator Rodolfo Perez and his team at Greenleaf who work hard to reach out to families in need and support our volunteers.

We have donated beautiful books to Bella Vista Elementary school to add to their school library and allow students to take home books for their home libraries. We also donate board books to St. Mary's Preschool and Habitatot that serve low-income families.

From Greenleaf School

"Thank you to our Temple Sinai partners for bringing author Juan Guerra to campus. A special shout out to Debbi Berenberg for organizing Adopt a Family with Rodolfo, Susan Rancer for collecting gift cards and Teri Bleckner and Helen Smiler from Temple Sinai's Social Social committee. It's very special to be part of a village that cares, including Greenleaf staff and so many others in the community."

We provided a \$5,000 grant to Oakland Literacy Coalition's (OLC) **Elaine Wells Books Kids Want to Read grant program**, which helps OUSD libraries stay current by putting brand new, diverse, books into school libraries. From the OLC: *"Thank you to all of our donors, and special thanks to the People of the Book program at Temple Sinai, for their support this year. These grants will get brand new, shelf-ready books into the hands of thousands of students this fall."*

Although we are not able to accept donations of books at Temple, funds to purchase beautiful books and supply library grants are still needed to support our project.

