Annual Meeting Agenda 2023-2024
May 7, 2023

Call to Order/Welcome............................................................ Roy Berger
Invocation and National Anthems ...........Acting Spiritual Leader Heather Klein
President’s Message...................................................................Roy Berger
Financial Report.................................................................Steve Gleicher
Endowment Report............................................................Brian Messing
Slated Nominee Introductions...................................................Eric Potashnick

SLATED BY THE NOMINATING COMMITTEE

Jodi Berkowitz – 2nd Vice President
Steve Gleicher – Treasurer
Laurie Kelman – Secretary
Robert Granados – Trustee
Linda McCarron – Trustee
Dr. Sharon Roth – Trustee

Questions and Answers from the Congregation Moderated by............Roy Berger
Closing .........................................................................................Terri Hirschfield

Lunch in Event Center C
Rabbi Ilana Baden Report 2023-2024

Dear Temple Sinai,

Congratulations on the 2023-2024 annual report. It is always wonderful to be able to look back and celebrate another year in a synagogue’s history.

I understand that while there have been many moments of joy and blessing, there have also been several "twists and turns" in recent months. I want to thank the staff, lay leadership, and membership for not only riding out this year, but, moreover, for emerging from this experience with added wisdom, strength, determination, and resilience.

As you prepare to conclude this fiscal year and welcome the new one, I am getting more and more excited to join you in the coming weeks. I look forward to learning more about the community and getting to know you as individual members. Thank you for inviting me to be your rabbi. I am honored and I am humbled, and I cannot wait to see you soon.

L’shalom,

Rabbi Ilana G. Baden
President’s Report 2023 - 2024

May 7, 2023

Friends:

Whenever I’m thumbing through the daily newspaper (yes, I’m still one of those throwbacks) or hear on the news that Joe Biden is the oldest sitting president in United States history, I chuckle to myself and ask why would anyone want all that grief and aggravation in what should be the golden years?

Then, as I began writing this report, it dawned on me that I might be the oldest sitting president in Temple Sinai history. Dr. Larry Copeland, Rick Hollander, Julie Littmann and Ilana Shapiro I know were all younger than 70, the age I assumed the gavel. The only one whom I wasn’t sure about was Les Sherman, so I sent him a note. He responded almost immediately. “I was 71, six weeks prior to turning 72,” Les wrote and joked, “Two years later, when my term ended, I felt like I was 96!”

All of a sudden, I stopped chuckling. President Biden’s plight wasn’t that funny after all. The good news is Les had me by a year. I turned 71 yesterday. In fact, after a term of doing this, amazingly I feel like I only aged one year. Barring impeachment today, I have my fingers crossed that this final year doesn’t wrinkle me by the same two decades; the toll it took on Les.

Yes, this appointment to say the least has been interesting. Frustrating, exhausting and every now and then fulfilling is a capsule of the emotions we ‘volunteers’ incur.

Most incredibly, with all the distractions of this position, it made my floundering golf game even worse. I never thought that was possible.

However, despite it all, my determination to finish what we started has never been stronger. I know our officers and trustees share my resolve.

I wasn’t promised a rose garden when I agreed to this post a year ago and I certainly didn’t get one. But what I did receive was an incredible Board of Trustees and congregational volunteers all pulling together to make Temple Sinai the best experience it can be for everyone. We’re not done, but we are on the way.

Past president Hollander told me some months ago that “Builders build their case and caretakers get in the way.” After a number of months as caretakers and observers we are on the road to building the infrastructure of Temple Sinai that, by and large, has remained in Covid protocol.

Sure, we’ve had our obstacles and speed bumps the past 10 months, some of them obvious to all, others behind the scenes. We tried to address situation by situation the best we could to put us in a position to forge ahead with our agenda.

In order to be able to offer the services and programs our members deserve we knew we had to build from within. An existing staff of three — executive administrator, executive assistant and a controller — wasn’t going to be enough to meet an active congregation’s needs nor pave the road for an expanded membership base.
First things first were to address the priorities: the obvious one being on the bima. Our Rabbinical Search Committee answered the call and brought Rabbi Ilana Baden to our doorsteps. You, the congregation, convinced her that Las Vegas was the place to be and confirmed her to be our next spiritual leader. If you were in attendance at the Shabbat evening service on March 31 you witnessed Rabbi Baden and Cantorial Soloist Heather Klein as a partnership and couldn’t help but be moved by what the future holds spiritually for our congregation.

