

A vertical stained glass artwork on the right side of the page. It features a sun in the upper right corner, green foliage and trees in the middle, and a hand holding a globe in the lower right. The bottom of the artwork shows a blue and purple wave-like pattern. The entire artwork is set against a white background.

TEMPLE BETH EMETH'S 2022-2023

Annual Report

2023 Congregational Meeting Agenda

- 7:00 - 7:30 p.m. | Eat and Schmooze
- 7:30 - 7:37 p.m. | D'var Torah and opening prayer - Rabbi Whinston
- 7:37 - 7:40 p.m. | Minutes of the previous annual meeting - Martha Weintraub
- 7:40 - 7:45 p.m. | Clergy Report - Rabbi Whinston
- 7:45 - 7:50 p.m. | Clergy Report - Cantor Hayut
- 7:50 - 8:00 p.m. | President's Report - Margaret Hannon
- 8:00 - 8:10 p.m. | Nominating Committee Report & Recognition of outgoing board members
• Joe Pollak & Margaret Hannon
- 8:10 - 8:30 p.m. | Transition Task Force Report - Naomi Goldberg & Robin Pollak
- 8:30 - 8:50 p.m. | Finance Committee Report - Bonnie Keen
- 8:50 - 8:55 p.m. | Voting instructions
- 8:55 p.m. | Recognize Betsy Mark for a motion to adjourn

Announcements

- The Genesis annual meeting will take place on Sunday, June 11 at 3 pm, in person and on Zoom.
- Membership renewals remain automated. Contact Victoria Gross (Vgross@templebethemeth.org) if you need to make a change to your annual commitment amount.
- For retirees age 70½, there is an opportunity to transfer a donation to TBE from your traditional IRA which may satisfy rules on Required Minimum Distributions and may have certain tax advantages. Contact Shannon Hall (shall@templebethemeth.org) for more information.

A bracha for serving the community

בְּרוּךְ אַתָּה יי אֱלֹהֵינוּ מֶלֶךְ הָעוֹלָם, אֲשֶׁר קִדְּשָׁנוּ בְּמִצְוֹתַיִךְ, וְצִוֵּנוּ לְעֲסוֹק בְּצַרְכֵי צְבוּר

Baruch atah adonai eloheinu melech ha'olam asher kidshanu b'mitzvotav v'tzivanu la'asok betzorchay tzibur.

Blessed are you, Adonai our God, ruler of the Universe, who has consecrated us with Your commandments, and commanded us to occupy ourselves with the needs of the community.



**RABBI WHINSTON, CANTOR HAYUT, AND A FULL
SANCTUARY FOR ROSH HASHANAH SERVICES**

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Rabbi Whinston's Report

By all accounts, we have had another successful year at TBE. We continue to grow in membership, but more importantly, in participation. Looking back over the year, folks continue to engage in classes we offer and worship services we lead, and share their voices as TBE charts a course with new hires in the coming years. We managed well through the surprise of Melissa Sigmond giving notice before the High Holy Days. We attracted a diverse pool of candidates for the Executive Director position. Hiring Shannon Hall as our new ED proves to be the correct move for our congregation, and she has shown herself to be a tremendous asset in just a few short months. Shannon and I continue to get to know each other and understand each other's working styles. We have good synergy, and I am excited to have such a vital partner in the professional leadership of the congregation.

We also hired Rabbi Chelsea Feuchs as our interim Education Director this coming year and got a glimpse of what is to come as Rabbi Chelsea did some work for us while I was on the first half of my sabbatical. The families that worked with Rabbi Chelsea raved about her interactions with their kids as she helped them with their d'var Torah. Rabbi Chelsea and I had several conversations about our religious school and my hopes for innovation in the coming years. Again, I am confident hiring Rabbi Chelsea was a great move on our part, and I am very excited about the future.

Beginning with a sermon I gave at High Holy Days this past year, we formed the Transition Taskforce. I believe congregations must be asking the question, "Does the 20th-century staffing design of the American synagogue meet the needs of the 21st-century American Jew?" As we move through significant transitions in the coming years, understanding what the future holds for American Judaism is essential. I am deeply grateful to the entire Transition Taskforce, especially our leaders, Naomi Goldberg, and Robin Pollak.

The first half of my sabbatical took up a significant part of my year. The first three months were a fantastic opportunity to be with my family. My work requires me to be engaged on weekends and many nights during the week. The uninterrupted time we had as a family was a real blessing. I am deeply grateful that our lay leadership continued to move the congregation forward and incredibly thankful to my colleagues. Cantor Regina went above and beyond while I was on sabbatical, taking over as the professional leader of the congregation. Ronnie Simon did an excellent job as our interim ED and prepared us for my sabbatical as she helped us figure out systems and schedules in the lead-up to my departure. Rabbi Daniel stepped in and helped cover Torah study, led services, and was on standby for lifecycle emergencies. Cantor Annie was incredible as she covered Morning Blessings, helped with tot-Shabbat, and took on some pastoral care work. Without the leadership of the professional staff and lay people, the sabbatical would not have been possible.

Respectfully submitted,
Rabbi Josh Whinston



Rabbi Whinston, Rabbi Alter, Elana Arian, and Cantor Hayut

Cantor Hayut's Report

To say the least, we have had quite a year! If you are like me, it may have been exhausting with all of the activity, but wonderful for all of the growth and energy around the activity! So, how do we celebrate our successes? Perhaps a way to look at this is to remember that we are in the business of: *נ.ל.ש* - the root of the word *Sh'leimut*. It is also the same root as in the word *Shalom* - Peace. We learn it also means hello and goodbye but at its core, what it really means is "wholeness" or "completeness." It is in striving toward the feeling of wholeness that we can both celebrate an amazing and meaningful year as well as grapple with who we are and who we are becoming in the years to come!

But, as transition is always afoot, there is much to help guide our way! There have been changes in our staffing - sad goodbyes that led to exciting hellos! How lucky I feel to now be working with Laura Mason, our clergy assistant, and Shannon Hall, our executive director! How sad I am to have to say goodbye to Rabbi Daniel as well as his assistant Sagen Fuller, both of whom are embarking upon exciting new adventures! We will formally welcome Rabbi Chelsea soon into our temple family, too. We may not like it, but we are no strangers to change!

This year Rabbi Josh had the opportunity to take a sabbatical to recenter and refresh himself. That is a gift beyond gifts not only the rabbi but for a congregation as well! In our case, just as we may have hoped, Rabbi Josh came back to us with even more energy and enthusiasm to continue the sacred work of our congregation. I am so deeply grateful and honored to have been able to serve during his time away by helping keep things afloat, with the partnership of our fabulous staff and lay leaders. It has been one of the most meaningful privileges of my career as a cantor!

During that time, we: Welcomed and learned from Alden Solovy for nearly a month; Welcomed and learned from Rabbi Chelsea Feuchs (with more to come!!); Enjoyed more opportunities to learn from and engage with Rabbi Daniel in his expanded capacity; Started a new Adult B'nai Mitzvah class which will culminate in May 2024; Celebrated an amazing weekend of Purim with activities for all ages (a huge thanks to Rabbi Daniel's creativity in making the programs so engaging!!); Enjoyed extra special programming including: Mara Benjamin's visit to discuss climate change as a theological issue; and Passover Preparation and Tasting program created by the Religious Practices Committee; Had congregants chanting Torah at every Friday evening service.

We also did much of the groundwork in preparing for these months since Rabbi's return. The month of April was particularly full with: Helping members (and even some non-members) find a table at which to celebrate Passover; The launch of the Irene Butter Fund for Holocaust and Human Rights Education with guest speaker Ruth Messinger, a dynamic speaker with an incredible resume of social justice work that continues on to this day; Marking Yom HaShoah with a marvelous service that broke the mold of what we know to be a service of such serious content; Celebrating Shabbat (finally) with Elana Arian along with special visitors from Honduras who spoke about their work fighting for water rights and climate justice, risking their lives to do what they feel is right and important; Enjoying a fantastic concert with Elana Arian in the evening after the joys of having her help us that same morning thank Rabbi Daniel as he concluded his last day of Religious School at TBE; Preparing for our next confirmation service with our terrific 10th graders; Preparing for an important and meaningful June for Justice on which dedicated and engaged leaders have been working hard to prepare services that are both spiritually uplifting as well as educational on the topics of: Gun violence prevention; Pride; Refugee Resettlement ; and Climate Justice.

One might think that we are doing 'too much' in our programming and activities. Maybe - but I find it important to offer opportunities for us to connect, and this year, with our rabbi on sabbatical, finding many ways to connect was equally as needed as when we first shut down as the Covid pandemic started.

Over the past few years, we have shown a resilience that has been so important, meaningful and even transformative! Change is a part of life even if we don't like it and try to resist it, but it can also be exciting and offer us new perspectives that can make our lives so interesting.

As I prepare for my last year as your Cantor, I know we are girding ourselves for more change. Yet, I wonder what might be in store for our feeling of wholeness and completeness. There is still much to accomplish and I am so happy to still be traveling this road together!

Respectfully submitted,
Cantor Regina Lambert-Hayut

President's Report

It has been a pleasure to serve as TBE's President over this past year, and I am looking forward to continuing to work on behalf of the congregation this coming year and next. It has been a busy year and I have many updates and thank yous, so I'll dive right in!

Farewell to Melissa Sigmond, Executive Director Search, and Welcome to Shannon Hall: This fall, TBE's Executive Director, Melissa Sigmond, returned to New York to become the CEO of the Riverdale Y. Many thanks to Ronnie Simon, who served as Interim Executive Director during our search for a new Executive Director. Ronnie served as our Executive Director for seventeen years before her retirement, and we are very fortunate that she agreed to return (for the second time!) as Interim Executive Director. Her vast experience and deep understanding of TBE helped ensure that the office continued to run smoothly.

We were delighted to welcome Shannon Hall as our new Executive Director this winter. Shannon is deeply engaged in the Jewish community and came to TBE with twenty years of Jewish communal work experience. Shannon is a warm and empathetic leader who is already deeply engaged with our community and I am excited to continue working with her in the years to come.

Today rabah to the Executive Director Search Committee: Ketl Freedman-Doan (chair), Greg Lewis, Bonnie Keen, Stephanie Newell, Sarah Okin, and Rabbi Josh Whinston.

Farewell to Rabbi Alter, Interim Education Director Search, and Welcome to Rabbi Feuchs: We are also saying farewell to Rabbi Alter, who will be leaving at the end of this school year. In appreciation of Rabbi Alter's leadership of our religious school, our students presented Rabbi Alter with a custom word cloud made from student-contributed descriptions of Rabbi Alter. Here are some examples of how our students describe Rabbi Alter: approachable, comic book expert, easy-going, guitar player, jolly, open-minded, scholar, and superhero. We also celebrated Rabbi Alter with a congregational dinner, Shabbat service, and oneg. With immense gratitude for his service to our community, we wish Rabbi Alter many blessings and future success.

Thank you to Stephanie Chervin (chair), Jen DelProposto, Dave Gitterman, and Lisa Saulles, who helped plan our celebrations of Rabbi Alter.

The Board decided to hire an Interim Education Director to enable the Transition Task Force to complete its work. We were delighted to welcome Rabbi Chelsea Feuchs on a part-time basis in February and March to provide additional support to our community during Rabbi Whinston's sabbatical. This summer, Rabbi Feuchs will return to TBE as our Interim Education Director. Rabbi Feuchs received her ordination from HUC-JIR this spring. Prior to joining TBE, Rabbi Feuchs worked for three years as a teacher and rabbinic intern at Central Synagogue in Manhattan. She completed her undergraduate degree in Judaic Studies at Brown University.

Thanks to our Interim Education Director search committee: Stephanie Chervin (chair), Zach Bernstein, Joe Pollak, and Rabbi Josh Whinston.

Getting Ready to Say Farewell to Cantor Hayut: As many of you know, Cantor Hayut will be retiring at the end of next spring. We'll miss her very much and are incredibly grateful to her for her dedication to our congregation. Many thanks to Trina Fuller (chair), Candace Bulkley, Becky Hankin, and Marc Kessler, who have already started the process of planning events for next spring to show Cantor Hayut our appreciation.

Transition Task Force: In light of Rabbi Alter's departure and Cantor Hayut's planned retirement, I formed and served as a member of a Transition Task Force to evaluate our staffing structure. This work started in the fall and has been an exciting opportunity to think proactively about our future.

The Task Force reviewed research and data about our membership, past congregational studies, and data about societal and religious trends. We read the book *Awakenings: American Jewish Transformations in Identity, Leadership, and Belonging* and engaged in a community-wide discussion of some of its themes. We also engaged in small group discussions with a range of members representing 22% of TBE's households. The Task Force shared its recommendations with the Board of Trustees in May and will share additional information with the congregation before and during our annual meeting.

President's Report (cont.)

