Annual Meeting Agenda

Sunday, June 11th, 11:00 AM

Welcome & Opening Remarks
Approval of Minutes
President’s Report
2023-2024 Budget Presentation
Board Members Nominations
Executive Director Report
Acknowledgments
Final Blessing

Inside this Issue:

Annual Meeting Minutes, June 12, 2022
Proposed Budget
Board Farewells and Nominees
New Members!
Committee Reports
Call to Order: 4:00 PM

Approval of Minutes: Eli Weinzveg
- Minutes from June 24, 2021, Annual Meeting were circulated.
- Motion to approve last years minutes: Padi Selwyn
- Second: Sharon Bauman
- Approved

Opening Remarks: Rabbi George

Year in Review: Ann DuBay

2022-2023 Budget: John Weinstein
- Motion to approve 2022/23 budget: Donna Waldman
- Second: Perry Angle
- Approved

2022 Board Members: Ann DuBay
- Motion to approve the Slate of Board Members:
  - Susan Bailyn
  - Sharon Bauman, Ann DuBay, Erica Magers,
    Desmond Shapiro, Eli Weinzveg
- Second: Marlene Stein
- Approved

New President’s Address: Eli Weinzveg

Acknowledgments/ Closing Words: Rabbi George

Presentations:
- Rick Riesman/Jerry Newman- Bagel Club
- Bonnie Hart - Caring Committee
- Dave Fichera and Morgan Folger
- Judith Richlin-Klonsky – Visioning
PROPOSED BUDGET 2023-2024

John Weinstein
VP of Finance, Congregation Shomrei Torah

For the first time in recent memory, CST finds itself in a challenging financial position. We continue to have restricted assets—funds set aside for specific, limited purposes—in excess of $2 million, but from an operational standpoint, we run nearly a $100K annual deficit. While this situation has seemed to come suddenly, in fact it has been brewing for a number of years.

In terms of income, as far back as 2016/2017 yearly commitments regularly totaled more than $630K, peaking in 2019/2020 at $654K. Not only were our yearly commitments over $630K, but during the four fiscal years 2016-2020 we also received other donations, unrestricted bequests, and grants totaling $599K, much of which was used for operations. So, during these years substantial annual commitments and special gifts and donations allowed us to not only cover our operating costs but also to pay down several hundred thousand dollars on our mortgage.

At the same time, importantly, it was easy to overlook during those years of financial windfall that Shomrei Torah lost more than a few long-term, committed members—generous supporters who fled Sonoma County amidst the risk of annual wildfires. But the effects of those losses became more apparent after March 2020, when the Covid pandemic forced the synagogue to close and effectively remain shut down for the next 2-2½ years. Rabbi George and Cantorial Soloist Erica Wisner, with help from professional staff and volunteers, worked tirelessly to keep our synagogue community alive through creative virtual programming—and they succeeded. But over that time yearly commitments and general donations fell significantly, and more members moved, giving up their memberships.

Revenue declined and our financial “cushion” was wiped out. We were able to survive financially (and retain staff!) thanks primarily to $200K worth of help from the Federal government’s Paycheck Protection Program (PPP).

2022/2023 has been our first fiscal year without that assistance, exposing a structural deficit that was hidden by years of extraordinary gifts and other special revenue. Yearly commitments, which always need to grow to keep up with ever-rising expenses, have shrunk and flattened out; we will receive barely over $600K this year. And we anticipate receiving just $50K in general donations, a fraction of what we’ve received in the prior six fiscal years.

As mentioned, while the synagogue was closed during Covid we were able to retain most of our staff, but the closure also enabled us to reduce overall expenses. As we have again opened up for business, expenses have correspondingly risen—costs for facilities maintenance, supplies, utilities, equipment, and so on, and most significantly, for our valuable human resources. Staff hours have increased steadily to meet members’ needs and all our expenses have been impacted by high inflation. It is imperative now that we focus on increasing yearly commitments.