A month before this Board even began, on June 4, 2022, there was an attempted security breach at our front entrance during Shabbat morning services. Speculation and conjecture on exactly what happened and what was said and what this individual’s motive, if any, might have been was really an eye opener for us. Two days later the offender was apprehended by local police and sent on his way to California, Arizona, or wherever his destination was rumored to have been. Ultimately, this was not a situation deemed threatening nor terroristic, but considering how national and world affairs are developing, we couldn’t take a chance in being lax protecting our synagogue and congregation.

As a result, the outgoing 2022-23 Board passed a resolution to seek a director of safety and security to make sure our campus was as secure as it could be. It became our priority to identify that individual. Six weeks later, we introduced Marc Geiger as our Safety Director on a one-year agreement to both assess and implement various procedures and upgrades throughout the entire Shenker Academy and Temple Sinai campus. Please see Marc’s report on page 6.

In many ways we were caretakers for the first six or seven months, feeling our way through. Now recognizing what our synagogue needs to prosper, it’s time to build our organization and that’s what this final year will represent.

Our organizational staff was still a holdover from the COVID years, and far too thin to be able to service our synagogue and congregational needs. So with that being said, we have a building plan that will take us to the next level of administration for our activities and participation.

The prime position needing attention was our head rabbi; check that box as successful.

Next we identified the need for an executive director to run the day in and day out affairs of the organization. Presently, the officers of the board, particularly the president, vp’s and treasurer serve as co-CEO’s, COO’s, CFO’s and CIO’s. This is not conducive to good, productive business; it’s too much responsibility to put on volunteers who should be participating in a governance and policy role, not necessarily operations. The board approved the addition of an executive director. We were really fortunate that one of the best in the business was arriving at Temple Sinai with Rabbi Baden.

Experienced, proficient and a reputation taking a back seat to none, Jeff Baden was an obvious choice when we offered him the position on an 18-month interim basis. We are really excited about both Baden’s joining our organization.

Continuing the build out, we plan to bring onboard a marketing and member relations professional to promote and coordinate temple events to both members and non-members. Also, as part of that responsibility we have prime event space that generally remained dormant over the last few years that now can be marketed as rental space to various outside groups and organizations.

We also have plans to offer free religious school as a benefit of Temple Sinai membership which we hope to have in place for the 2024-25 school year. To do that we are conducting a search for a director of education who will oversee our religious school, youth group and adult education programs.
President’s Report 2023 – 2024 (cont’d)

The Shenker Academy side of our campus continues to shine brightly as you’ll see from the financial review that’s a part of this packet and as presented this morning. And things will continue to improve with the construction of a brand new building that will accommodate up to 50 additional students in three classrooms along with a gym. The project, estimated at $1.4 million, will be 100% fully funded by state and federal grants. And if that isn’t great news things got even better when Dr. Sharon Knafo agreed to a five-year extension keeping him as our Head of School through December 2028. That is exciting Shenker Academy news for all of us.

Committee work was year round this past year. First Vice President Terri Hirschfield launched two new committees: Leadership and Transition. The Leadership Committee is a group comprised of all committee chairs that meets quarterly to share ideas and experiences. The Transition Committee will help the Baden’s relocate smartly to our community and synagogue life as well as facilitate the transition to our new spiritual leader. There will be organized special events during Rabbi Baden’s first year starting with her initial Shabbat service on June 30, and later in the year a very special rabbinal installation weekend of programs and ceremonies. The Nominating Committee, chaired by Beth Miller, brought forward the great candidates for the Board of Trustees on today’s ballot. Trustees Robert Granados and Steve Gleicher served as a compensation committee and negotiated contracts with Rabbi, Jeff Baden and Dr. Knafo. Jodi Berkowitz was our key trustee with religious school, youth group and the great Jewish Lifelong Learning programming. Treasurer Gleicher and Nancy Shinder agreed to co-chair the dues review task force and their recommendation is part of this report. And of course, tremendous gratitude to Heather Klein who stepped up to be our spiritual leader in our time of need.

So, the work for the new Board of Trustees that will be completed by your votes today is by no means minimal—we have lots of building left in our final year to make Temple Sinai a better place than we found it last July. We lose from the board two of our finest, Lynne Lober and Jillian Potashnick, and thank both ladies for their countless hours of time and contributions. We certainly hope both stay active on committees and leading various programs.