Many thanks to the members of the Transition Task Force for supporting our congregation in transformational change through their work: Naomi Goldberg (co-chair), Robin Pollak (co-chair), Jack Billi, Shannon Hall, Robin Jacob, Justin Joque, Wendy Lawrence, Beth Pearson, and Rabbi Josh Whinston.

Safety and Security: Our Security Committee has been working hard to ensure that TBE remains a safe, warm, and welcoming community for all. Over the past year, we have consulted extensively with experts as well as our St. Clare's partners to identify capital improvements and other ways to improve our security.

Many thanks to the generous donors who contributed to our year-end security appeal. Your donations helped support our security efforts, including security guard coverage and a new door security system (funded by Genesis with additional contributions from TBE's security fund) that will be installed soon.

All of this work has been a huge undertaking, and I am very grateful to the members of TBE's security committee: Melissa Simon (VP for Administration and co-chair), Ned Kirsch (co-chair), Andrew Bank, Zachary Bernstein, Naomi Goldberg, Shannon Hall, Bob Merion, Eric Olsen, Joe Pollak, Jodi Wallo, and Rabbi Josh Whinston. We are also grateful to our St. Clare's partners for their work to secure our building and for their support.

Genesis Equity Committee: The Equitable Cost and Space Sharing Agreement between TBE and St. Clare's provides that the Genesis Equity Committee will meet periodically to review the Genesis operating expense sharing for the building. The Equity Committee will begin meeting soon, and I am very appreciative that Allyn Kantor, Deborah Katz, Sue Rauschl, and Rabbi Josh Whinston have agreed to serve as TBE's representatives on the committee.

Rabbi Whinston's Sabbatical: We are very pleased that Rabbi Whinston was able to take a sabbatical this winter during which he had the opportunity to step back from the day-to-day work of the synagogue. We were in excellent hands with Cantor Hayut, who served as our primary clergy during Rabbi Whinston's sabbatical. Many thanks also to Rabbi Alter, Rabbi Feuchs, and Cantor Emerita Annie Rose, who provided additional support to the congregation while Rabbi Whinston was away.

Rabbi Whinston will take the remainder of his sabbatical this summer, from June 18 - September 6, and will be back from sabbatical in time for the High Holidays.

During Rabbi Whinston's summer sabbatical, Cantor Hayut will again be our primary clergy, leading services as usual (along with lay-led services in July and August). She will also be available for congregants in need of pastoral care and for life cycle events. Cantor Emerita Annie Rose will lead Morning Blessings, help with Tot Shabbat occasionally, and be available for additional life cycle event coverage. When Rabbi Feuchs rejoins us as our Interim Education Director this summer, she will continue to cover sabbatical responsibilities as her other responsibilities allow.

Many thanks to Joe Pollak for his assistance with sabbatical coverage planning.

Thank You to Our Outgoing TBE and Genesis Board Members: Thank you to Deborah Katz (VP for Religious Practices), Larry Yonovitz (Treasurer), Jennifer Bernstein, Harriet Charson, Lauren Gold, Ned Kirsch (Genesis Board Liaison), and Amy Meltzer, who are completing their terms as members of the Board of Trustees. Thank you also to Lisa Perschke and Murray Rosenthal for their service as TBE's representatives to the Genesis Board of Trustees.

I am incredibly grateful to all of our outgoing board members - they took on their Board responsibilities with dedication, grace, and seriousness, and I will miss working with all of them. I have made a donation to the Members Helping Members Fund in appreciation of their tremendous work.

Thank You to Our Other Volunteers: Thank you to Ronnie Shapiro for her service as TBE's representative to the Ann Arbor Jewish Community Foundation, the community organization that oversees our endowment investment decisions. Thank you to Alan Cotzin, Robin Jacob, Steve Lonn, and Roger Palay, who are serving as TBE's representatives to the Jewish Federation as it continues its work on the community-wide population survey.

President's Report (cont.)

The URJ is strongly encouraging congregations to develop and implement a code of ethics. A code of ethics will help our congregation show that we aspire to act according to the highest ethical standards, give us an opportunity to examine our values, and preserve and reinforce the integrity of the synagogue as a sacred and safe institution for all. It also informs members of acceptable standards of individual behavior and provides clear guidelines to help them determine if our actions and synagogue decision-making are, indeed, ethical. Many thanks to Ed Goldman, who is working on a draft code of ethics for our congregation. Stay tuned for further communication about our code of ethics.

Thank You to Our Clergy and Staff: Thank you to Rabbi Josh Whinston, Cantor Regina Hayut, Rabbi Daniel Alter, and Executive Director Shannon Hall for their dedication and leadership. We are very privileged to have an amazing staff supporting our congregation: Emily Alter, Amie Brockman, Sarah Davidson, Isaac Ellis, Victoria Gross, Laura Mason, and Rebecca Nieubuurt. Finally, in addition to thanking Sagen Fuller for her work as our Religious and Hebrew School Coordinator, we also congratulate her on the receipt of her Master's Degree from the University of Michigan, and wish her the best of luck as she transitions to her next adventure. I would also like to express our thanks to the Genesis staff, who help make our building a warm, welcoming, and special space.

Thank You to You: Finally, thank you to the congregation for your membership. TBE only exists because we have members who care, and I appreciate the opportunity to serve the congregation.

Respectfully submitted,
Margaret Hannon, TBE President



Executive Director's Report

It feels odd to be submitting an annual report when my time with Temple Beth Emeth has only been for half the year. However, in that time I have come to see that there is great strength in this organization. Over my several years as a Jewish communal professional, one thing I have learned is that it is quite easy to get stuck and focus on the things that are difficult or do not go as planned. So, it is important that we take time to celebrate the things that do go well, no matter how big or how small. With someone who has new eyes at TBE, I have found many things to celebrate.

Let us begin by saying "L'chaim" to the TBE staff. They are a lifeline within TBE and make sure that we are functioning wholly. This group has also managed to transition back into office hours and has welcomed members back into our office to support them with any needs that arise. Each person has been a delight to work with and I can see their passion and commitment to TBE.

Our several committees and affinity groups also deserve a raise of the glass. It is through the diligent work of these groups that we can meet the social and Judaic needs of so many members and accomplish all that we do. The Women of Temple Beth Emeth hosted a fabulous chili cook off; Brotherhood provided a lovely Passover Seder; Social Action has a whole month of Shabbats that help to educate our community and call us to act; Dayenu partnered with other climate action heroes to host its first annual teach-in for over 230 guests; Generations After not only held a very successful community-wide development event but they also presented a beautiful Yom HaShoah service; our LGBTQ group has been thriving and growing through the amazing potlucks they provide monthly; Religious Practice has fixed our siddurs and undergone a meaningful name change; Transition Task Force tackled the challenge of exploring a model for our future based on many voices; Finance Committee took on dues increase with thoughtfulness; Religious School Committee said goodbye to a longtime leader, Rabbi Daniel Alter, and is opening their arms to the next, Rabbi Chelsea Feuchs; Membership Committee held such a successful brunch that some people signed up right on the spot; Development Committee raised great funds to allow us huge steps forward in protecting the people at TBE and exceeded their goals for Life and Legacy; Security has submitted a grant to FEMA and finalized our door management system. To say that TBE is brimming with success right now is an understatement.

While the annual report is a time to reflect and look back, I cannot help but also look forward and be excited with anticipation of what TBE will celebrate in the next year and beyond. We know our future will be filled with change, growth, and opportunities. I hope you all will join us in marking each success along the way.

Respectfully submitted,
Shannon Hall, Executive Director

JUNE FOR JUSTICE
SHABBAT AT TEMPLE BETH EMEH

WEAR ORANGE

- June 2: Don Violence Prevention Shabbat
- June 9: Pride Shabbat
- June 23: Shabbat Service: Naming AIDS and Refugee Resettlement
- June 30: Climate Action Shabbat

For details about specific events happening during each weekend, please visit the Social Action page on the TBE website: <https://www.templebethemeth.org/social-action>

RABBI DANIEL
THE FAREWELL DINNER

Friday, May 12
6 - 7:30 p.m.

TBE Social Hall
Adults: \$36 | Children \$10

Register by April 28
<https://ot.ly/rabbidaniel>

COMMUNITY YOM HASHOAH
Holocaust Remembrance Day Service

Tuesday, April 18 at 7 p.m.
to begin in the TBE Sanctuary and on Zoom

It begins a decade of meaningful deliberation before the final Shabbat Shema.

In our annual service we remember and grieve our lost loved ones (BY INVITE) and others.

Thought-provoking talks by the hosts of the "Learn to Live" series and the video "Living with the Holocaust" will be presented. The service will be followed by a reception in the TBE Social Hall.

Through story, poetry, song and prayer we return ourselves to the world, ourselves and our community.

Together we repair the world.

The service will be followed with a Kolitz provided by the TBE Community of Friends.

www.templebethemeth.org | 2309 Packard St., Ann Arbor, MI

THE IRENE BUTTER FUND
LAUNCH EVENT

Generations After of Ann Arbor's Temple Beth Emeth cordially invites you to the launch event for **The Irene Butter Fund for Holocaust and Human Rights Education** with special guest speaker **Ruth Weisberg**, Chief Ambassador and Past President of American Jewish World Service.

SATURDAY, APRIL 15, 2023
at 4:00 p.m.

Temple Beth Emeth
2309 Packard St., Ann Arbor, MI

"Never a bystander" is the driving philosophy of Irene Butter's life. The entire can be used at Beth Emeth, one of the most dynamic and important centers for human rights in America today. Ruth will be speaking on **The Fight for Human Rights: Past, Present and Future**. A Q&A discussion will follow her presentation.

For full details and to purchase tickets, please visit: <https://tbe.ly/irenebutter>

THE TBE TRANSITION TASK FORCE
INVITES YOU TO LEARN WITH US!

Join us for a congregation-wide discussion with our Task Force and with Rabbi Weinstein about the future of our Jewish community.

Thursday, March 23 from 7:30 - 9 p.m.
in person in the TBE Chapel

One book, in particular, has been monumental in shaping our understanding of the significant shifts underway in Jewish communal life. **Awakenings: American Jewish Transformations in Identity and Leadership** captures many of the ideas percolating among today's most innovative congregations and other Jewish organizations and gathered by perceptive researchers. It describes the phenomena unfolding in communities around the country.

We invite all of you to read the book, available from Bookworks, AAZ, and the TBE Library. You can also watch the authors discuss the book with three of our community's Jewish leaders.

Please visit the Event Page for details and links.

A2 Climate Teach-In

Keynote Speakers:
Mayor Christopher Taylor
Professor Jashele Miller, Ph.D.

Business sessions:
Track 1: What Can I Do?
Track 2: What Can We Do Together?
Track 3: Advocacy and Justice

Join this learning community and leave **EMPOWERED TO TAKE ACTION!**

Registration required. Get your **FREE** tickets today!

a2climateaction.com

Genesis of Ann Arbor - 2309 Packard

LGBTQ SHABBAT POTLUCK

May 19, June 9, July 21, August 18, September 22, October 20, November 17, December 22

at 6 p.m. at Temple Beth Emeth

Join us for a Shabbat dinner and candle lighting with members of the local queer community! Being in a dish to share with others, make new friends and let us know what you'd like to see in future queer programming!

Sign up to bring a dish HERE

www.templebethemeth.org

Religious Education & Youth Report

Submitted by: Stephanie Chervin, V.P. for Religious Education and Youth

I would like to recognize the congregants who served on the committee this year: Rebecca Schwartz-Bishir, Marla Biederman, Rachel Goldman, Karen Rappaport, Susan Gitterman, Jenna Goldenberg, Robyn Anspach, Steve Lonn, Robin Jacob, and Julie Kaplan Hershovitz. Thank you for bringing your positive energy and creativity to our committee!

The committee focus this year was developing programming to promote the social connection among religious school parents and families. Toward that end, we hosted programs that coincided with religious school hours to facilitate parent connections: Coffee hour at York, Climate action with Dayenu, Parenting Jewish Teens, Why Jewish Summer Camp, and a make-your-own chicken soup event. Attendance at these events was disappointingly sparse, but the conversations these events generated was valuable. We learned from this experiment in programming and have some ideas for next year. Stay tuned, parents!

The committee also solicited parents to volunteer as grade-level parents tasked with organizing social events for the grade. Thank you to parents Robyn Anspach (PS4), Jennifer Bernstein (K), Luke Stetson/Sarai Koster-Mockeridge (1) and Jenna Goldberg (3) for serving as grade level parents this year. Despite outreach, no parents volunteered to host for grades 2, 4 and 5 this year. The committee is deciding if this initiative will continue for next year.

The committee is grateful for Rabbi Daniel's many years of leadership and wish him the best in his next position.

