



Temple Adat Shalom

The Center for Reform Jewish Life
North Inland County, San Diego

June 1, 2023

Dear Temple Adat Shalom Congregants,

Although Covid-19 is mostly behind us, we are pleased to be offering both the option to either attend our Annual Congregation Meeting in person in the Social Hall (masks optional) or via Zoom from home. The meeting is set for Tuesday, June 27 at 7:00 pm.

In addition to the regular annual meeting, we are preparing a special pre-recorded detailed budget presentation to be available for viewing starting on Sunday, June 22nd, any time after 6:30 pm on our website. Bob Lasser, our VP of Finance, will be giving the presentation. We encourage you to view the pre-recorded budget presentation and to send your questions to Bob at vpfinance@adatshalom.com. He will then endeavor to answer as many questions as possible via email prior to our annual meeting. If you have additional budget inquiries, there will be an opportunity to further communicate with Bob during the annual meeting.

This packet contains the following items:

- Instructions/invitations to register for meetings
- Meeting agenda
- Copy of last year's Annual Congregation Meeting minutes
- Slate of Board of Trustees for the FY 23-24
- Proposed budget for the FY 23-24

Please see enclosed instructions/invitations to register for both the Annual Congregation Meeting and the budget presentation. The meeting and recording will each have a separate link since one will be a Zoom meeting or coming in person to the Congregational meeting. The budget report may be streamed from the TAS website. Note that registration for the Annual Congregation Meeting will be required, so that we may have an accurate count of Temple members to meet the quorum requirements of our bylaws. We want you to be involved in all Temple events, and I urge you to join us for these meetings.

We would love to see all your faces in person at TAS for this meeting as we feel that facilitates a better discussion but understand if you feel the need to attend via Zoom.

Robin Daus and Laura Spier
Co-Presidents Adat Shalom

Fischlowitz Cultural Center

Mosad Shalom Jewish Education 858.451.1200

Ganon Gil Early Childhood Center and The Nest Infant-Toddler Center 858.451.1200

15905 Pomerado Road, Poway, California 92064 858.451.1200 www.adatshalom.com



Temple Adat Shalom

The Center For Reform Jewish Life
North Inland County, San Diego

MEMO

To: All TAS Members
From: Phil Feinberg
Date: June 27, 2023
Re: Virtual Annual Congregation Meeting - Instructions

The Annual Congregation Meeting on 27 June 2023 will be held as a hybrid meeting with both in person attendance or participation via a Zoom meeting. The meeting format (vs a webinar format) allows us to provide a meeting where members can be seen and heard rather than only send written chats. We will mute all microphones during the meeting and will allow members to unmute themselves at the appropriate time. Here is the link to register: <https://tinyurl.com/TASCongMtg2023>.

The budget presentation will be pre-recorded by the VP Finance, Bob Lasser, and you will be able to access it through your account on the TAS website prior to the annual meeting. Read the enclosed letter for more information on the budget presentation. It will be available shortly.

Our bylaws require that we confirm a quorum. Therefore, we will require everyone to register for the event from the link that you should have already received by email. Please note that someone in your family must have an email account to take part in the virtual annual meeting.

Save the email you receive, and if you are able, click on the link to save it to your calendar. Click on the registration link well ahead of the meeting. You will be asked to enter your first and last names with your email address, and after you submit your response, you will get a confirmation email shortly. An email will also be sent on the day before the zoom meeting as a reminder.

For Individual accounts, you have one vote and for family accounts you have two votes. **Family accounts must have two separate emails and register separately to allow both adults to vote.** If one of you does not have an email on file, you can forward the email to him/her so they may register separately.

Please register early so you can save your invite. The password is embedded in the Zoom link and is specific to the individual email address used for registration. **Only pre-registered attendees will be able to participate via Zoom on June 27.**

On the day of the meeting, you should join the Zoom meeting a few minutes before 7:00 pm. Your microphone will be muted, and everyone will see the panelists consisting of Laura Spier, Robin Daus, Bob Lasser, Rabbi David Castiglione, and Phil Feinberg.

If you have questions during the presentation, please submit them through the chat feature. We will do our best to answer all questions.