The budget being presented for approval recognizes our current financial shortfall, and optimistically projects a 3.2% increase in yearly commitments to $620K. Our recent history has shown that this modest projection can easily be exceeded, in a significant way, and it needs to be. Again: 2016/2017 yearly commitments were more than $637K while in 2022/2023 we hope to hit just $600K!! Revenue from yearly commitments, along with contributions, Legacy gifts, and endowments are our sustainability; meaningful increases are crucial to our long-term financial health.

Overall for 2023/2024, we project a 9.6% increase in revenue and a 7.7% increase in expenses:

On the revenue side of the ledger: It is difficult to estimate an increase in yearly commitment income un-
der a new, more member-directed system of annual commitments. As a result, the conservative 3.2% increase we are anticipating corresponds to a large deficit projection. But we are expecting an increase in general donations more towards the norm, and we are grateful to be able to use disbursement from the Lang Fund, which supports youth education and programming, to cover new religious school programs and the STaRS Director’s salary.

In terms of expenses: We expect an 8.7% increase ($126K), almost all attributable to salaries, benefits, and payroll taxes. The increase is substantial, and needs context. Before Covid, Rabbi Kramer served not only as assistant rabbi, but also directed the religious school and functioned as executive director. We now have in place a more traditional and robust structure: a full-time, dedicated Executive Director; a full-time Director of Education and Youth Engagement; and a full-time Cantorial Soloist. We believe that this new structure is not only more viable, but that it will result in overall increased efficiencies and member satisfaction, making it well worth the increase in cost.

Congregation Shomrei Torah – our Rabbi, staff, and community – is here for us every day, in good times and bad, offering all members a strong, supportive, and inspiring “Jewish home.” In turn, we need and humbly ask all members/households to make an annual investment in the well-being and sustainability of our community, even during those times when our individual needs don’t seem urgent or great. We also encourage donations to any of our many endowment funds and membership in our Legacy Circle. Working together, we can continue to support and protect our Shomrei Torah community, which offers each of us so much.

Revenue from yearly commitments, along with contributions, Legacy gifts, and endowments are our sustenance; meaningful increases are crucial to our long-term financial health.
## 22/23 Budget | 22/23 Current Projection | 23/24 Budget
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### INCOME

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<tr>
<th>Code</th>
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<td>Religious School</td>
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<td>Programs &amp; Committee Income</td>
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### EXPENSE

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<td>Travel &amp; Meetings</td>
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### NET INCOME

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<td>Less Depreciation</td>
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<td><strong>Net Income</strong></td>
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BOARD FAREWELLS AND NOMINEES

Thank You & Farewell!

With deep appreciation to Board members with terms ending June 30, 2023:

John Weinstein, VP Finance
Rick Reisman

Welcome!

We are pleased to propose the following new Board Members:

Kevin Scheier
Reuben Weinzveg
Elisette Weiss

THANK YOU to our ongoing Board Members:

Eli Weinzveg, President
Judith Richlin-Klonsky, Secretary
Sharon Bauman
Ann DuBay
David Fichera
Erica Magers
Pamela Loman
Jillian Navarro
Nicole Novach
Desmond Shapiro
Ellen van den Berg
Donna Waldman
Kevin Scheier

My name is Kevin Scheier, and I live in Sebastopol with my wife, Hillary, a talented kosher chef, and my youngest daughter Isabella, a talented product designer.

My oldest daughter lives in Santa Rosa with her husband and my new first Granddaughter Naomi. My parents moved to Redwood City from New York in 1963 where we started a 60-year affiliation with Congregation Beth Jacob and where I had the honor to work on the Executive Board and other committees.

Recently retired from a successful 35-year career in Silicon Valley, we moved from Mountain View to Sonoma County about three years ago. I enjoy gardening, investing, and quality family time including, our lovable Labrador Retriever, Spike.