Peace,
Stephanie Chervin, VP for Religious Education and Youth

Submitted by: Rabbi Daniel K. Alter, Director of Education

Like a strong season of a beloved television show, this year's Terri A. Ginsburg Religious & Hebrew School brought a good mix of new characters, plot twists, and blasts from the past:

- **Hebrew School** - Following the great work of our Hebrew Task Force last spring, this year we successfully implemented our new vision of *tefillah* (worship) education. This new educational framing expands our students' learning and focuses on the experience of prayer. It will take several more years to fully bear fruit; still, one year in, we are seeing great strides.
- **Religious School** - After our longtime and beloved Karen Shill retired last year, our 4th grade needed a change. We created a brand new learning program that explores the Jewish life cycle and holidays through the lens of rituals and ritual items. Our 7th grade implemented a new focus on Israel, and our 8th grade reframed their exploration of American Jewish history and experience through food!
- **Family Learning Experiences** - Last year, out of an abundance of caution, we put our grade level family learning programs on hiatus. This year, we gladly brought them back! Our preschool and elementary family learning days provide invaluable opportunities for our families to bond. We also created a series of brand new learning experiences for our 6th and 7th grade families. Throughout the year, our families joined Rabbi Josh, Cantor Regina, Rabbi Chelsea, and myself to explore the b'nai mitzvah journey and the family transition from childhood to teen years.
- **Teachers** - Our school simply could not function without the dedication and passion of our wonderful teachers. For years, we relied on the exuberance of UM students; their youthful energy radiated through our classrooms. Now, more TBE congregants have stepped up to bring their wisdom, their passion, their familiar faces, and yes, their own energy to our school. This year, we welcomed three new congregant teachers and one new U of M student teacher to our fabulous faculty. 3 brand new congregant teachers, 1 new U of M student teacher, and 2 teachers who returned after a break. We also rejoiced as two former teachers returned to our classrooms!
- **Camp Retreat** - With the generous support of the Orringer endowment, we celebrated our 4th annual School Camp Retreat at Howell Nature Center in the fall! And as quite a surprise to all involved, our participants traveled to and from camp in style: on a party bus!

Religious Education & Youth Report (cont.)

- **New York Trip** - For the first time since 2018, most of our 8th graders, and their parents, traveled to New York City to further explore aspects of American Jewish history and experience. Thank you to Sarah Davidson for organizing the trip and to Rabbi Josh and Rachel Goldberg for leading it!
- **School Coordinator** - After two years, we say goodbye and thank you to our Sagen Fuller! We say congratulations for earning your Master's degree, and we wish you all the best in your new adventures! We also welcome back Sarah Davidson for the coming year!
- **Silent Auction** - Our school fundraiser, the Purim silent auction, blew us away this year by raising more than we ever have before - over \$5500! Thank you to everyone who donated to the auction and to everyone who bid!!!

In addition to these successes, the school faces a handful of challenges. We always find ourselves in need of more teachers and substitutes. Our contingent of teen classroom assistants - our irreplaceable and vital *madrikhimot* - grows smaller, corresponding to shrinking high school participation in religious school. We also continuously seek to build community and friendship among our students and families. These challenges are not unique to TBE; religious schools and congregations all over the country face them too. Still, we continue to experiment and seek new answers to these obstacles.

As we move into the summer months, let us recognize and celebrate our accomplishments as we work to grow next year. Thank you to everyone: our teachers, our students, our teens, and our parents. Thank you especially to Emily Alter, our Shabbat School Coordinator, to Sagen Fuller and Sarah Davidson, and to Shannon, Amie, Isaac, Victoria, and Laura, our incredible office staff.

Respectfully submitted,
Rabbi Daniel K. Alter, Education Director



8th Grade New York Trip



VP of Administration Report

TBE is fortunate to have such a great team working for us. Despite a year of continual transition and change, our staff have kept TBE running smoothly.

We are all familiar with the spiritual leadership we experience with Rabbi Whinston and Cantor Hayut, and we appreciate all they do to make TBE a warm and welcoming place of learning and spirituality. I would like to highlight the rest of the staff who work behind the scenes to keep the community running smoothly and share some of the changes in the staffing over the last year.

Executive Director:

Melissa Sigmond left us for other opportunities last Fall. Ronnie Simon graciously stepped into the role again to help support the office while we completed a search for a new Executive Director. Ronnie's assistance was invaluable, and I want to thank her again for all her hard work. We are very fortunate to have hired Shannon Hall who has jumped in feet first since February. Shannon has brought her high energy and attention to detail to the position. We look forward to many years to come with Shannon in the role of executive director.

Clergy Assistant:

We hired Laura Mason in the fall, and she has been a wonderful addition to our team. She supports the Rabbi and Cantor and manages many of the details involved in the B'nai Mitzvah process, as well as preparations for Shabbat each week. She also provides operational support within the office.

Marketing Director:

We have promoted and expanded Isaac Ellis' role. The Temple provides extensive programming and there have been continual changes in how the community seeks information on events. Isaac has been working hard at helping us keep up with the changes, expand and grow the people we are reaching, and keeping members informed with his creativity and knowledge. He will take on expanded responsibilities creating standard operating procedures for all TBE marketing and communications.

Director of Education:

Much thanks to Rabbi Daniel for his years of good work with the Religious School, Talmud education class and the support he provided during Rabbi Josh's sabbatical. We wish him the best in his future endeavors. We look forward to welcoming Rabbi Chelsea Feuchs in July, who will be our Interim Director of Education and help cover Rabbi Josh's sabbatical over the summer.

School Coordinator:

We want to thank Emily Alter and Sagan Fuller for all their support of the Religious School. Sagan will be leaving us this year as she has completed her academic degree. We appreciate all the work she has done to keep the school running smoothly. We are delighted that Sarah Davidson has returned to us and will continue in the school assistant role.

Office Staff:

Victoria Gross continues to support our membership and financial functions of the office and is our primary staff member answering the temple's main phone line. She manages most of the details related to our membership accounts. She is a critical member of the team. Amie Brockman, our account manager, is essential to the efficient operations of the temple finances. She does a great job keeping our financial books in order.

Security updates:

We continue to work to enhance security within the building. This is an effort in conjunction with St. Clare's church and Genesis. Coming this spring and summer is a new door management system which will significantly upgrade the security related to our doors. I want to thank the members of the Security Committee who worked tirelessly this year. Special recognition goes to Ned Kirsch, Bob Merion and Andrew Bank who spearheaded the FEMA grant application, coordinating with St. Clare's and submitted via Genesis. We should find out in November about our success in receiving the grant.

Respectively submitted,
Melissa Simon
VP of Administration

VP of Fund Development Report

It has been my honor to serve as the Vice President of Fund Development in 2022-2023. I am especially appreciative of the other members of the Development Committee who have generously contributed their time and effort alongside me. Thank you so very much to the following people: Alan Cotzin, Judie Lax, Marc Kessler, Mike Kubiak, Becky Hankin, Robin Little, Stephanie Newell, Evan Mirsky, and Wendy W Lawrence. And thank you to Shannon Hall for her collaboration, as well as Bonnie Keen, Larry Yonovitz, and Stephanie Newell of the Finance Committee for partnering with me on all financial matters.

LIFE & LEGACY®

TBE, together with ten other Jewish organizations in Washtenaw County, is now in the third year of the LIFE & LEGACY® program, a community-wide legacy giving program funded by the Harold Grinspoon Foundation and the Jewish Federation of Greater Ann Arbor.

To date, Temple Beth Emeth has secured 67 Letters of Intent from congregants who have committed to providing for the future of the temple through a gift (bequest) in their will or trust, or a donation as a percentage of their retirement account or life insurance policy. To date, we have 6 realized gifts for a total of \$115,569. One of these gifts was from Susan Harris, longtime member of TBE, who passed away on March 6, 2022. Prior to her death, she submitted a LIFE & LEGACY Letter of Intent (LOI) with a bequest to TBE in her will. This bequest has been realized and invested in the L'Dor V'Dor Endowment Fund (as are all LIFE AND LEGACY contributions). As noted in the tribute to her on TBE's website, Susan was engaged in many aspects of the Temple, including regular Friday night services, Jewish holiday celebrations, travel to Israel, and engagement on the Pulpit Committee. She was able to provide for Temple Beth Emeth in the future with her commitment to the LIFE AND LEGACY program.

We are incredibly grateful to the members of our TBE community (as of May 2023) who have signed letters of intent, many of whom have also formalized their gifts:

Anonymous (4), Mae Axelrood, Laurie and Jeff Barnett, Jesse Bernstein, Jack Billi and Sheryl Hirsch, Charles (z"l) and Irene Butter, Harriet and Gary Charson, Ronald and Stephanie Chervin, Alan and Bette Cotzin, Sheila Deskins, Ann S. Epstein, Annette Frank Fisch, Susan R. Fisher, Judith and Paul Freedman, James and Trina Fuller, Nanette Gills, Terry Ginsburg and Jeffrey Spoon, David and Susan Lockett Gitterman, Rachel Lipson Glick, Ed and Mona Goldman, Hillary Handwerger z"l, Ken Handwerger, Rebecca and Fred Hankin, Margaret and David Hannon, Susan Harris z"l, Cantor Regina and Mr. Avishay Hayut, Bobbi and David Heilveil, Ralph Katz and Deborah Scott Katz, Marc L. Kessler, Mark Kolins and Maria Abrahamsen, Ted and Wendy Lawrence, Judie and Jerry Lax, Donald and Julia Levitt, Arthur and Karen Lindenberg, Robin and Rod Little, Marty and Kathy Ludington, Nancy and Phil (z"l) Margolis, Betsy Yvonne Mark, Jack and Cathy Marshall, Ed Stein and Pat McCune, Newell and Myrna (z"l) Miller, Bruce and Gayle Moyer, Bruce Friedman and Hillary Murt, Sharon and Chuck Newman, Marylen S. Oberman, Ph. D., Susan and Mark Orringer, William and JoAnn Parkus, Edwin and Sue Pear, Robin and Joe Pollak, Mali Resnik, Steve and Kathy Rhodes, Cantor Annie Rose, Howard and Lisa Saulles, Ronnie L. Shapiro, Rhonda and Stuart Simon, Arthur and Elizabeth Solomon, Eva Taylor z"l, Fredda Unangst, Laura A. Wallace, Martha Weintraub & Peter Smith, Rabbi Josh and Sarah Whinston, Sue Rauschl and Elaine Yeglic

You can find additional resources about LIFE & LEGACY on the TBE website: <https://templebethemeth.org/about-us/tbe-funds/life-and-legacy/>. Please feel free to reach out to LIFE & LEGACY co-chairs Judie Lax and Robin Little, or Shannon Hall, if you are interested in learning more about participating in the program.



VP of Fund Development Report (cont.)

SUSTAINING MEMBERS

We would also like to thank our Sustaining Members, who help ensure the financial security of the TBE community by making a commitment of at least \$1,000 over and above their basic membership commitment:

Abbie Eggherman, Barry Fishman and Teresa McMahon, Judy and Paul Freedman, Gary and Rachel Glick, Jack Billi and Sheryl Hirsch, Deborah and Ralph Katz, Marty and Kathryn Ludington, Betsy Mark, Staphanie Newell, Charles and Sharon Newman, Gilbert Omenn and Martha Darling, Mark and Susan Orringer, Roger and Natalie Palay, Laura Phang and Scott Regenbogen, Ronnie Shapiro, Benjamin and Durga Singer, Jonathan Rubin and Gretta Spier, Steve Stancroff and Tamar Springer, Caren Stalburg, Elaine Yeglic and Sue Rauschl, Lawrence and Mary Yonovitz

Many thanks as well to members who have made a tzedakah contribution in any amount to help support the needs of the TBE community. We are grateful for the financial investment that members make to ensure the viability and strength of our Temple community.

SECURITY

The Development Committee partnered with Board President Margaret Hannon and Rabbi Josh Whinston to send out an appeal letter at the end of 2022. The letter was focused on the security needs of the congregation. We are ever grateful for the strong support from the congregation; we exceeded the original fundraising goal for a total of more than \$46,000. This money has been used to pay for a security guard during religious school hours, as well as covering the temple's contribution towards a new front door management system.

Respectfully submitted,

Carrie Hammerman
VP for Fund Development

Nominating Committee Report

I. Proposed Slate of Nominees

The Nominating Committee, consisting of Sheila Deskins, Bonnie Keen, and Cathy Marshall from the Board, Candace Bulkley, Steve Lonn, and Ruth Petit from the congregation, and chaired by Joe Pollak, nominates the following slate of candidates. All positions are for a two-year term, except as noted.

Melissa Simon, vice president for Administration*
Ariane Smith, vice president for Religious Practices
Stephanie Chervin, vice president for Education/Youth*
Annette Fisch, Treasurer
Robyn Anspach, trustee
Ann S. Epstein, trustee
Hugh Goodman, trustee
Robin Jacob, trustee
Jerry Miller, trustee
Deb Schild, trustee**
Kory Zhao, trustee
Patricia Anderson, Genesis trustee***
Dave Gitterman, Genesis trustee ***

*Nominated for a second term

** Also, TBE Board liaison to the Genesis Board

*** Three-year term

Nominating Committee Report (cont.)