Near the end of the presentations, we will initiate three polls. The first poll is required by the bylaws to approve last year's congregation minutes contained in the package mailed to you. The second motion is required to approve the Slate of Officers for the Board of Trustees. The final poll will display the poll for approval of the Fiscal Year 2023-2024 Budget. To vote simply click on the word (Approve, Reject, or Abstain) and submit. The poll results will be displayed immediately after the polls close.



Temple Adat Shalom

The Center For Reform Jewish Life
North Inland County, San Diego

**TEMPLE ADAT SHALOM
ANNUAL CONGREGATIONAL MEETING
TUESDAY, June 27, 2023 @ 7:00 PM
LOCATION: Suite B and Zoom**

AGENDA

- I. Meeting Called to Order
- II. Approval of the Minutes from June 22, 2022 Congregational Meeting
- III. President's Report
- IV. Rabbi's Report
- V. Nominating Committee Report
- VI. Approval of Nominating Committee Board of Trustees (BOT) Slate
- VII. VP Finance Report Summary
- VIII. Approval of Proposed 2023-2024 Budget
- IX. Auxiliary Reports
 - a. Sisterhood
 - b. Men's Club
- X. Security Update
- XI. Long Range Planning Update
- XII. Good & Welfare
- XIII. Adjournment

TEMPLE ADAT SHALOM
CONGREGATION MEETING MINUTES
June 22, 2022 @ 6:30 PM
LOCATION: Hybrid, both in Suite B and by ZOOM

I. Meeting Called to Order (by Robin Daus)

- A. The meeting was called to order at 6:34 pm and recording was begun.
- B. Quorum confirmed – 58 households attended (greater than the 10% of membership households needed for quorum) with a total of 73 attendees.
- C. A welcome was announced on behalf of the clergy, staff, and Board of Trustees to the hybrid annual congregation meeting. Everyone was requested to remain on mute for the duration of the meeting, and to use the chat box or raise a hand (physical or electronic) to pose any questions.

II. Approval of Minutes from the Congregational Meeting of June 24, 2021 (Miriam Schustack)

- A. A typographical error was pointed out, where the lunches provided by Sisterhood to ICS should have been called “bag lunches” rather than “bad lunches”.
- B. No further corrections to the minutes were offered, and there were no objections to approving the minutes as amended, so they were deemed approved.

III. President’s Report (Robin Daus)

The Co-Presidents said they hoped that everyone had viewed the finance presentation that was posted online prior to the meeting. We were in a position of some financial stability for the past year, thanks to donations and to the COVID funds received. We are increasing our attention to security issues, with plans to have an armed guard at some events, in addition to our own Blue Crew. Our physical facilities have several projects on which we are making progress: Plans for our new courtyard shade structure and the Pomerado frontage fence have been submitted to Poway (and to San Diego as well for the fence, since a tiny portion of our property is in the City of San Diego). We have a new director for Mosad Shalom, Racheli Morris. The search for a new permanent Cantor is underway.

Thanks to our adult education co-chairs, Sarah Cardet and Stella Read, for a

very active Adult Education program this past year, and to Robin Halter for her leadership of the Action for Social Justice committee. We are seeking someone to take over that important role, and people to volunteer to work on that committee. Thanks also to the many leaders who worked on our successful fundraising this past year, including the fabulous Cantor Lori Gala.

IV. Rabbi's Report (Rabbi David Castiglione)

Rabbi David Castiglione gave a blessing to all who attended. Rabbi addressed the parsha of this week, where scouts were sent out to assess the situation in Canaan before the Israelites would enter the land. Ten scouts returned, with eight of them reporting a terrifying situation. These eight reported that Canaan was fortified, and populated by giants. The other two saw things differently, and viewed Canaan from the perspective of their faith that the people were being sent to a land where they could prosper. Putting ourselves in the present day into the shoes of those scouts, who should we choose to be—the eight who were scared off, or the two who said we should trust in God and move forward? At Temple Adat Shalom, we all have a sustained investment in helping to make this the place we want it to be. We are Jewish Strong, Temple Adat Shalom Strong.