And, while I appreciate the comments both pro and con (I like the pro so much better), the best news is you care enough to share your thoughts.

There are so many people to thank for their help over this past year, I’m not sure I can do it justice in writing, and I will certainly forgot someone. Y’all know who you are. However, the one group I can thank and not miss anybody is our congregation- I am truly impressed and flattered by your never-say-no attitude and your willingness to help no matter the situation. Thank you, thank you!

For me, on those days when things get particularly tough, I turn to the words of Sir Winston Churchill who said, “We make a living by what we get, but we make a life by what we give.”

We will work as hard as we can this next year, giving back, to make you proud to be a Temple Sinai member.

Thanks for your membership and support. Together we will accomplish our goals.

Roy Berger,
Temple Sinai, President
Acting Spiritual Leader/ Cantorial Soloist’s Report 2023 - 2024

Chaverim,

This year what I have noticed most is how much we have all stepped up to keep our Temple moving in the right direction. Yes, we have had many changes this year, but what is most important is how we respond when change happens, because inevitably it will. I am so incredibly proud of our board, staff and incredible volunteers. Not only have I felt supported in my current role, but I have seen everyone step up and work to help each other with kindness. If ever there was a sign of a special congregation, I believe that must be it.

Most recently, we all gathered for Pop Up Shabbat which is our annual opportunity to spend Shabbat outside our building and be amongst other community members under the stars. Shabbat with Mostly Kosher proved to be an inspired night of fun for all ages.

This year Purim was a special coming together in an intergenerational performance of a “Greased Shpiel.” It was so much fun that I am looking forward to what we create next year.

Hanukkah Pajamaama is always a highlight as we gathered in our pajamas and sang at Downtown Summerlin at the Annual Menorah lighting as well as different senior centers making the holiday so exciting for everyone.

This year I am incredibly proud of our 7th graders taking on the Social Action at the Temple for the 2nd year in a row. They have taken on the task of choosing organizations for our community to make donations in the form of their wishlist and do some firsthand volunteering at each place. This has been an eye-opening opportunity that really teaches them so much about Mitzvot and Tikkun Olam. Each month our class was able to volunteer and get the whole community involved.

Song Circle was back this year and was inspired by our love of meditation and a need for a release from our week; a little movement and a little prayer. Our Out the Dor Young Adults enjoyed a few different events this year including, hiking, happy hour, Dancein’ Dreydl’s and a special Pop Up Pizza event.

Through great effort and interviews we found our bashert Rabbi Ilana Baden. I cannot deny there was a magic that I felt when I led with her for the first time on March 30th. Rabbi Baden’s husband Jeff Baden will be our Executive Director. I have already been in contact with both of them to prepare with them for when they arrive at the end of June. I am so thrilled for our whole community to learn from Rabbi Baden and grow from the leadership of Jeff. Only joy to come!

B’Shalom,

Heather Klein
Cantorial Soloist
Temple Sinai Annual Security Report 2023 - 2024

Two full security assessments completed (SCN, CPTED)

Full OSHA and fire inspections completed and approved for licensing criteria.

OSHA- Hazardous labeling system placed for all bottles and chemicals used on property.

Conversion of large storage closet to safety office with computer access and camera monitoring capabilities.

Monthly and quarterly safety checklists created and archived.

Landscape – (Areas consisting of parking lot, buildings, pathways, plants, rocks, trees, and perimeter) Front paver walkway installed, all trees trimmed as to not interfere with cameras or building intrusion, groundscape and trees trimmed to Crime Prevention Through Environmental Design (CPTED) standards (3’-7’), groundscape along walkways trimmed to avoid obstruction with pedestrian traffic. Large unintended purposed rocks and debris removed from property, perimeter bushes replaced and maintenance plan in place with new contracted landscape company resulting in approximate 10% reduction of cost.

Lighting- Entry bollards repaired, parking lot overhead lights repaired, West side lights replaced with CPTED standard LED lighting, and CPTED LED motion detection lighting added to west side employee entrance. Numerous inside lighting repairs were made throughout the building.

Entryway and door locks- West side employee entrance gate repaired and locking mechanism added to gate. Small Shul locking system was added to the rear emergency door.