II. Continuing Board members

Thank you to congregants who continue to serve the congregation, including:

Margaret Hannon, president
Bonnie Keen, vice president for Finance
Zach Bernstein, vice president for Membership
Naomi Goldberg, vice president for Social Action
Carrie Hammerman, vice president for Fund Development
Martha Weintraub, Secretary
Joe Pollak, immediate past president
Andrew Bank, trustee
Sheila Deskins, trustee
Michael Goldberg, trustee
Cathy Marshall, trustee
Loren Ryter, Genesis trustee

III. Looking ahead

The TBE bylaws provide for term limits for elected Board positions. Most roles have a two-year term, and a congregant may be elected for one or two consecutive terms. TBE's representatives to the Genesis Board serve three-year terms and may serve one or two consecutive terms. The TBE President serves a single three-year term.

At the next congregational meeting in May 2024, Naomi Goldberg (Vice President for Social Action) and Martha Weintraub (Secretary) will complete the final years of their second terms in those positions. Additionally, Andrew Bank, Michael Goldberg, and Cathy Marshall will reach the maximum term in their roles as Members-At-Large.

The Nominating Committee will also expect to nominate a President-elect next year. After serving for a year as President-elect, that congregant would assume the role of President when Margaret Hannon's term is complete after the annual meeting in May 2025.

IV. Want to help?

Whether it is nominating season or not, I am always happy to help congregants become involved with Temple leadership. Many future Board members dip their toes into leadership by initially volunteering to join a committee. Often, joining a committee is as simple as contacting the committee chair to ask. Please email me if you need help figuring out who chairs a particular committee; if you would like to talk about identifying which committee best fits your skills, interests, and availability; or if you are curious about joining the Board.

Respectfully submitted,

Joe Pollak
JDPollak@gmail.com
Immediate Past President

Genesis Liaison's Report

Over the past year, Genesis continued to address multiple infrastructure repairs and improvements. These include: upgrades to the buildings HVAC system, repair of boilers, roof repairs, replacement of the kitchen grease trap, replacement of many of the Social Hall windows, and many others.

In response to Ann Arbor efforts to achieve zero carbon emissions, and to fulfill those provisions of the Genesis Mission and Green Guidelines that include caring for, nurturing, and repairing the world, Genesis adopted a zero-emission strategic blueprint to be implemented over ten years. The "blueprint" is based on an environmentally proactive plan developed by Inclination Engineering, and is available here: [Decarbonization Plan](#)

As pandemic concerns have receded, over the past year there was a very significant increase in building activities. Both congregations, Blue Ocean Faith and Ann Arbor Children's House have returned to normal or near normal services and activities, with some differences in COVID related practices. The Back Door Food Pantry is now fully operational, serving well over 100 customers. Genesis rentals have also increased, with the most significant change being Blue Ocean Faith returning to using the Social Hall for services every Sunday. This represents a significant increase in Genesis revenue compared to the two earlier pandemic restricted years.

Over the past year, Genesis also focused specifically on increased building security. Many building changes have already been implemented and many more are in the planning stages. For example, over the past year, bollards were installed around the circle drive; new security locks were installed on all lower level classroom doors; all classrooms were equipped with first aid kits and stop the bleed kits; several doors throughout the building have undergone repairs that result in more secure locking; panic buttons were introduced that place calls to 911 (through the building's fire alarm company), and a new AED will shortly be installed in the Social Hall.

Genesis has also focused on security training for building users. Over 50 people have by now participated in building security tours. These tours are supported by a comprehensive pictorial catalog of building security features. The tour provides instruction in how to use and manage building doors, the location of first aid equipment including AEDs, strategies for "RUN, HIDE, FIGHT", and perhaps most importantly, the location of "safe rooms." In support of these efforts, Genesis sponsored an ALICE training session with the Ann Arbor Police that was attended by over 75 people. Other training classes are still being considered, including CPR, and use of fire extinguishers.

Most recently, Genesis sponsored the preparation of a FEMA grant under the Nonprofit Security Grant Program (NSGP). The grant was prepared by members of both the TBE and STC congregations. If awarded, it will also be conjointly administered by administrative leadership from each congregation. The grant submission included proposals for five important security infrastructure hardening projects including:

- shatter proofing treatments for glass doors and external windows
- a building-wide public address system for emergency notifications
- an outdoor camera system to act both as deterrence and to provide police with video evidence of building desecration, damage or forced entry
- a system for securing sanctuary doors so that the sanctuary as a whole can serve as a safe room in the event of building intrusion
- intrusion proof windows in all classrooms.

Additionally, Genesis and TBE each contributed funding for installation of a comprehensive, building-wide door management system with many safety features, including an easy method for locking all external doors in the event of an emergency.

Based on information from the Michigan State Police, the agency that administers the grant for FEMA, we anticipate a decision in October or November, 2023. If funded, the grant term will be for two years, and will include several rounds of training so that congregants are familiar with effective use and interaction with all security systems.

Just as promoting inter-congregational relationships and building maintenance are ongoing Genesis responsibilities, so is security. Genesis will continue to address each of these critical responsibilities for the benefit of STC, TBE and all Genesis renters.

Respectfully submitted,
Ned L. Kirsch

TBE Congregational Minutes

Temple Beth Emeth Congregational Meeting

June 1, 2022

Hybrid meeting held both in-person and on Zoom

Present: At least 75 congregants participated either in person or via Zoom; Clergy present included Rabbi Josh Whinston, Rabbi Daniel Alter, and Cantor Regina Lambert-Hayut.

7:30 pm: Meeting was called to order by Joe Pollak.

Opening prayer and D'var Torah were given by Rabbi Whinston.

Minutes and Reports

Martha Weintraub moved to approve the minutes of the 2021 Annual Meeting as written.

Minutes of the 2021 Annual Meeting were approved by unanimous voice vote.

Joe Pollak gave technical instructions for tonight's meeting. Participants were able to ask questions either in-person or from Zoom. Voting took place at the end of the meeting by electronic vote for everyone, both in-person and on Zoom. A web address was provided just prior to the vote and all participants could vote electronically.

Rabbi's Report - Rabbi Whinston

- Rabbi Whinston reported that many congregants have been engaged in spiritual and intellectual growth this year. Clergy is touching more members than ever with the help of virtual programming. Two retreats this year were both very successful.
- Rabbi Whinston reported that as a community we are strong, but there are still issues. Gun violence continues to be a major issue. One member had spoken to Rabbi Whinston about their daughter not feeling safe in the sanctuary. Our security committee has done a great job of creating a safety booklet with information for everyone. Rabbi Whinston stated that his recent focus has been on the sanctuary and TBE doors for safety concerns, as well as the need to be situationally aware. TBE is the softest target in the Ann Arbor community. A security officer should be engaged, and sanctuary and social hall modifications need to be made. We need to prepare ourselves in order to stay safe. We are not yet doing all we can to ensure the safety of our community.

Cantor's Report - Cantor Hayut

- Cantor Hayut announced she has decided to retire at the end of June 2024. She spoke about her commitment to the Temple Beth Emeth community, and how each person has a different and unique experience even when together in the same situation. Each person may not see the complete picture, but each sees an important aspect of the whole. Cantor Hayut's experience of each person in our community is only a part, but an important part, of each person and of the whole. We are here for each other in kindness and gentleness as we go through our journey.

President's Report - Joe Pollak

- We have just received our data from the URJ benchmarking assessment. Operational and financial benchmarking does not quite work for our congregation due to our association with Genesis, so it is being adjusted to make it more presentable before putting the data out to the congregation. The URJ noted that our congregation has grown over the last three years, which is excellent. Joe feels the credit for this goes to our Try-It Membership championed by Candace Bulkley as well as the exceptional online programming and services led by our clergy.
- The Jewish Federation of Greater Ann Arbor is planning a survey of the Jewish community, with an emphasis on reaching people who may not be part of a congregation. Volunteer help is still needed in the survey development. We also have an opportunity to have a second representative on the URJ committee and are looking for a volunteer. We currently have Alan Cotzin as our first volunteer.
- The pandemic has been difficult for all of us in many ways. At the beginning of the pandemic many of the decisions, though difficult, were straightforward such as the decision to close the building. There was virtual consensus as well with the vaccine requirements. Going forward it may be much harder for the congregation to reach consensus on COVID recommendations. There are no straightforward recommendations coming from reliable institutions. There are opinion differences on small issues such as where the Shabbat challah should be, should services be inside or out, etc. TBE likes to operate under consensus, and this will be more difficult in the

TBE Congregational Minutes

future. It's important for people to express their opinions, remembering that suggesting or discussing an idea is not a personal attack on others. If proposals do not come forward, there is no way to know how people feel. The Board seems to operate best when debating a specific proposal rather than just having an open discussion with no direction.

- There are a number of upcoming staffing discussions.
 - Melissa Sigmund's current contract ends in June 2023. Her contract can be extended by agreement until 2024 and then moved to negotiations to formally extend the contract further.
 - Rabbi Whinston's five-year contract ends in June 2024, and can be extended. He is eligible for up to six months sabbatical leave in 2023 and plans to take three months beginning in January 2023, and another three months beginning in June 2023. A plan is being developed to provide for coverage at all times.
 - Rabbi Alter's contract expires in June 2023. He does not plan to renew his contract but will move on to another job.
 - Cantor Hayut's current contract will be complete in June 2023 with an option for a one-year extension. It will be extended until June 2024, when she plans to retire. When she retires in 2024, she will have served our congregation for 10 years.
 - The Board will start work this summer on a plan for transitions. More information will be coming.
- Joe was recently elected to the North American Board of the URJ. He will continue to serve on the Safety Committee and to work on Rabbinic coverage for Rabbi Whinston's sabbatical after now completing his term as TBE president.

Nominating Committee Report & Recognition of outgoing board members - Ketl Freedman-Doan

The Nominating Committee nominates the following people for election to the Board of Trustees:

- Immediate Past President: Joe Pollak
- Vice President for Finance: Bonnie Keen
- Vice President for Fund Development: Carrie Hammerman
- Vice President for Membership: Zach Bernstein
- Vice President for Religious Practices: Eric Olsen
- Member-At-Large: Sheila Deskins

The Committee nominates the following members for election to a second 2-year term in their offices:

- Vice President for Social Action: Naomi Goldberg
- Secretary: Martha Weintraub
- Members-at-Large:
 - Andrew Bank
 - Michael Goldberg
 - Cathy Marshall

Continuing on the Board of Trustees:

- President: Margaret Hannon
- Vice President for Administration: Melissa Simon
- Vice President for Education and Youth: Stephanie Chervin
- Treasurer: Larry Yonovitz
- Members-At Large:
 - Jennifer Bernstein
 - Judah Perillo
 - Harriet Charson
 - Lauren Gold
 - Ned Kirsch (Genesis Liaison)
 - Amy Meltzer

Joe thanked Candace Bulkley, Ketl Freedman-Doan, Stephanie Newell, and Jack Zaiantz who are completing their terms as members of the Board of Trustees. A donation has been made to the Members-Helping-Members Fund to honor their work for the Jewish people. Joe, Margaret, and Ketl thanked each of the outgoing Board members and each received a certificate hand-made by Marianna Aaronson.

TBE Congregational Minutes

Finance Committee Report - Stephanie Newell

- 74% of TBE's income currently comes from dues, and 75% of expenses is payroll. The goal is to increase endowments to the point that 60% of income comes from dues and 40% from other sources.
- A flat budget has been projected. Automatic renewals will keep dues the same as last year, but the hope is that some congregants will choose to increase their dues commitments. Money has already been set aside for sabbatical rabbinic services.
- Several policies have been updated including the investment policy and the restricted funds and endowments policy, as well as the gift policy.

Membership Committee Report (Non-agenda item) - George Breiloff

Last fall Candace Bulkley put together a booklet that went to all new members. A Mission Value statement has now been put together and will be added to the booklet:

- Mission: To create a welcoming, loving, joyful, vibrant, and engaging Jewish community to gather and aspire to tikkun ha-nefesh (repair of self) and tikkun ha-olam (repair of the world).
- Vision: To bring a spiritual meaning to our lives and a better understanding of the world around us through learning and the study of Torah.
- Values: TBE is committed to performing acts of kindness to each other, our community, and the world by providing service to others, and seeking peace and justice everywhere.
- We are an inclusive and loving Jewish congregation, welcoming families and individuals regardless of faith, age, ethnicity, ancestry, gender, national origin, disability, race, size, LGBTQ identity, or socio-economic background.

Voting instructions

Online voting took place at the end of the meeting through a separate link which was provided. Voting instructions were given for each eligible member attending, whether in person or online, to participate.

Motions:

- The Nominating Committee nominates: Bonnie Keen for Vice President for Finance, Carrie Hammerman for Vice President for Fund Development, Zach Bernstein for Vice President for Membership, Eric Olsen for Vice President for Religious Practice, Sheila Deskins for Member-at-Large. Shall the slate of nominees be elected?
- The Finance Committee moves: Resolved that Temple Beth Emeth adopts the budget proposed by the Finance Committee and accepted by the Board of Trustees for fiscal year 2022-23. Shall the budget be adopted?