Over this year, we lost several congregants, including Aaron Thall, Ruth Kyman, Rita Deckel, Irv Walder, Louise Green, Rabbi Yehuda Shabatay, Jeff Figler, Karen Cohen, and Margaret Bouchet. There were 19 births in the congregation of whom 8 were named here at temple, and four couples from our TAS family were married: Renee and Ken, Jared and Maika, Joey and Brian, and Jeremy and Colleen.

V. Nominating Committee Report (Miriam Schustack)

A. Miriam Schustack reviewed the slate that had been sent in the meeting packet, showing those individuals up for election to a new two-year term or for a one-year term to assume a vacated position, and also showing the individuals continuing into the second year of a two-year term.

1. Robin Daus and Laura Spier will continue into the second year of their term as Co-Presidents.
2. Megan Moskowitz Kirkpatrick is nominated for a two-year term as VP Membership Engagement
3. Bob Lasser will continue into the second year of his term as VP Finance.
4. Lauren Levi is nominated for a two-year term as VP Youth Education

5. Jerry Rivas will continue into the second year of his term as VP Religious Practices.
 6. Shamara Madrid is nominated for a two-year term as VP Financial Resource Development
 7. Steve Reitman is nominated for a one-year term to fill a formerly vacant position as VP Long-Range Planning
 8. Miriam Schustack is nominated for a two-year term as Secretary
 9. Sarah Cardet and Stella Read will continue into the second year of their term as Co-VPs Adult Education
 10. Randy Wilkins is nominated for a two-year term as VP Facilities & Security
 11. Jeff Plumer is nominated for a two-year term as VP Digital Transformation
 12. The Men's Club Representative to the Board, appointed by the Men's Club, will be their incoming President Greg Gocal
 13. The Sisterhood Representative to the Board, appointed by Sisterhood, will be their continuing President Tammy Rozenberg.
- B. The positions of President-Elect, and VP Marketing and Communication are still to be filled, when candidates are found. Miriam requested assistance from the congregation with suggesting people who might be interested in filling the open positions. Please send any suggestions about potential candidates to Robin, Laura, or Miriam.

VI. Approval of Nominating Committee BOT Slate (Miriam Schustack)

The slate came moved from the Nominating Committee and the vote on the slate was held in hybrid format. The slate was passed with 64 votes in favor, 0 votes against, and 1 abstention.

VII. Report on our new website (Shamara Madrid)

Our redesign was a response to multiple needs. Shamara guided users through how to login to the new, more protected website. The big blue button "Worship with Us" gives you access to the livestream, or the Zoom when available, or to register to attend any service in person. For the protection of the community, many parts of the website will be locked down soon, visible only when you are logged in. Congregants will need to use their login for full access to the information on the website. Shamara or Jeff Plumer can guide you if you have any problems. Thanks to Phil for his contributions to this project.

VIII. VP Finance Report (Bob Lasser)

A. Bob Lasser noted that a more detailed finance report is available on the

temple website. Anyone may email him with questions at vpfinance@adatshalom.com

- B. Overall Summary of Fiscal year 2021-2022 to date was presented. We are ending the year with a small surplus due to government COVID funds and congregant contributions higher than anticipated. The Early Childhood Center also had a higher-than-budgeted surplus. Expenses were also over budget and dues collection under budget, but the net was positive.
- C. Bob reviewed our dues policy, which requires all members to have completed paying their commitment for the year by the end of May, unless on an approved automated payment plan.
- D. Budget for upcoming Fiscal Year 2022-2023 was presented.
- E. No increase in dues is planned for the upcoming year, but the budget proposes an increase in the security fee, and adds a new building maintenance fee of \$100 to allow us to maintain our aging facilities. These fees apply to all member categories. An example of the maintenance projects is the renewal of our parking lot, with projected cost of almost \$100,000.
- F. Projection is for a small decrease for 2022-2023 in overall member units, including ECE non-paying members and honorary and employee members. Paying members are projected at 283 units.
- G. Mosad Shalom is budgeted to improve in enrollment this year but is not projected to go as high as numbers before COVID. Costs for Mosad Shalom will be higher with our new Director, Racheli Morris.

VIII. Approval of Proposed FY2022-2023 Budget (Miriam Schustack)

Budget was approved with 80 votes in favor, 1 vote against, and 1 abstention.