Perimeter- West side church gate locks were removed and replaced with one sided deadbolt locks. These locks still provided external security with an internal manual lock for emergency exit capabilities for Temple users without a key. Official No Trespass signs placed around entire perimeter and trespass authorization program implemented through LVMPD. Ventilation screening and structure gaps filled throughout the building. The electrical panels were secure with locking mechanisms to prevent malicious power outages. Fire and emergency exit signage was added to evacuation routes. Installation of three audible emergency exit alarms on exit doors. Windscreen design and installation for the Schenker children’s playground area.

Cameras- Two new Shenker cameras were added to the 10 min. school parking area, these cameras were installed at a specific angle to observe the parking drop off and pick up area to help mitigate accidents and numerous complaints. Two new internal temple cameras were also installed, one in the library and one in the event hallway. Updated video camera observation monitors in Exec Admin Office and Safety Office.
Kitchen- Relocation of sharp-edged kitchen tools to locked secure area out of visual sight, four new window treatments were added to the kitchen doors for aesthetics as well as safety to obscure the visual observation of the kitchen area.

Night Lock Systems (Emergency lockdown door locks)- Four faulty floor locking systems were identified and fixed in the event center. Fifteen-night locking door security holders were installed in doorways.

Evacuation Plans- Holiday high volume evacuation plans and routes were developed. These routes and plans were reviewed with staff and congregants and are posted during high holidays.

First Aid and Safety- Flashlights were added to Bimah area and first aid areas. Monthly AED and first aid inspection sheets were developed and implemented for useful life and maintenance. Trauma kit added and labeled outside of large shul. 10 go-bags (backpacks) created for religious school educators, complete with trauma kits and supplies in case of evacuation. Walkie talkie check-out and utilization logs, safety pamphlets, and information are placed outside of Safety Office.


National Security Grant Submission- Submission of grant through NSGP, FEMA Department of Emergency Management with pursuit of approximately $150K in potential grant funds to enhance safety and security.


Alarm System – Merging of multiple redundant alarm partitions on property to only two partitions (one for Shenker Academy and one for Temple Sinai). Phone application via Total Connect for administrative access to arm and disarm the alarm system remotely.

Communications- Extensive communication and meeting with neighboring houses of worship, Federal state and local law enforcements entities, including the Southern Nevada Counter Terrorism Center for safety information sharing. Telephone threat guide established for incoming phone calls. Liaison to Dr. Knafo regarding parent safety issues and complaints.
Safety is something we can all participate in; our CPR class is just one way congregants are contributing to the safety of Temple Sinai and our community.
Overview

Temple Sinai Las Vegas is an all-inclusive Reform synagogue. Our scope includes regular Jewish worship and educational experiences for all ages, celebration of Jewish festivals, cultural and social programs, lifecycle events and 24/7 access to clergy. The congregation is a partnership of diverse Jews across generations. Each person is equally important. Members are partners in faith who believe in the value of Jewish education from cradle to grave. We support one another with leadership from lay and professional staff, rabbi, cantorial soloist and educators. Numerous opportunities for study and fellowship foster meaningful relationships. A modern campus of a sanctuary, a chapel, social halls, a library and a religious school provides space to experience Jewish life to the fullest. All are welcome here. No one is turned away for financial reasons.

A budget is a moral document. It is a reflection of what is important enough to Temple Sinai that its Board allocated resources to the activity or endeavor. Resources are allocated for both the short- and long-term missions of Temple Sinai.

This budget accomplishes that goal. In many ways, this budget is conservative, meaning we have assumed an outcome that is not as good as might be expected, with budgeted revenues being slightly lower and expenses a little higher. After living through a pandemic, one can never be sure what is coming next.

Temple Sinai is comprised of three operating units: the religious school, the synagogue, and Shenker Academy. For this discussion the budget for the religious school and the synagogue are combined. Shenker Academy is separate. The capital budget for all three operating units is at the end of this discussion.