Vote:

75 eligible congregant members cast votes (see attached list). Both motions passed unanimously.

Betsy Mark moved for adjournment of the meeting; meeting was adjourned at 8:50 pm.

Votes cast at the TBE Annual Meeting 6/1/2022: Dave Ostreicher, Michael Goldberg, Ronnie Shapiro, Candace Bulkley, Deborah Katz, Andrew Bank, Marc Kessler, Gretta Spier, Carrie Hammerman, Janet Weiss, Martin Ludington, Jack Zientz, Jack Billi, Bonnie Keen, Cathy Marshall, Eric Olsen, Tina Bissell, Rebecca Hankin, Melissa Simon, Susan Rauschl, Joy Wolfe Ensor, Stephanie Newell, Emily Alter, Stephanie Chervin, Pat McCune, Jesse Bernstein, Deborah Schild, Ted Lawrence, Amy Meltzer, Margaret Hannon, Ellie Davidson, Patricia F Anderson, Rachel Glick, David Gitterman, Sheila Deskins, Jack Marshall, Zachary Bernstein, Carol Milstein, Jonathan Rubin, Robert Milstein, Naomi Goldberg, Carol Freedman-Doan, Sheryl Hirsch, Marianne Aaron, Trina Fuller, Wendy Lawrence, Martha Weintaub, Laura Wallace, Abbie Egherman, Harriet Charson, Margaret Pooler, Howard Saulles, Elaine Yeglic, Bobbi Heilveil, Annette Fisch, Betsy Mark, Ava Adler, Fred Hankin, Robin Little, Judie Lax, Susan Gitterman, Miriam Shaw, Joseph Pollak, Steven Russman, Ann Mark, Hanneke Bonnewit, Ruth Taubman, Ruth Petit, Lisa Saulles, Sally Brieloff, Larry Yonovitz, Jerry Lax, Ronald Aaron, Jim Hallock, Ed Bonnewit

Finance Report

TBE Budget 2023-24					
	2023-24 Budget		2022-23 Budget	Variance	Actuals thru 3/31/23
INCOME					
Credit Card Processing Donations (4344)	\$ 20,000	A	\$ -	0%	\$ -
Donations (4101)	\$ 49,000	B	\$ 50,900	-4%	\$ 51,213
Fundraising Income (4380)	\$ 3,000		\$ 3,000	0%	\$ 5,477
High Holy Day Donations (4482)	\$ 6,500		\$ 6,500	0%	\$ 24,546
High Holy Day Tickets (4481)	\$ 5,000		\$ -	0%	\$ 4,910
Holiday Program Income (4515)	\$ 6,500		\$ 6,500	0%	\$ 1,245
Interest Income (4300)	\$ -		\$ 450	-100%	\$ 320
Membership Dues (4350)	\$ 1,129,745	C	\$ 1,071,400	5%	\$ 952,114
Miscellaneous Income (4343)	\$ 500		\$ 1,100	-55%	\$ 13,770
Oneg Income (4527)	\$ 4,000		\$ -	0%	\$ 1,079
Scholarship Write Off (4452)	\$ (10,000)		\$ (10,000)	0%	\$ (3,285)
School Books & Fees (4451)	\$ 150,000		\$ 151,256	-1%	\$ 175,096
Shabbat Dinner Income (4525)	\$ 4,000		\$ 4,000	0%	\$ 1,841
Special Events Income (4535)	\$ 13,000	D	\$ 10,000	0%	\$ 5,088
Transfer from Fund (4110)	\$ 169,744	E	\$ 182,290	-7%	\$ 22,000
Uncollectible Accounts (4352)	\$ (11,297)	F	\$ (10,714)	5%	\$ -
Youth Income (4537)	\$ -		\$ 4,000	-100%	\$ 180
TOTAL INCOME	\$ 1,539,692		\$ 1,470,682	5%	\$ 1,255,593
EXPENSES					
Accounting Fees (6455)	\$ 2,200		\$ 4,000	-45%	\$ 3,194
Adult Education (6502)	\$ -		\$ 1,000	-100%	\$ 54
Advertising (6210)	\$ 2,000		\$ 2,000	0%	\$ 1,100
Audit Reserve (6580)	\$ -	G	\$ 1,000	-100%	\$ 1,000
Bank Fees (6001)	\$ 1,800		\$ 1,800	0%	\$ 1,265
Board Expenses (6506)	\$ 7,000		\$ 8,500	-18%	\$ 8,443
Caring Community (6534)	\$ 898		\$ -	0%	\$ -
Computer & Software (6600)	\$ 11,769		\$ 10,000	18%	\$ 4,729
Conferences (6050)	\$ 5,000		\$ 8,000	0%	\$ 116
Contracted Services (6460)	\$ 5,400		\$ 5,400	0%	\$ 30,798
Credit Card Charges (6005)	\$ 26,000		\$ 26,000	0%	\$ 20,673
Gift Expense (6150)	\$ 1,500		\$ 1,300	15%	\$ 1,098
Genesis Operating (6305)	\$ 206,301	H	\$ 196,606	5%	\$ 150,223
High Holy Day Expenses (6481)	\$ 25,000		\$ 30,000	-17%	\$ 17,408
Holiday Programs (6515)	\$ 7,000		\$ 7,000	0%	\$ 4,411
Insurance (6350)	\$ 3,400		\$ 3,500	-3%	\$ 2,506
Library Expenses (6529)	\$ 20,411		\$ 12,700	61%	\$ 9,366
Marketing and Development (6180)	\$ 500		\$ 1,000	-50%	\$ 144
Membership Expenses (6541)	\$ 1,000		\$ 1,000	0%	\$ 316
Music (6660)	\$ 500		\$ 500	0%	\$ 471
Oneg Expense (6526)	\$ 6,000		\$ -	0%	\$ 860
Payroll Expenses	\$ 997,805		\$ 988,799	1%	\$ 672,083
Postage (6220)	\$ 1,800		\$ 2,600	-31%	\$ 810
Printing (6230)	\$ 4,000		\$ 4,000	0%	\$ 2,319
Professional Development (6665)	\$ 16,400		\$ 8,400	95%	\$ 10,997
Professional Dues (6475)	\$ 8,100		\$ 7,200	13%	\$ 7,104
Program Initiatives (6535)	\$ 2,000		\$ -	0%	\$ -
Rabbi's Sabbatical (6590)	\$ -	G	\$ 11,000	-100%	\$ 5,500
Repair/Maintenance/Contracts (6610)	\$ 5,000		\$ 8,300	-40%	\$ 6,226
Repair & Maint - Ritual Objects (6595)	\$ 1,000		\$ 1,000	0%	\$ -
School Books (6670)	\$ 3,000		\$ 3,000	0%	\$ 2,249
Snacks (6240)	\$ 11,500		\$ 10,000	15%	\$ 8,492
Social Action Expenses (6546)	\$ 3,400		\$ 3,400	0%	\$ 2,550
Special Events (6536)	\$ 42,220	I	\$ 15,750	168%	\$ 16,961
Supplies (6250)	\$ 12,000		\$ 10,000	20%	\$ 9,765
Telephone/Internet (6260)	\$ 5,000		\$ 4,400	14%	\$ 3,630
Tot Shabbat (6528)	\$ 15,000		\$ 7,500	100%	\$ 7,683
Transition Reserve (6585)	\$ 11,000	J	\$ -	0%	\$ -
Travel Expense (6700)	\$ -		\$ -	0%	\$ 16
URJ Dues (6750)	\$ 61,588		\$ 58,827	5%	\$ 37,113
Workers Comp Insurance (6425)	\$ 2,200		\$ 2,200	0%	\$ 1,343
Youth Expenses (6545)	\$ 3,000		\$ 3,000	0%	\$ -
TOTAL EXPENSES	\$ 1,539,692		\$ 1,470,682	5%	\$ 1,053,013
Net income (loss)	\$ (0)		\$ -		\$ 202,581

Finance Report: Budget Notes

23/24 Notes:

- A - credit card processing donations to support the increased cost of credit card fees
- B - includes tzedakah, year-end contributions and members helping members
- C - 551 members @ \$2,014 average dues per member unit; sustaining of \$20K
- Prior year based on 540 members @ \$1,947/member and \$20K sustaining
- E - Sundelson Endowment \$7,511, Levy Endowment \$10,644, L'dor V'dor Endowment \$14,431, Capital Fund \$21,000, Social Action Fund \$1,000, Caring Community Endowment \$898, Orringer Endowment \$2,084, Religious Ed Fund \$14,000, Music & Spirit. Endowment \$16,495; Endowment projections based on values through December 2022; Operating Reserves \$81,681
- D - NY school trip and camp, Cantor's retirement event
- F - 1% uncollectible rate
- G - not funding this year
- H - 3% increase in operating (Eastover 3% increase Jan-June)
- I - NY school trip and camp, Cantor's retirement party, programming, tent rental
- J - replenishing to cover 2024-25 searches for new hires

Restricted Funds Report: Unaudited as of May 8, 2023

Equity	07/01/22	22-23 Income	22-23 Expenses	Balance 5/8/23	
2700 · Restricted Funds					
Caring Community Endowment Equity	15,004.02	1,617.53	0.00	16,621.55	A
L'dor V'dor Endowment Equity	341,636.80	61,459.38	0.00	403,096.18	A
Melvin & Lois Levy Endow Equity	174,958.95	8,892.82	0.00	183,851.77	A
Music & Spirituality Endowment Equity	305,084.82	16,137.49	0.00	321,222.31	A
Orringer Endowment Equity	34,447.36	1,676.53	0.00	36,123.89	A
Sundelson/Genesis Library Endow	124,478.01	6,058.26	0.00	130,536.27	A
Accounting/Audit Fund Equity	12,000.00	1,000.00	0.00	13,000.00	
Adult Education Fund Equity	8,732.39	250.00	0.00	8,982.39	
Capital Fund Equity	393,826.96	62,467.43	43,600.00	412,694.39	B
Caring Community Fund Equity	28,854.64	637.00	155.23	29,336.41	
Cemetery Fund Equity	89,883.52	23,316.65	10,201.69	102,998.48	C
Flower Fund Equity	6,257.46	0.00	125.00	6,132.46	
Library Fund Equity	891.07	110.00	300.00	701.07	
Memorial Garden Care Fund Equity	1,436.87	436.00	261.00	1,611.87	
Music Fund Equity	2,845.68	158.00	159.72	2,843.96	
Operating Reserves Fund Equity	610,451.38	24,529.82	1,297.36	633,683.84	D
Rabbinic Sabbatical Fund Equity	116,297.13	5,500.00	43,500.00	78,297.13	E
Religious Education Fund Equity	33,730.49	9,876.73	1,130.23	42,476.99	F
Ritual Objects Fund Equity	2,000.00	0.00	0.00	2,000.00	
Simon Professional Devel Equity	2,739.82	1,976.00	0.00	4,715.82	
Security Fund Equity	0.00	50,297.00	15,409.00	34,888.00	G
Social Action Fund Equity	2,670.40	430.00	1,000.00	2,100.40	H
Spiritual Life Fund Equity	10,317.17	25.00	4,000.00	6,342.17	I
Torah Fund Equity	130,040.36	162.00	31,026.45	99,175.91	J
Transition Reserve Fund Equity	3,000.00	0.00	2,445.61	554.39	K
Yahrzeit Fund Equity	10,183.18	1,500.00	677.55	11,005.63	
Youth Fund Equity	18,286.89	2,036.00	3,000.00	17,322.89	L
Total 2700 · Restricted Funds	2,480,055.37	280,549.64	158,288.84	2,602,316.17	

Notes:

- A - Endowment fund income includes unrealized gain as of 3/31/23
- B - Genesis expense transfer to general operations \$21K and BSRP \$22,600
- C - Includes the cost of cemetery plots
- D - income is reinvested dividends, interest on T-bills and unrealized gains from Schwab investments; expense is unrealized losses as of 3/31/23
- E - Expenses include staff coverage during Rabbi's sabbatical
- F - Includes \$3,904 in Religious School silent auction proceeds from 2021-22 that were received in 2022-23
- G - New restricted fund. Income includes year end donations. Expense includes cost of security guard.
- H - Transfer to general operations \$1,000
- I - Spirituality Book Club
- J - Alden Solovy residency and Elana Arian concert
- K - Executive Director and Director of Education job search expenses
- L - Camp scholarships