Reuben Weinzveg

Reuben Weinzveg, M.A., C.P.A. (retired), until 2008 served of counsel with Zainer Rinehart Clarke, CPA’s. He has practiced accounting and management consulting in Sonoma County since 1972, and prior to that in Los Angeles and San Francisco. He has specialized in management consulting for small business firms and in business management for fine artists and entertainers.

An expert in Foundation and nonprofit financial management, he is a past treasurer and president of the Sonoma Land Trust, and served as a Board Trustee for 15 years.

Until 2006 he served as a board member and Treasurer of the Community Foundation - Sonoma County, acting as chairman of the Investment Advisory Committee, which oversees over $100 million in endowment funds. He served on the Community Foundation Board for 7 years. He resides in Sebastopol in a small orchard with his wife, Padi Selwyn. They have two sons. In his spare time he is an avid amateur gardener.

Elisette Weiss

Elisette Weiss has a deep connection to the CST community and a strong desire to help it grow to meet the evolving needs of the future. With previous experience serving on multiple boards and a professional background in reproductive health social science research, education, and advocacy, Elisette brings a wealth of expertise in nonprofit operations and management.

She has a proven track record of effective board leadership and a commitment to fostering a vibrant and inclusive community. Currently leading District Partnerships for ClassDojo, Elisette is dedicated to building stronger classroom communities for elementary schools worldwide. As a mother of two young sons, Judah (4) and Lev (1), she, alongside her husband Jacob, is driven by a desire to create a resilient and inclusive environment for future generations. With her diverse experiences, community dedication, and proficiency in nonprofit operations and management, Elisette is eager to contribute to the CST board and help shape its successful future.

“I am glad to serve on the Board of CST because I love the organization and community and want to be of service.”
**Chavurah Committee**
The Chavurah Committee strives to connect members and to support existing Chavurahs. In partnership with the Membership Committee, we are planning three events for the coming year – please watch for details!

**Cultural Committee**
The Cultural Committee's big event this year was the "Beit Café," an afternoon of music featuring musicians from the Shomrei Torah congregation and including Rabbi George's blues band "The Ravens." It was a lot of fun. Last year the Cultural Committee produced a concert of "Jewish American Songwriters" which the audience loved. The Cultural Committee wishes everyone in the congregation could come to all the events. Each event has been uniquely connected to Jewish culture in our community and provided great entertainment, all for free admission.

We are looking for new committee members to help plan the upcoming season.

**Donor and Naming Opportunities**
Shomrei Torah provides many opportunities to permanently commemorate special people and events. Please look for more information about naming opportunities in the near future.

**Finance Committee**
The Finance Committee meets regularly to review CST's income and expenses; to consider investments; to develop and track the annual budget; and to provide advice and recommendations to the Board.

**Legacy Circle**
The Legacy Circle Committee provides opportunities for connection and recognition for members who provide a gift to CST through their will or trust. About 70 CST families have signed pledges as members of the Legacy Circle. Committee meetings and activities stopped during COVID but the committee will be resuming its functions in the upcoming year.

The Committee will be planning special receptions once or twice and year to honor all Legacy members and will be working with leadership to identify potential new members. Legacy Circle is a way to give back to Shomrei Torah without having to pull out your credit card, checkbook or wallet. Chair Marsha Jacobs is looking for committee volunteers and new Legacy Circle members, 707-823-4739.

**Lifelong Learning Committee**
Our biggest event was the March Tisch presentation by Elaine Leeder on Jews, Prison and Spirituality. It was very well attended and much appreciated by all who came. “Archaeology and the Hebrew Bible: Conflict, Insight, Understanding,” taught by Dr. Alexis Boutin, was fascinating.

The Pre-Hannukah Cooking Class, taught by Chef Joshua Schwartz, was a lot of fun and very interesting. We watched his demonstration of classic dishes with a gourmet twist, and learned some tricks for shortcuts. We received copies of Chef Joshua's original recipes to recreate at home, and were served a scrumptious meal at the end!