The budget reflects increasing revenues from 2022-23 due to a higher security fee assessment, a slight increase in membership, increased donations and fundraising results, and additional revenue from the renting of the event center. Expenses are also increasing due to inflation, the reorganization of the administrative staff, higher security costs and the expense of planning for free religious school in 2024-25. The budgeted net expenses over revenue (deficit) for the combined units is ($54,325). The deficit will be funded from our savings, which have been accumulated from previous operations.
Revenues

Membership Support

Membership in Temple Sinai is a personal, spiritual, and financial partnership. The membership support amount in this budget is based upon the family unit with the 5 units being 1) an individual, 2) couple, 3) single family, 4) senior couple, and 5) family. In addition, each member unit contributes to our security costs. Religious school tuition and class fees apply to registered students. Financial assistance is considered on a case-by-case basis. This year we are moving to a subscription model whereby membership support is an ongoing charge to each member’s account until notice of termination is received by the office. Members may elect to pay annually, biannually, quarterly, or monthly. If members change status (i.e., from couple to individual or family), the member must inform the office in writing so membership classification can be adjusted.

While dues have remained the same since 2019, including this year, security fees have increased to cover the surge in security costs the Temple has incurred both this year and as budgeted in 2023-24. It is expected that in budget 24-25, the dues portion will increase. Membership support is the single largest category of revenue for the synagogue as shown in the chart below. Overall revenue is budgeted to increase by $198,000 or 21%.

## Temple Fiscal Year is July 1 to June 30

<table>
<thead>
<tr>
<th>Source</th>
<th>Forecast 22-23</th>
<th>Budget 23-24</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership Support</td>
<td>$450,145</td>
<td>$521,042</td>
<td>$70,898</td>
</tr>
<tr>
<td>Temple Fundraisers</td>
<td>60,605</td>
<td>100,550</td>
<td>39,945</td>
</tr>
<tr>
<td>Donations</td>
<td>108,976</td>
<td>145,500</td>
<td>36,524</td>
</tr>
<tr>
<td>Programs &amp; Events</td>
<td>8,715</td>
<td>29,950</td>
<td>21,235</td>
</tr>
<tr>
<td>Rental Income</td>
<td>240,000</td>
<td>252,000</td>
<td>12,000</td>
</tr>
<tr>
<td>Religious School</td>
<td>62,794</td>
<td>80,354</td>
<td>17,559</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$931,236</strong></td>
<td><strong>$1,129,396</strong></td>
<td><strong>$198,160</strong></td>
</tr>
</tbody>
</table>

### Sources of Revenue

- **Religious School**: 5.2% (2019-2023 Avg: 5.2%) 5.2% (2024 Revenue Bud: 5.2%)
- **Rental Income**: 21.5% (2019-2023 Avg: 22.3%) 21.5% (2024 Revenue Bud: 21.5%)
- **Programs & Events**: 0.6% (2019-2023 Avg: 2.7%) 0.6% (2024 Revenue Bud: 0.6%)
- **Donations**: 16.6% (2019-2023 Avg: 12.9%) 16.6% (2024 Revenue Bud: 16.6%)
- **Temple Fundraisers**: 6.6% (2019-2023 Avg: 8.9%) 6.6% (2024 Revenue Bud: 6.6%)
- **Membership Support**: 46.1% (2019-2023 Avg: 49.5%) 46.1% (2024 Revenue Bud: 46.1%)
Temple Sinai Budget Report 2023-2024 (cont’d)

Dues

<table>
<thead>
<tr>
<th></th>
<th>Family</th>
<th>Couple</th>
<th>Single Parent Family</th>
<th>Sr Couple</th>
<th>Single &amp; Young Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues</td>
<td>$ 2,148</td>
<td>$ 1,632</td>
<td>$ 1,524</td>
<td>$ 1,464</td>
<td>$ 1,140</td>
</tr>
<tr>
<td>New security Fee (was $300)</td>
<td>$ 468</td>
<td>$ 468</td>
<td>$ 396</td>
<td>$ 468</td>
<td>$ 396</td>
</tr>
<tr>
<td>Total Dues with Security</td>
<td>$ 2,616</td>
<td>$ 2,100</td>
<td>$ 1,920</td>
<td>$ 1,932</td>
<td>$ 1,536</td>
</tr>
<tr>
<td>Dues Per Month</td>
<td>$ 218.00</td>
<td>$ 175.00</td>
<td>$ 160.00</td>
<td>$ 161.00</td>
<td>$ 128.00</td>
</tr>
</tbody>
</table>

As a point of reference budgeted cost per member unit is $3,875. This is calculated by dividing total expense for 23-24 by 400 members, which is our budgeted membership number.

Membership support, as it always has been, will be free for military, post b’nai mitzvah, Temple staff and complimentary memberships, however, complimentary memberships must pay the security fees associated with their classifications. Affar membership will be set at $300 per year, an increase of $120.