Restricted Funds Report: Audited June 30, 2022

Equity	07/01/21	21-22 Income	21-22 Expenses	07/01/22
2700 - Restricted Funds				
Caring Community Endowment Equity	17,985.65	876.08	3,857.71	15,004.02 A
L'dor V'dor Endowment Equity	326,294.07	82,426.18	67,083.45	341,636.80 B
Melvin & Lois Levy Endow Equity	210,886.53	10,398.87	46,326.45	174,958.95 C
Music & Spirituality Endowment Equity	362,107.00	19,149.83	76,172.01	305,084.82 D
Orringer Endowment Equity	41,362.87	2,014.60	8,930.11	34,447.36 E
Sundelson/Genesis Library Endow	149,382.06	7,275.96	32,180.01	124,478.01 F
Adult Education Fund Equity	7,971.39	761.00	0.00	8,732.39
Audit Reserve Fund Equity	11,000.00	1,000.00	0.00	12,000.00
Capital Fund Equity	390,367.21	73,049.78	69,590.03	393,826.96 G
Caring Community Fund Equity	21,030.52	8,120.00	295.88	28,854.64
Cemetery Fund Equity	87,848.70	22,383.33	20,348.51	89,883.52 H
Flower Fund Equity	6,168.46	89.00	0.00	6,257.46
Library Fund Equity	1,001.07	190.00	300.00	891.07
Memorial Garden Care Fund Equity	2,286.38	94.00	943.51	1,436.87
Music Fund Equity	1,310.68	1,535.00	0.00	2,845.68
Operating Reserves Fund Equity	590,480.28	19,971.10	0.00	610,451.38 I
Rabbinic Sabbatical Fund Equity	105,297.13	11,000.00	0.00	116,297.13
Religious Education Fund Equity	30,696.88	6,878.97	3,845.36	33,730.49 J
Ritual Objects Fund Equity	1,000.00	1,000.00	0.00	2,000.00
Simon Professional Devel Equity	3,203.82	36.00	500.00	2,739.82
Social Action Fund Equity	3,436.76	1,236.03	2,002.39	2,670.40 K
Spiritual Life Fund Equity	14,135.17	182.00	4,000.00	10,317.17 L
Torah Fund Equity	145,645.59	96.00	15,701.23	130,040.36 M
Transition Reserve Fund Equity	3,000.00	0.00	0.00	3,000.00
Yahrzeit Fund Equity	7,070.18	3,113.00	0.00	10,183.18
Youth Fund Equity	14,542.89	3,744.00	0.00	18,286.89
Total 2700 - Restricted Funds	2,555,511.29	276,620.73	352,076.65	2,480,055.37

Notes:

- A - Endowment fund expense includes \$2,958 unrealized gain and distribution to operations \$900
- B - Endowment fund expense includes \$53,786 unrealized loss and distribution to operations \$13,297
- C - Endowment fund expense includes \$35,549 unrealized loss and distribution to operations \$10,777
- D - Endowment fund expense includes \$59,600 unrealized loss and distribution to operations \$16,572
- E - Endowment fund expense includes \$6,800 unrealized loss and distribution to operations \$2,130
- F - Endowment fund expense includes \$24,561 unrealized loss and distribution to operations \$7,619
- G - Expenses include Genesis BSRP \$22,600 and unrealized loss on investments \$46,990
- H - Cost of cemetery plots
- I - Operating net income \$19,838
- J - Income includes \$1,335 from WTBE
- K - Expense includes transfer to general operations \$1,000
- L - Includes spirituality book club programs
- M - Camp Tamarack, Holocaust Education Series, and Elana Arian concert (\$1,068)

Finance Report

This is my first year as VP of Finance, and what a busy year it has been! In addition to the steep learning curve, there have been many additional unanticipated expenses. The Finance Committee has been very busy finding ways to pay for new expenses as our temple moved to in-person programming, hiring an interim Executive Director, hiring a new Executive Director, hiring additional staff to help during the transition to a new executive director, hiring a Clergy Assistant, hiring an interim Religious Education Director, working with the Development Committee to find ways to pay for our new security needs, and allocating the sabbatical funds to four different clergy, who filled in while Rabbi Whinston was away.

Investments:

Our investment subcommittee, made up of the finance committee members Larry Yonovitz, Ronnie Shapiro, Ted Lawrence, the Executive Director, and me, has met quarterly with the Federation of Greater Ann Arbor and Charles Schwab to review our investments. Our six endowments are managed by the Jewish Federation of Greater Pittsburgh (\$1,091,451). Our operating funds are held at PNC and the remaining twenty-one restricted funds are held at Charles Schwab (\$1,510,864). The Restricted Fund Report, unaudited as of May 8, 2023, has the breakdown of our restricted funds. As our investments grow, we will be able to rely less on dues and more on our investment returns and endowments.

2022-23 Budget

Regarding the 2022-23 budget, there is not enough space for me to include all the details here. However, I will list some of the highlights below.

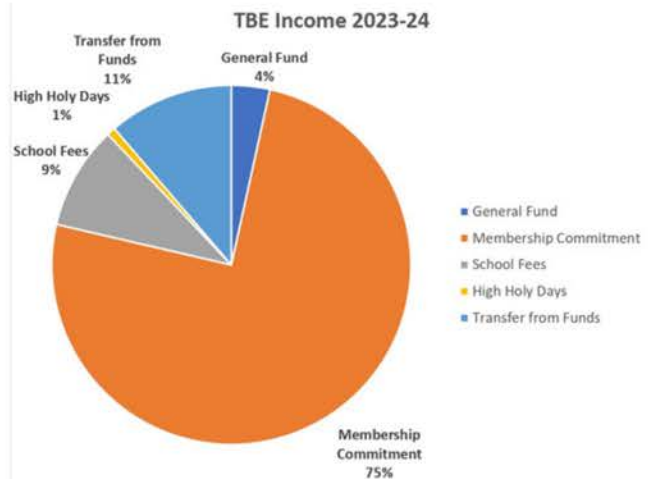
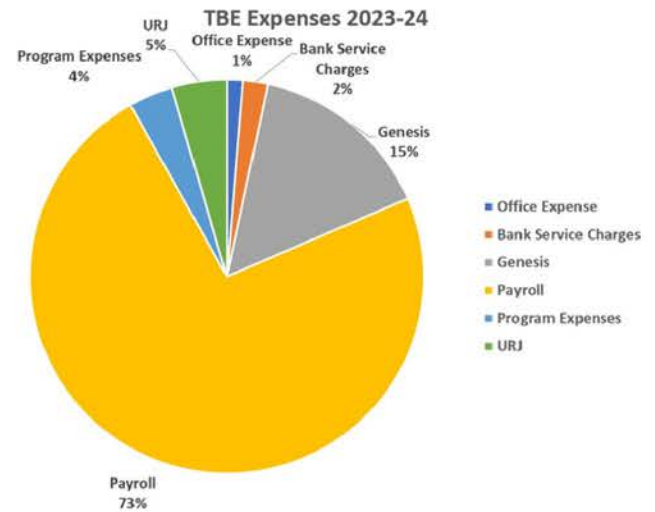
In 2022-23 we continued our system of invoicing members based on their membership commitment for the previous year. As a result of this invoicing system and generosity of our members, we collected 96% of dues by March 31, 2023. **Please note that the membership commitment level was the same for 2019-20, 2020-21, 2021-22, and 2022-23.**

We projected a deficit budget of almost \$98,000. However, thanks to some generous donations and significant efforts to reduce spending, we are projecting that we will only need to withdraw \$50,000 from the operating reserve fund. This is still only a projection as we must reconcile all accounts at the end of our fiscal year. It is possible that this could shift in either direction after this process is completed.

Our End of the Year appeal was a huge success, raising over \$50,000 for security. This money is being used to pay for our security guard (\$15,000) as well as a door management system (\$22,000 to date). We have created a Security Restricted fund for the remainder.

As you may know, the Rabbi is taking his sabbatical in two parts. For the first part, we paid Cantor Regina, Rabbi Daniel, Cantor Emerita Annie Rose, and Rabbi Chelsea for the extra time they spent leading services and providing pastoral care for our congregation. We anticipate spending less than that during the Rabbi's second half of his sabbatical this summer because our services are led by congregation members.

In addition to paying our clergy during the Rabbi's sabbatical, we brought in liturgist Alden Solovy. Even though the Year of Torah committee, and then the board, authorized spending up to \$30,000, we only spent approximately \$23,000 out of that restricted fund. The remaining amount spent out of the Year of Torah fund paid for the Elana Arian concert.



Finance Report (cont.)

Capital Reserve Assessment:

In the 2017-2018 fiscal year, we initiated the annual capital reserve assessment for those members who have completed their **Capital Pledge** of \$2,000. This assessment created an ongoing revenue source for our Capital Reserve Fund, and we generated an additional \$25,000 annually from the assessment.

The capital funds are used for building replacement and repairs (our bricks and mortar expenses) and are separate from our Genesis operating expense in the annual budget. We believe that it is prudent to build up our capital reserves now so that we are prepared to pay for TBE's share of repairs to our aging building. Genesis does not maintain a Capital Fund that could cover all of the necessary repairs and upkeep of our building.

As of May 8, 2023, we had \$412,694 in our Capital Reserve Fund. In 2022-23 fiscal year, we will be paying out of our capital reserves the following amounts: (1) \$21,000 to our operating budget for our Genesis assessment and (2) \$22,600 for the Genesis BSRP (Building Systems Replacement Program), which is essentially the Genesis Capital fund.

Our share of the Genesis Assessment is based on the Equitable Cost and Space Sharing Agreement. The 2023-24 Genesis budget requires us to pay the same percentage of operating (60/40) and capital expense (50/50) as we did this year.

Credit Card Fees:

To decrease costs, as of May 15th, any payments made with a credit card will include a 3% finance charge. Our congregation spends over \$20,000 a year for credit card charges. There are many other ways that members can make payments to the temple, including the use of personal checks, direct payments from online banking, appreciated stock or a charitable contribution from an IRA account (if eligible).

Projected 2023-24 Budget

The Finance Committee, the Clergy, and the Senior Staff have worked together to develop a **conservative program-based budget**.

As I mentioned above, **we have not increased membership dues since 2019**. To preserve the financial stability of our temple, we are now adopting a 5% increase to current membership commitments for this coming year. We also considered raising dues by 7% but felt this would be too much of an increase for the congregation to accept in light of the economic issues that many of our members face.

Here are some of the key reasons for our decision:

- We have increased salaries and benefits for the past 3 years because our congregation is committed to paying our clergy, staff, and teachers professional wages.
- In response to congregant needs, we added to our remote capabilities and continued to expand and improve our programs, educational opportunities, music, and the pastoral care we provide for our members.

Even with this 5% increase in dues, we project that we anticipate needing to take \$82,000 out of our operating reserve fund in order to present a balanced budget. Withdrawing this amount from the operating reserves is needed to cover all of our expenses. We may not use all of this amount as our income estimates are very conservative. As of May 8th, we have over 6 months of expenses in the Operating Reserve Fund restricted fund and can afford to safely withdraw this amount. However, this is not something that we should continue to do.

Due to recent incidents of antisemitism and gun violence, we have had to add a security guard and safety upgrades to our building. As you can see from the [Proposed Membership Commitment schedule](#) (next page), we are also raising the annual capital assessment (based on income), now renamed the **Building & Safety Assessment**, to ensure that our community remains vibrant and solvent while staying true to our values and mission. With this larger assessment, we are anticipating raising \$25,000 for our capital needs and \$50,000 to pay for safety and security needs, which will include the cost of a security guard. As noted above, this new assessment is different from the **Capital Pledge** of \$2,000 paid by new congregants during the first five years of membership.

Finance Report (cont.)

Membership will never be denied to anyone for financial reasons. Thanks to the generosity of those who have contributed to our Members Helping Members fund, there are resources available.

Ongoing Activities:

Members of our finance committee will continue to meet throughout the summer to evaluate our financial situation and recommend appropriate changes if they become necessary. We will develop an investment policy this summer for the board to approve that will provide clearer guidelines for the investment subcommittee. Finally, the finance committee will attempt to find additional streams of income by working with the TBE board, the development committee, clergy, and senior staff to identify potential savings and solutions to using operating reserves to balance our budget.

Thank you to the finance committee, the development committee, clergy, and senior staff for all your efforts throughout the year.

Respectfully submitted,
Bonnie Keen
VP of Finance

**Temple Beth Emeth 2023-24
Annual Membership Commitment and
Building & Safety Assessment Schedule**

Total Income from federal income tax return and other sources			Annual Basic Commitment	Annual Building & Safety Assessment
From	To			
\$0	\$9,999		\$0	\$0
\$10,000	\$19,999		\$176	\$12
\$20,000	\$29,999		\$365	\$24
\$30,000	\$39,999		\$554	\$36
\$40,000	\$49,999		\$756	\$48
\$50,000	\$59,999		\$995	\$64
\$60,000	\$69,999		\$1,285	\$83
\$70,000	\$79,999		\$1,562	\$100
\$80,000	\$89,999		\$1,877	\$120
\$90,000	\$99,999		\$2,192	\$141
\$100,000	\$124,999		\$2,646	\$170
\$125,000	\$149,999		\$3,263	\$210
\$150,000	\$174,999		\$3,843	\$247
\$175,000	\$199,999		\$4,473	\$288
\$200,000	\$224,999		\$5,065	\$326
\$225,000	\$249,999		\$5,720	\$368
\$250,000	\$299,999		\$6,086	\$391
\$300,000	\$349,999		\$6,600	\$446
\$350,000	\$399,999		\$7,000	\$473
\$400,000	\$499,999		\$8,000	\$540
\$500,000	\$599,999		\$10,000	\$675
\$600,000	\$749,999		\$12,000	\$810
\$750,000 plus			\$15,000	\$1,013

Membership Committee Report

The TBE Membership Committee works to welcome people into the TBE congregation and help new TBE-ers find their places of engagement, connection, and meaning in our community. Bette Cotzin and Candace Bulkley continue to be wonderful members of the committee and keep the committee moving forward. Becky Hankin and Jennifer Bernstein have also been a great support. George Brieloff has moved to lead TBE Brotherhood. We recently welcomed Kory Zhao to the committee.