IX. Auxiliary Reports (Tammy Rozenberg and Steve Reitman)

- A. Sisterhood President Tammy Rozenberg presented a year-end report.
 - 1. Proceeds from the rummage sale, close to \$9,000, were put toward supplies for the schools and the Mosad Shalom trips. Thanks to Leslie Morrison and her committee, and to all who donated goods for the sale.
 - 2. Thanks to all who bought Scrip and Mah Jong cards. Thanks to Debbie Savitsky for her work on the cards.
 - 3. Thanks to all the Sisterhood members who organized the many events Sisterhood held this year, including the Women's Seder, Sisterhood Shabbat, art classes, drive-through goody bags, and Rosh Chodesh celebrations.
 - 4. Meals have been provided to Corrine's Cottage each month, thanks to coordination by Nancy Flexer, and breakfasts and bag lunches to ICS

with coordination by Sharon Stanford. Big thanks to them, and to all who participated.

5. For the upcoming year, there are several new interest groups, and Sisterhood will provide childcare during some of our events. The Mommy and Me activities will be back (sons under 13 are also welcome).
- B. Men's Club President Steve Reitman presented a year-end report.
1. The Men's Club brunch was kept alive with the speaker series on Zoom running monthly, as well as several home deliveries of bagel brunches.
 2. Zoom Men's Club Shabbat service this past year was a great event with many members of Men's Club contributing.
 3. Men's Club was able to run a mini-Purim carnival this year, working within pandemic restrictions to provide a celebration for the children.
 4. Men's Club has helped with landscaping around TAS, and provides a significant portion of the Blue Crew members.
 5. Men's Club dues and fundraising continue to support Men's Club functions and many TAS projects, including the Jewish Heritage Trips for the MS students. They have also donated funds for the shade structure and new video equipment.

X. Security and Re-Opening Updates (Lon White and Greg Gocal)

An overview of TAS security was presented by Greg Gocal, with thanks to our Blue Crew and the Facilities and Security volunteers for their work in keeping us all safe. With Sid Bernsen's help, we successfully applied for a FEMA security grant that is providing about half a million dollars to help us build our layered security system. Lon White said that our congregation has been in the forefront on security issues. Our Blue Crew was requested to provide informal additional security for the Maccabi games this summer, and several members have volunteered. Lon provided an analysis of the current threat environment, with an increase nationally and regionally in anti-Semitic incidents. Extremist and hate groups are becoming more prominent and active. The Director of National Intelligence and the FBI say that domestic terrorism by white, racially-motivated extremists is the most significant threat to the United States. Greg thanked Shamara and Jeff for their work in making our website more secure. We established the North County security collaboration, with Ner Tamid and Chabad of Poway. The short FBI video about an active shooter scenario, titled "Run, Hide, Fight" was shown. A longer version can be viewed on [youtube.com](https://www.youtube.com)—just search for the title. Lon

emphasized that we all need to participate actively in keeping our community safe.

XI. Covid Policy Update (Miriam Schustack)

TAS Secretary Miriam Schustack presented a summary of the Temple's current COVID policies. These include a continued requirement for indoor masking except when actively eating and drinking, and limiting the number of attendees at services and events by requiring preregistration. For attending indoor services, we require people to be vaccinated and without COVID symptoms or recent known exposure to COVID. All food on the premises must either be prepackaged or served by a server wearing a mask and gloves. All TAS employees are required to be vaccinated.

XII. Good & Welfare (Rabbi David Castiglione)

This was covered in the Rabbi's report earlier.

XIII. Adjournment (Co-Presidents)

A. Special thanks to Rabbi and Phil Feinberg and a welcome again to our new education director Racheli Morris.

B. Meeting adjourned at 8:15 pm.



Temple Adat Shalom

The Center for Reform Jewish Life
North Inland County, San Diego

BOT positions for July 1, 2023

Positions that will start new terms according to the Bylaws, and will require election at Congregational Meeting in June 2023:

Position	Nominee
President	Nuriel Lapidot
Immediate Past President (non-Voting)	Robin Daus & Laura Spier
VP Finance	Bob Lasser
VP Religious Practices	Judi Brown
VP Long-Range Planning	Steve Reitman
VP Adult Ed	Stella Read
VP Marketing and Communication	Phillip Hoos