We are excited about the upcoming October Tisch with Omer Seltzer, the scion of a pioneering Israeli cheesemaking family who recently moved to Sonoma County to start Mt. Eitan Creamery, which “was specifically designed as an atelier to create cheese as a form of art.”

**Meditation Planning Group**
The Meditation Planning Group has regularly offered Jewish meditation teaching and practice both virtually (Tuesday afternoons and Thursday mornings) and in special in-person events. Our virtual weekly sessions provide year-round instruction and practice in Jewish meditation. In-person events offered opportunities for participants to come together to learn and practice, socialize, and enjoy a meal.

We are always excited to bring participants together to learn, practice, and connect. In the next year, look for ongoing virtual weekly sessions and extended in-person retreats.

**Membership Committee**
In 2023, the Membership Committee returned to Shomrei Torah! From the new-member application and onboarding process, to supporting increased opportunities for participation of existing members, the Membership Committee is committed to supporting the experience for all in our community as well as to promoting CST membership in the larger community.

If you are interested in being a part of this group at this exciting time in the life of Shomrei Torah, please reach out to Co-chairs Sandy Sidorsky (510-705-2561 ssсидorsky@comcast.net) and Larry Lapides (925-519-1234 larpilapides.com).
Religious Practices Committee
The Religious Practices Committee’s biggest annual assignment is to assist Rabbi George and Cantorial Soloist Erica Wisner to produce Shomrei Torah’s High Holy Day observances. The group helps with preparing and transporting ritual items (such as *machzorim* and the Torah, its ark and Ner Tamid) to offsite locations and with organizing volunteers to greet and usher at each service.

Under the direction of Cantorial Soloist Erica Wisner, the “Beach Boychiks” Purim Spiel was a huge success! Shomrei Torah members of all ages had a great time. We wish everyone at CST had the chance to taste one of the hundreds of incredible *hamantaschen* that RPC member Carolyn Carregui either baked or taught others to make.

In the upcoming year, the Religious Practices Committee will be actively involved in assisting clergy and staff to create meaningful holiday celebrations, which we look forward to sharing with the entire Shomrei Torah community.

Religious School Community
This past year, we have been fortunate to have a leadership team for Youth Education and Engagement that included Brandon Binder, Sophie Gittleman, and Nicole Novach. We are grateful to this talented and dedicated trio for the wonderful year of learning and connection that they provided our youth and families.

The most significant activity for the STaRS/Youth Committee this year was hiring Lara Brown, our new full time Director of Education and Youth Engagement. Lara’s recent experience as a director for the North Bay Children’s center is complemented by a background in Jewish education and her degree in early childhood education.

This year, the CST Youth Leadership team hosted public Hanukkah events in downtown Santa Rosa and Sebastopol that were joyful, inclusive, and a wonderful way to spread light through our community. Between live music, lighting the candles, delicious food, and great company, those in attendance had a blast. Be on the lookout for similar events in the coming year. The final intergenerational Shabbat service of the year in May served as the kindergarten consecration, graduating senior recognition, and Jewish camper send-off. There was a Shabbat Shabogie for young families before the service, making for a vibrant and fun celebration of youth representing a wide span of ages. This was an excellent example of how Shomrei Torah continues to thrive in providing meaningful programming for youth and families.

Social Action Committee
In 2022, the Social Action Committee continued its successful “Postcarding for Democracy” project (started in 2020). This group effort included STARS students, teens, seniors and other congregants and resulted in 6,520 postcards being sent. With many races decided by tiny margins, we collectively made a difference.

SAC presented “This is Us” a 3-part series celebrating Jewish Racial Diversity, including Latinx Jewish history and current experience; building inclusive Jewish community for Black, African-American and mixed-race Jews; and sampled an Asian Jewish seder. CST’s Social Action Committee collaborated with the STaRS program for an intergenerational Mitzvah Project that served people experiencing food insecurity in the greater community. Religious school students, with the help of SAC, assembled 500 care packages that were then distributed by CST congregants directly to people who needed it most. This project was fun, rewarding, and meaningful for all involved!