The Membership Committee continues our efforts to make TBE approachable and accessible for everyone. We remain committed to diversity and inclusion as TBE's Mission, Vision, and Values guide our efforts.

Mission: To create a welcoming, loving, joyful, vibrant, and engaging Jewish community to gather and aspire to tikkun ha-nefesh (repair of self) and tikkun ha-olam (repair of the world).

Vision: To bring a spiritual meaning to our lives and a better understanding of the world around us through learning and the study of Torah.

Values: TBE is committed to performing acts of kindness to each other, our community, and the world by providing service to others, and seeking peace and justice everywhere.

We are an inclusive and loving Jewish congregation, welcoming all families and individuals regardless of faith, age, ethnicity, ancestry, gender, national origin, disability, race, size, LGBTQ identity, or socio-economic background.

Our membership now stands at 557 pledged family units (a family unit can be an individual, couple, or family), which is an increase from last year's 552. We have welcomed 31 new member units since July 1, 2022 and welcomed back 9 returning member units. We have a total of 1855 TBE-ers.

We remain committed to growing our membership by lowering the barrier to entry, engaging new members, and deepening connections among our current congregants.

As part of our efforts to lower barriers to joining TBE, we have extended the Try-It Membership program for the next three years (through 2026). We do not want money to be an obstacle to joining TBE. We want to make sure that every family who would like to experience TBE membership can do so. For people who have never before been members, the first year's membership pledge through the Try-It program is \$360 with no financial paperwork or additional costs. They will receive all benefits of membership including member rates for Religious School.

As part of our efforts to ensure that TBE is as inclusive and welcoming of a diverse population as we can be, we have organized seasonal get-togethers. In the Fall, we had havdalah at my home where new members had a chance to meet each other and the membership committee. In the Spring, we had a New-Member Brunch at the Whinstons' where the new members had a chance to re-connect, meet other new members, meet board members, and meet Rabbi Josh, Sarah, and company. We are planning a Summer event too.

As part of our efforts to deepen connections with our current congregants, we plan to build on these seasonal get-togethers. We plan to have and support smaller, more intimate events with new members. We aim to include current members in these events to enrich relationships through the entire congregation. Our plans for enriching our connections include collaborations with Brotherhood, Women of TBE, and other groups and committees in our congregation.

My first year as VP of membership has taught me a lot. I deeply thank Bette, Candace, and Shannon for helping me in this role as we transition out of the pandemic and into a new world! I am excited to be part of TBE's growing identity, joy in this moment, and path through our future.

Respectfully submitted,
Zachary J. Bernstein
VP Membership

Board Motions 2022-2023

7/19/2022 Electronic Vote

Motion: The TBE Board approves the hanging of a reproductive rights banner from the National Council of Jewish Women outside of the building on the wall along Packard Street.

Action: Motion passed 15-0 with one abstention.

9/7/22

Motion: To approve Robin Jacob as Member-at-Large to complete the second year of the first term of the open Member-at-Large position on the Board.

Action: Passed unanimously

Motion from the Security Committee: To (1) authorize the President and Vice President for Administration to investigate, between now and December, the hiring of a security guard, and report back to the Board and (2) to hire a security guard on an interim basis during Saturday morning religious school.

Action: Motion passed 16 yes, 2 no

Motion: The Temple Beth Emeth Finance Committee moves that Temple Beth Emeth Board of Trustees authorize Ronnie Shapiro to close the Temple Beth Emeth business account at University of Michigan Credit Union and arrange to have the funds from that account wired to the Temple Beth Emeth account at PNC Bank.

Action: Passed unanimously

10/12/2022

Resolution: The Temple Beth Emeth Board of Trustees extends condolences to the Harris family upon the death of Susan Harris, directs that the gift from Susan Harris's estate be added to the L'Dor V'Dor Endowment Fund, and thanks Susan Harris and the Harris family for their generosity in helping to ensure the future of the Jewish community in Ann Arbor.

Action: Approved unanimously as part of the Consent Agenda

11/2/2022

Motion: The TBE Board approves the Year of Torah request to fund Alden Solovoy's January/February 2023 visit.

Action: Passed unanimously

Motion from the Security Committee: The TBE Board directs the Executive Director to engage EMB Investigations to provide security guard services and authorizes budget expenditure up to \$760/week (covering 20 hours/week), through the end of this fiscal year.

Action: Motion passed with 17 yes, 2 no

Motion: The TBE Board approves the extension of Cantor Regina Hayut's contract to June, 2024, per the option in her contract.

Action: Passed unanimously

11/4/2022 Electronic Vote

Motion: The TBE Board approves the November 2022 update to the COVID policy, which was developed in partnership with clergy, staff, the board, and medical advisors.

Action: Passed unanimously

12/7/2022

Parsonage Resolutions:

Motion:

- Rabbi Joshua Whinston: Be it resolved that Rabbi Joshua Whinston is entitled to a parsonage allowance of up to 40% of his total compensation for the period January 1, 2023, through December 31, 2023.
- Cantor Regina Lambert-Hayut: Be it resolved that Cantor Regina Lambert-Hayut is entitled to a parsonage allowance of up to \$40,000 of her total compensation for the period January 1, 2023, through December 31, 2023.
- Rabbi Daniel Alter: Be it resolved that Rabbi Daniel Alter is entitled to a parsonage allowance of up to 36% of his total compensation for the period January 1, 2023, through December 31, 2023.

Board Motions 2022-2023

- Rabbi Emeritus Robert D. Levy: Be it resolved that Rabbi Emeritus Robert D. Levy is entitled to a parsonage allowance of up to \$100,000 of his total income for the period January 1, 2023, through December 31, 2023.
- Cantor Emerita Annie Z. Rose: Be it resolved that Cantor Emerita Annie Z. Rose is entitled to a parsonage allowance of up to 50% of her total income for the period January 1, 2023, through December 31, 2023.

Action: Approved unanimously as part of the consent agenda

Motion: The finance committee requests that up to \$45,000 be withdrawn from the Operating Reserves to cover any non-budgeted costs associated with hiring security guards for Temple services, Religious and Hebrew school, and special events for the fiscal year 2022/23.

Action: Passed with 18 for, 2 against

12/13/2023 Electronic Vote

Motion: The TBE Board acknowledges the resignation of Melissa Sigmond as Executive Director, effective October 15, 2022. The TBE Board further acknowledges that Ronnie Simon is serving as Interim Executive Director, effective October 10, 2022, and that she has the authority to sign financial and legal documents on behalf of Temple Beth Emeth.

Action: Passed unanimously

1/4/2023

Motion: To approve George Brieloff, Brotherhood President, as Member-at-Large to complete the Brotherhood representative's term as an open Member-at-Large position on the Board. The Board thanks Bill Parkus for his service to the congregation as Brotherhood President and Member-at-Large.

Action: Approved unanimously as part of the consent agenda

Motion: To approve Deborah Katz as Vice President for Religious Practices. The Board thanks Eric Olsen for his service to the congregation as Vice President for Religious Practices.

Action: Approved unanimously as part of the consent agenda

Motion: To approve Eric Olsen as Member-at-Large to complete Lauren Gold's term as Member-at-Large on the Board. The Board thanks Lauren for her service to the congregation as a Member-at-Large and congratulates her on her election to the Saline School Board.

Action: Approved unanimously as part of the consent agenda

Motion: The TBE Board acknowledges the hiring of Shannon Hall as executive director effective January 17th, 2023. Shannon will have the authority to sign financial and legal documents on behalf of Temple Beth Emeth. As of January 17, Ronnie Simon will no longer be serving as interim executive director.

Action: Approved unanimously as part of the consent agenda

2/1/2023

Motion: The Temple Beth Emeth Board (TBE) of Trustees establishes a restricted fund to keep track of donations made to enhance the safety and security of our members while at TBE. The fund will be named the Security Fund. This fund is to be used to pay for security guards as well as some modifications to the building, which must be approved by the TBE Finance and Security Committees.

Action: Approved unanimously as part of the Consent Agenda

Motion: To add Temple Beth Emeth to Keshet's [Equality Directory](#), which lists synagogues, rabbis, and other Jewish organizations and clergy committed to belonging and quality for lesbian, gay, bisexual, transgender, and queer Jews and their loved ones.

Action: passed unanimously

3/1/2023

Motion from the Social Action Committee: To add the signature of TBE Board President Margaret Hannon, on behalf of the TBE Board, to the End Gun Violence Michigan letter regarding Gun Violence Priority Bills for the Michigan Legislature.

Action: Passed 21 in favor, 3 abstained

Board Motions 2022-2023

Motion from the Dayenu Circle: For Temple Beth Emeth to join the Jewish Climate Leadership Coalition

Action: Passed 19 in favor, 4 abstentions

Motion: For Temple Beth Emeth to support a grant proposal from JFS to the Nissan Foundation

Action: Passed 19 in favor, 1 no, 3 abstentions

4/12/2023

Motion from the Membership Committee: We move that TBE offer the Try-It program for the next three years (2023-24, 2024-25, 2025-26). This allows first-time members of TBE to join with a flat pledge of \$360, without capital fund donations or financial paperwork.

Action: Approved unanimously as part of the Consent Agenda

Motion: Motion to approve the application for a special liquor license for the following dates/events:

- Irene Butter Fund Launch event - 4/15/2023
- Bat Mitzvah of Mollie Whinston - 6/17/2023

Action: Passed unanimously

5/3/2023

Motion: The TBE Finance Committee recommends the TBE Board accept the Genesis budget for the fiscal year 2023-2024.

Action: Accepted unanimously

Motion: The TBE Finance Committee recommends the TBE Board accept the TBE budget for the fiscal year 2023-2024.

Action: Accepted unanimously

Motion from the Nominating Committee: Shall the Board acknowledge the Nominating Committee's report of nominations to be elected at the Annual Meeting?

Action: Accepted unanimously

5/5/2023 Electronic Vote

Motion: Be it resolved that Rabbi Chelsea Feuchs is entitled to a parsonage of \$36,828 for the period July 1, 2023, through December 31, 2023.

Action: Approved 19-0

Cemetery Committee Report

I. Overview

The Temple purchases “Interment Rights” at two Ann Arbor cemeteries in private Jewish TBE sections:

Washtenong Memorial Park (Full lots for traditional and/or cremation burials) 3771 Whitmore Lake Rd. Ann Arbor, MI 48105	and	Arborcrest Memorial Park (Cremation burial spaces only; TBE lots fully sold or occupied since 2017) 2521 Glazier Way Ann Arbor, MI48105
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Cost of lots or in-ground cremation spaces that TBE purchases from the cemeteries for resale to congregants and eligible non-members comes from the sale of lots/spaces.

Washtenong lots or Arborcrest in-ground cremation spaces (that include a granite memorial stone for one or two cremains in one space) are sold on a three-tier level:

- Congregant, Pre-Need
- Congregant, Immediate Need
- Non-Member

Current prices for lots or cremation spaces and the costs that purchasers must pay directly to the cemeteries for interment are on the TBE website.

II. Status (May, 2023)

- FY 2023-2024 will be the last installment payment year to Washtenong for 100 additional lots purchased on a five-year contract in 2019 to supplement the original 50 purchased in 2017 (all 50 sold or occupied now). The strategic fiscal decision by the TBE Board in 2019 to make a large purchase of 100 lots holds the 2019 lot price steady for those 100 lots. This avoids annual cemetery price increases for the Temple and congregants and assures adequate burial space for Temple needs for the next decade.
- Trees planted at Washtenong through donations over the last two years are doing well and will enhance the beauty of this site as they mature.
- Interesting to note the impact of non-members to cemetery operations and TBE revenue this period for future lot purchases. (Non-members are charged a markup for lots/cremation spaces over congregants.) As noted below, approximately 50% of both new lot purchasers from the Temple inventory and interments were non-members this period.
- Annual High Holiday Kever Avot Cemetery service now held simultaneously at both cemeteries due to the number of burials at each location.