Positions going into the second year of a 2-year term where we have a vacancy:

Position	Nominee
VP Financial Resource Development	Sherry Whittemore

Information only on remaining Board Positions, all going into the second year of a 2-year term and not requiring a vote:

Position	Incumbent, continuing to 2 nd year of 2-year term
VP Digital Transformation	Jeff Plumer
VP Membership & Engagement	Helen Sabo & Morris Lifschutz
VP Youth Ed	Lauren Levi
VP Facilities and Security	Randy Wilkins
Secretary	Miriam Schustack

TAS 2023 - 2024 Condensed Budget (Page 1)

	Approved	Projected	2022-2023 Year End NOTES
	2022 - 2023	Actuals* 2022 - 2023	
OPERATING INCOME			
Membership Dues	\$ 607,415	\$ 535,195	Anticipated year end BCC Dues minus unexpected membership holds and cancelations
Pardeis Religious School	\$ 114,053	\$ 85,725	Budgeted annual endowment withdrawal not taken
Early Childhood Education (ECE)	\$ 1,228,020	\$ 1,153,179	Enrollment impacted by "aging out" considerations
High Holyday Income	\$ 51,500	\$ 51,394	
Tributes, Ways & Means, Oneg, and Gala	\$ 43,280	\$ 62,197	
Facility Rental	\$ 4,250	\$ 7,323	
General Contributions (including COVID 19 Fund, Chanukkah Pled	\$ 20,000	\$ 10,648	General contributions not as anticipated
Other	\$ 14,050	\$ 36,648	Miscellaneous + 10k Leadership grant and 10k URJ grant
Total Operating Income	\$ 2,082,568	\$ 1,942,309	
OPERATING EXPENSE			
Clergy Total Compensation Costs	\$ 304,954	\$ 305,034	Overspent temporary cantorial services + non-budgeted Cantor Emeritus expenses.
Administration	\$ 228,463	\$ 230,240	Unanticipated increases in IT Support, Legal services, printing, equipment rental, and office supplies
Pardeis Religious School	\$ 159,664	\$ 137,850	Payroll savings/fewer teachers
Early Childhood Education (ECE)	\$ 1,022,758	\$ 974,676	Payroll and related savings due to fewer teachers
Building & Grounds	\$ 190,465	\$ 192,973	Unanticipated increases in utilities and building supplies
Religious Committee	\$ 13,450	\$ 13,665	
Other Committees	\$ 17,100	\$ 3,979	
Insurance, Taxes, Dues	\$ 28,686	\$ 31,090	Increase insurance costs
Line of Credit Interest Expense	\$ -	\$ -	
Miscellaneous	\$ 10,000	\$ 3,524	
Total Operating Expense	\$ 1,975,540	\$ 1,893,032	
Operating Surplus (Deficit)	\$ 107,028	\$ 49,277	
	Approved	Projected	
	2022 - 2023	Actuals* 2022 - 2023	
CAPITAL FUND INCOME			
Other Income			
Tree of Life	\$ -	\$ -	
Other Funds or Contributions	\$ 5,200	\$ 7,005	CC Processing Fee donations
Memorials	\$ 1,000	\$ 14,647	
Security Fee	\$ 41,100	\$ 35,174	Overbudgeted \$3,400, 36 resigned/cancelled memberships + \$5k security grant
Facility Maintenance Fee	\$ 41,100	\$ 26,689	Overbudgeted \$3,400, 36 resigned/cancelled memberships
Total Capital Fund Income	\$ 88,400	\$ 83,515	
CAPITAL FUND EXPENSE			
Mortgage Interest	\$ 72,989	\$ 70,646	
Security Enhancements	\$ 23,100	\$ 30,493	Increased costs, unanticipated expense
Building Maintenance - Contingency	\$ -	\$ -	
Miscellaneous Expense	\$ 10,100	\$ 9,558	5% of ECE net contribution to JCF Marcus Fund payback
Total Capital Fund Expense	\$ 106,189	\$ 110,697	
Capital Fund Surplus (Deficit)	\$ (17,789)	\$ (27,182)	
OTHER IMPACTS ON CAPITAL FUND CASH FLOW			
Mortgage Principal Payments	\$ (41,263)	\$ (39,983)	
Cemetery Cashflow Receipts		\$ 12,000	
Total Other Impacts on Capital Cash Flow	\$ (41,263)	\$ (27,983)	
Net Capital Fund Surplus (Deficit)	\$ (59,052)	\$ (55,165)	
OVERALL OPERATING & CAPITAL SURPLUS (DEFICIT)	\$ 47,976	\$ (5,888)	

* Projected Year-End Based on YTD Trend. Fiscal Year ends on 6/30/2023.