This Fall, SAC is planning a series of events in collaboration with the Sonoma County Asian American/Pacific Islander (AAPI) community, with the theme, “Building Alliances: We’re All in This Together.” Specific programs will be offered in person and by Zoom:

Sonoma Stories: Starting Over in a Strange Land (Sunday, September 10, 3-5PM), An afternoon of learning about the history of Jewish and Asian immigration to Sonoma County; how we came here and learned to contribute and thrive.

Racism: From Underground to “In Your Face” (Sunday, October 15, 3-5PM), Antisemitism and anti-Asian racism is rising after staying underground for decades. How bad is it? How are we feeling the effects? How are our youth experiencing it? Hear individuals from different backgrounds share their experiences and hear from organizations working to stop hate.

Facing the Challenges…Together (Sunday, November 5, 3-5 PM). In a Community-in-Conversation format, we will explore ways minority communities can mutually support each other as we face threats to our well-being. How can we collaborate on issues we all care about? Food and beverages will be provided.
WELCOME NEW MEMBERS!

Carol & Steve Villano  
Sr Jordan Estes  
Luca Mejia  
Jeannie Forni  
Shari & Wayne Woogen  
Eliana Dunlap  
Myrna Belanic  
Laraine & Stuart Kelman  
Kevin & Hillary Scheier  
Barry & Faye Mertz  
Sheri & Philip DeCarlo

Kenneth Hoffman  
Ruthie Herman  
David Levine  
Anita Levine-Goldberg  
Heather Garcia-Rossi  
Jeffrey Nathanson & Connie Tell  
Paul Bobrow  
Jill Silverman & Martin Graff  
Gary & Jody Levinson  
Robin Briskin

Linda Elyad & Bill Finn  
Alyson & Al Musetti  
Ethel & David Steinberger  
Jonathan & Ashley McEvoy  
Cynthia Coffman  
Lara Brown  
Bobbe Knoller & Kelly Egan  
Tink Moss & Benjamin Redden  
Virginia Harrison  
Carol King  
Wendy Cassel  
Cynthia Weissbein Macken & Ron Macken

Save the Date!

Rabbi's Tisch Celebrating New Members

Friday, August 11, 6:15 PM

Please join us as we welcome those who have joined our Congregation since 2019! Many of our new members joined Shomrei Torah during a time when we could not gather in person for Shabbat Services. Let’s come together - new and long-time members - to celebrate Shabbat, meet one another, and enjoy a meal together.

$12 suggested donation for the catered meal.

Please register to attend at www.cstsr.org/event/new-member-tisch or scan here to register
WHO WE ARE

Congregation Shomrei Torah is the home of progressive Reform Judaism in Sonoma County - traditional, innovative, diverse, inclusive and socially conscious. We are a community portal to a Jewish life of worship, celebration, memory, mutual support, study, social action, fellowship and joyful play.

OUR MISSION

- To worship God in accordance with the beliefs and teachings of Reform Judaism.
- To cultivate and nurture in ourselves and our children a love and understanding of Jewish heritage.
- To develop a sensitive, caring and supportive congregational community where all are welcome and included.
- To act with responsibility and compassion in our community.
- To support the principles of equality, freedom and shalom among all peoples.
THANK YOU to the CST Staff!

Right to Left: Katie Evenbeck (Executive Director); Angelica Steinman (Administrator); Julie Hash (Office and Communications Manager); Pieter Palmer (Facility and Operations Manager); Lara Brown (Director of Education and Youth Engagement); Denise Harrison (Temple Liaison); Erica Wisner (Cantorial Soloist and B’Mitzvah Coordinator).

Not Pictured: Brandon Binder (Teen Experiential Educator).