III. Cemetery Metrics for the Period

- Lots Purchased from TBE Lot Inventory: 9
 - Arborcrest: 1
 - Cremation space
 - Washtenong: 8
 - All traditional lots
 - Member/Non-Member
 - 4 Members purchased 5 lots;
 - 3 Non-Members purchased 4 lots
- Interments: 5
 - Arborcrest: 3 Traditional burials
 - Washtenong: 2
 - 1 traditional burial
 - 1 cremation burial in traditional lot
 - Member/Non-Member
 - 3 Member interments
 - 2 Non-Member interments
- Lots in TBE Inventory (May, 2023)
 - Arborcrest: 7 cremation spaces, 1 or 2 per space
 - Washtenong: 91 traditional lots

Respectfully Submitted by Cemetery Committee:

Ken Handwerker, Chair	Gretta Spier, Trustee
Harriet Charson, Secretary	Shannon Hall, Ex Officio
Marty Ludington, Trustee	Deborah Katz, TBE Board Liaison, Religious Practices Comm.
Andrea Ludwig, Trustee	Jerry Lax, Legal Counsel
Ronnie Simon, Trustee	

VP for Religious Practices Report

The Religious Practices Committee (formerly known as the Pulpit Committee) serves the community and supports the clergy in religious and ritual practice, and maintains TBE's ritual objects. Eric Olsen served as Vice President for Religious Practices through December of 2022 and Deborah Katz has served in an interim capacity beginning in January of 2023. The Religious Practices Committee, chaired by Beth Pearson, includes Larry Biederman, Susan Gitterman, Bobbi Heilveil, Marc Kessler, Marty Ludington, Carol Milstein, Eric Olsen, Ruth Petit, Deb Schild, Ariane Smith, Laura Wallace, Elaine Yeglic, and Jack Zaiantz. Rabbi Whinston and Cantor Hayut participate actively in committee meetings. The committee also works closely with the Executive Director.

Throughout this year, the committee has been examining our role in the community. The committee name change reflects a broadened understanding of what the support of religious practice means. In the past few years, partially in response to the impact of COVID, and acknowledging the diversity of micro-communities within Temple Beth Emeth, we have helped support additional opportunities for learning and engaging in religious observances. This is requiring a new kind of commitment from committee members.

High Holy Days services are always a major focus of our work. Attendance in-person is increasing and hybrid options remain in place. Tashlich and shofar blowing at Furstenburg Park were once again very popular and the committee is considering ways to enhance that experience in the future. Committee members, along with many other volunteers set up for, ushered, managed parking, and cleaned up after High Holy Days services. Many thanks to all of those who gave their energy to make the Holy Days special. Deep thanks to all of our clergy, the office staff, and Genesis for your hard work! As we continue to welcome larger numbers of congregants in-person for the Holy Days, the clergy, staff, and committee are exploring ways to accommodate everyone within our own TBE walls. We urge members to watch for information about service options and register promptly for seating so that we can plan appropriately for the coming High Holy Days season.

Several holidays included new opportunities to gather for celebration and learning. On Sukkot, with the efforts of Dayenu Circle, we gathered at a farm to celebrate and learn about locally-sourced food. Despite really freezing, snowy weather, the outdoor Chanukiah was lit EVERY night. Many thanks to Eric Olsen for braving the weather on nights when we couldn't come together as a community. Purim brought 2 days of celebration including a "Who is Haman?" adult celebration on Saturday evening and an audience-participatory telling of the Purim story for families on Sunday. Rabbi Alter, Cantor Hayut and Shannon Hall deserve special kudos for their energy in conceiving and implementing a fun-filled celebration. Pesach included a Seder for families with young children organized by Beth Pearson with Rabbi Whinston magically appearing just as his sabbatical was ending. The Religious Practices committee hosted Preparing for Passover, a learning and dessert tasting that included how-tos for hosting a first Seder, fresh ideas, and a session about the history of the Seder. The event brought together a diverse group in one room, especially when the young families joined in for the food tasting! Thanks to panelists Trina Fuller, Zach Bernstein, Cathy Marshall, and Ari Smith, and the bakers of those tasty Passover treats. Passover web resources were also provided on the TBE website. Thank you to Laura Wallace, Larry Biederman and Isaac Ellis for your work. In addition, our committee matched congregants looking for Seders with those who wanted to host guests in their homes. In doing so, members learned new traditions, met new people, and deepened relationships with others.

The committee has also engaged in much cleaning and repairing. The sacristy and chapel cabinets have been de-cluttered and reorganized, several silver pieces for our Torahs are getting repaired and our Siddurim bindings are being repaired by our Librarian Clare Kinberg and RP Committee member Elaine Yeglic. Plans for some needed Torah repairs are also underway. RP Committee members are assigned to keep track of necessary future repair needs. Thanks to Elaine Yeglic (ritual objects) and Marty Ludington (siddurim) for volunteering. Cleaning kudos go to Ronnie Simon, Cantor Hayut, Carol Milstein, Bobbi Heilveil, and Elaine Yeglic.

Summer services are in the works. For the 2nd year, Friday night services in July and August will be lay-led and held in the sanctuary. Thanks to the many congregants who led services and served as technology support last summer. Saturday morning services and Torah Study will be led by our clergy this summer.

I have truly enjoyed my brief return as Vice President of Religious Practices and I look forward to returning to my role as a regular member of the Religious Practices Committee!

Respectfully submitted,
Deborah Katz
Interim VP of Religious Practices

Social Action Committee Report

The Social Action Committee at Temple Beth Emeth continues to bring opportunities for service, learning, community building, and action to our temple community and beyond.

Direct Service: Finding Ways for TBE Congregants to Repair the World Through Action

TBE's direct service activities center on some of the most vulnerable in our community.

The Back Door Food Pantry continued its work serving more people this year than in the past few years. Volunteers are always needed to unpack and distribute food to patrons. **The Rotating Shelter** resumed activities after a pause during COVID. Congregants socialized with men who are experiencing homelessness and provided meals and snacks. Through **Alpha House**, families at TBE cooked meals and visited with families experiencing housing instability. Once a month, TBE members prepared meals for those in need at the **Community Kitchen at the Delonis Center in Ann Arbor**.

In collaboration with five other Jewish congregations, **Jewish Congregations Organized for Resettlement (JCOR)** welcomed a family of four from Colombia and provided support finding jobs, navigating transportation and health care, and getting children going at school.

Action, Learning, & Community Building

The Social Action Committee hosts events that build knowledge, connections, and catalyze action.

The Dayenu Circle reached new levels of organizing and engagement by coordinating a variety of activities during Climate Action Shabbat; sponsoring a locally-sourced food Sukkot event at Green Things Farms; leading a collaboration of 8 different Ann Arbor faith congregations in the Climate Heroes program; organizing seven Reducing Your Carbon Footprint workshops (with over 300 people registering for at least one); and coordinating the First Annual A2 Climate Teach-In.

Our **third annual congregational read** focused on indigenous communities and climate change with *Braiding Sweetgrass*. We hope to continue these conversations through Dayenu Circle and our work with St. Clare's to more fully learn about and acknowledge the Native American communities from our region. The third annual **June for Justice** included celebrations of LGBTQ Pride, Juneteenth, and a Dayenu Circle Climate Justice Shabbat.

Thank you to Abbie Egberman for her years of service as chair of our committee! While she will no longer be chair, we will continue to appreciate her creativity and passion for social justice.

Our committee is always open to participation and your ideas for how to deepen our work for social justice. We are hosting a scheming meeting on Monday, July 17 and would love to see you there!

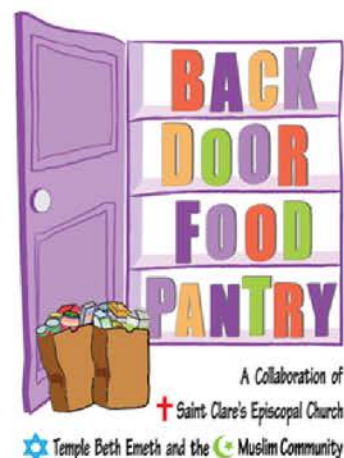
Respectfully submitted,
Naomi Goldberg, VP for Social Action



Back Door Food Pantry Report

Service Updates

- During 2022-2023, the BDFP procedures for registering patrons and distributing food outdoors were adjusted, but not significantly changed.
 - Small adjustments included things like where we placed volunteers and how many were stationed in each position.
 - We added a volunteer traffic controller to minimize congestion on nearby streets and the Genesis grounds.
- The number of patrons served in 2022-2023 increased significantly this year, from 60 to 100 patrons weekly. This increase in service reflects the government's cancellation of the SNAP Emergency Allotments at the end of February, 2023; they had been in place during the pandemic, since April 2020. The increase also reflects the rising costs of food due to inflation.
- The total number of patrons served in 2022 alone was 3447, with a family member count of 9394.
- In our pantry lifetime, from 2007 until the end of December 2022, we have served a total of 63,637 individuals, with a household member count of 208,324.



Challenges

- Just as our individual home expenses for food have skyrocketed, our pantry expenses have increased.
- We need to increase contributed income in order to continue offering patrons high quality and healthy foods and without sacrificing the quantity of food we can provide each patron.

Strategies

- We have worked hard to stretch our resources to meet patron needs.
- We have attempted to maximize our food sources to achieve the best value for our dollars. As examples:
 - We canceled our weekly purchase of 60 dozen eggs from Trader Joe's and replaced them with free eggs from Food Gatherers.
 - We significantly reduced our weekly produce order from Frog Holler and increased our Food Gatherers free fresh produce order to 1500 pounds.
 - We are relying more on USDA subsidized food items to keep prices down.

Volunteers

- We continue to be a fully-volunteer run organization, currently with a roster of over 75 active volunteers.
- To sustain food distribution at the BDFP, we need to fill 32 volunteer slots each week on Tuesdays and Thursdays.
- We rely on substitute coverage at least several times a week to fill slots vacated by volunteers who become sick or unexpectedly cannot attend.
- We continue to maintain strict Covid guidelines to keep all volunteers and patrons safe.
- We continue to need additional volunteers: people should contact Ellie Davidson, elliewdavidson@gmail.com, for further information.

Acknowledgements

- Thank you to Temple Beth Emeth and St. Clare's Church congregants and friends, who have graciously donated to the BDFP. Every dollar given is used for our patrons since we have no paid staff.
- Thank you to Food Gatherers for generous grants received in addition to instruction, collaboration, and moral support.
- Thank you to the St. Clare's Endowment Board for funds to purchase a rugged canopy to shelter our outdoor volunteers.
- We continue to be exceedingly grateful for ongoing support from clergy and Genesis staff of Temple Beth Emeth and St. Clare's.
- Thank you to my phenomenal Co-Chair, Kathy Daly, of STC.

Respectfully submitted,

STC co-chair, Kathy Daly
Ellie Davidson, BDFP co-chair

Congregation-Based Social Worker's Report

Fiscal Year 2022-2023 was one of tremendous growth for social services at the temple. The Congregation-based Social Work Program, funded by Jewish Family Services of Washtenaw County, has expanded greatly in the past year. Currently, JFS offers Group programming, one-on-one services and crises management on-site at Temple Beth Emeth under the management of Rebecca Nieubuurt, MSW. Group programming in the 2022-2023 Fiscal year included, Summer Strolls, Woman Aging with Attitude, The Bereavement Group and Aging Solo.

Programmatic Goals:

It is the ultimate goal of this program to help our aging members remain safe in their homes and avoid long-term stays in skilled nursing facilities. Engaging folks in social opportunities, connecting congregants to resources for in-home care, grocery, meal and pharmacy delivery, and ensuring that members maintain access to Temple services are all crucial to meeting this ultimate goal. To that end, our Congregation-based Social Worker, Rebecca Nieubuurt, employs her 15 years of experience in the field to target the following areas of concern:

- Anxiety/Depression, Isolation and Loneliness
- Cognitive changes
- Loss of autonomy
- End-of-life planning
- Care planning
- Caregiver support
- Accessing community supports and programs

2021-2022 Snapshot

- 37 members newly engaging in Congregation-based Social Work Services in 22-23.
- 75 MEMBERS ENGAGED IN DIRECT CONTACT MOMENTS totaling 312 DIRECT SERVICE MOMENTS
- 28 TBE EVENTS (Religious services, Community events, Congregation-based SW programs)
- 13 INDIVIDUALS RECEIVED SUPPORTIVE COUNSELING
- 2 On-site, walk-in Crisis Management points of service –New this year as COVID restrictions lessons and more folks are in the building
- 1 NEW FOOD PANTRY ENROLLMENTS
- 5 FINANCIAL ASSISTANCE GRANTS (utility bills, air conditioner, car repair)
- 5 REFERRALS TO JFS SERVICES (CARES, THRIVE, Career Services, Transportation)

Respectfully submitted,

Congregation-Based Social Worker
Rebecca Nieubuurt, MSW



A 'Summer Stroll' with Congregation-Based Social Worker Rebecca Nieubuurt in 2022 at Argo Park