TAS 2023 - 2024 Condensed Budget (Page 2)

	Approved	Proposed	2023-2024 Year End NOTES
	2022 - 2023	2023 - 2024	
OPERATING INCOME			
Membership Dues	607,415.00	628,003.00	Based on current membership roll + \$125 increase in each major Membership category. Tuition increase + higher enrollment Minimal increase in tuition In-person services Multiple 50th anniversary events planned Based on last year's actuals Based on last year's actuals + Johnson Trust resolution Committee income + miscellaneous donations + gifts
Pardeis Religious School	114,053.00	153,570.00	
Early Childhood Education (ECE)	1,228,020.00	1,230,500.00	
High Holyday Income	51,500.00	47,000.00	
Tributes, Ways & Means, Oneg, and Gala	43,280.00	55,972.00	
Facility Rental	4,250.00	6,500.00	
General Contributions (including COVID 19 Fund, Chanukkah Plec	20,000.00	20,000.00	
Other	14,050.00	22,350.00	
Total Operating Income	2,082,568.00	2,163,895.00	
OPERATING EXPENSE			
Clergy Total Compensation Costs	304,954.00	363,736.00	Raise for Rabbi, hired experienced Cantor vs new graduate, one-time Cantor expense (signing bonus, moving expenses) New computers, increased insurance rates, increased printing costs, salaries and related costs Lower Pardeis Operating expenses, but higher Class Trip expenses due to non-COVID and higher enrollment Minimal hourly salary increases No planned audio/visual improvements Increased insurance rates
Administration	228,463.00	255,073.00	
Pardeis Religious School	159,664.00	168,183.00	
Early Childhood Education (ECE)	1,022,758.00	1,024,059.00	
Building & Grounds	190,465.00	190,876.00	
Religious Committee	13,450.00	13,450.00	
Other Committees	17,100.00	10,700.00	
Insurance, Taxes, Dues	28,686.00	31,401.00	
Line of Credit Interest Expense	0.00	0.00	
Miscellaneous	10,000.00	11,825.00	
Total Operating Expense	1,975,540.00	2,069,303.00	
Operating Surplus (Deficit)	107,028.00	94,592.00	
	Approved	Proposed	
	2022 - 2023	2023 - 2024	
CAPITAL FUND INCOME			
Other Income			
Tree of Life	0.00	360.00	
Other Funds or Contributions	5,200.00	21,250.00	
Memorials	1,000.00	1,440.00	
Security Fee	41,100.00	25,000.00	
Facility Maintenance Fee	41,100.00	35,000.00	
Total Capital Fund Income	88,400.00	83,050.00	
CAPITAL FUND EXPENSE			
Mortgage Interest	72,989.00	70,069.00	
Security Enhancements	23,100.00	5,000.00	
Building Maintenance - Contingency	0.00	760.00	
Miscellaneous Expense	10,100.00	10,322.00	
Total Capital Fund Expense	106,189.00	86,151.00	
Capital Fund Surplus (Deficit)	(17,789.00)	(3,101.00)	
OTHER IMPACTS ON CAPITAL FUND CASH FLOW			
Mortgage Principal Payments	(41,263.00)	(45,389.00)	
Cemetery Cashflow Receipts			
Total Other Impacts on Capital Cash Flow	(41,263.00)	(45,389.00)	
Net Capital Fund Surplus (Deficit)	(59,052.00)	(48,490.00)	
OVERALL OPERATING & CAPITAL SURPLUS (DEFICIT)	47,976.00	46,102.00	Anticipated surplus
* Projected Year-End Based on YTD Trend. Fiscal Year ends on 6/30/2023.			