Expenses

Expenses are budgeted to increase by $214,000 or 16%. The largest increases are 1) Salary and benefits, which are rising due to the addition of two new positions, plus a full year of positions added in 22-23 and consideration for existing staff, 2) Events and programs are rising due to increased outside usage of the event center and expected increase in Temple programing, 3) Supplies are increasing as we gear up for an expansion in religious school enrollment in 24-25 and the continued upgrade in books, supplies and resources for this coming year.

Expenses are budgeted to decline in repairs and maintenance, due to the higher costs experienced over the last 2 years, and travel costs, as we do not expect to do any more rabbi searches for a long time.

<table>
<thead>
<tr>
<th></th>
<th>Forecast 2022-23</th>
<th>Budget 2023-24</th>
<th>Inc / (Dec)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$ 684,791</td>
<td>$ 833,692</td>
<td>$148,900</td>
</tr>
<tr>
<td>Contract Services</td>
<td>115,944</td>
<td>127,000</td>
<td>11,056</td>
</tr>
<tr>
<td>Special Events &amp; Programs</td>
<td>49,988</td>
<td>99,530</td>
<td>49,542</td>
</tr>
<tr>
<td>Repairs &amp; Maintenance</td>
<td>111,484</td>
<td>92,000</td>
<td>(19,484)</td>
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<tr>
<td>Office Expense</td>
<td>70,735</td>
<td>71,300</td>
<td>565</td>
</tr>
<tr>
<td>Utilities</td>
<td>52,347</td>
<td>53,600</td>
<td>1,253</td>
</tr>
<tr>
<td>Religious Expense</td>
<td>44,343</td>
<td>51,400</td>
<td>7,057</td>
</tr>
<tr>
<td>Bank and Credit Card Fees</td>
<td>33,542</td>
<td>37,500</td>
<td>3,958</td>
</tr>
<tr>
<td>Supplies</td>
<td>21,028</td>
<td>32,450</td>
<td>11,422</td>
</tr>
<tr>
<td>Insurance</td>
<td>17,980</td>
<td>20,000</td>
<td>2,020</td>
</tr>
<tr>
<td>Marketing &amp; Advertising</td>
<td>12,055</td>
<td>12,000</td>
<td>(55)</td>
</tr>
<tr>
<td>Dues &amp; Subscriptions</td>
<td>11,452</td>
<td>11,500</td>
<td>48</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>28,946</td>
<td>25,238</td>
<td>(3,708)</td>
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<tr>
<td>Depreciation</td>
<td>80,226</td>
<td>82,000</td>
<td>1,774</td>
</tr>
<tr>
<td>Total</td>
<td>$1,334,861</td>
<td>$1,549,210</td>
<td>$214,349</td>
</tr>
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</table>
Other Revenues and Expenses

Other Revenues and expenses include interest, dividend and other investment income or losses the synagogue incurs on its various investments. It also includes our investment management fees. We are budgeting for an increase in interest income due to higher rates and an increase in our cash balance. We also modified our cash management system at our bank, resulting in additional interest income. Our investment portfolio, like most everyone else’s, has had its ups and downs over the last 15 months. We focus on a long-term portfolio strategy and do not budget for any investment gains or losses. The net other revenue and expense for 23-24 is an income of $62,200.

Shenker Academy

Shenker Academy is budgeting net revenue over expense of $303,000. This is a decline of 60% from forecasted 22-23. The decline is a result of a reduction in revenue due to the loss of pandemic support that the school received in 22-23, increased teachers’ salaries, higher security costs and repairs and maintenance.

Shenker has received a grant to build a 2-story building addition adding three newborn classrooms, a gym, and administrative offices. The construction is expected to start in late summer. The vast majority of the costs are grant funded, but we expect that some of the Temple reserves accumulated over the last 4 years will be needed to complete the project.

Summary Budget 2023-24

The following is a summary of the budgeted three combined operating activities of Temple Sinai:

<table>
<thead>
<tr>
<th>Budget 23-24</th>
</tr>
</thead>
<tbody>
<tr>
<td>Temple revenue</td>
</tr>
<tr>
<td>Temple expense</td>
</tr>
<tr>
<td>Other revenue</td>
</tr>
<tr>
<td>Net expenses in excess of revenues</td>
</tr>
<tr>
<td>Shenker revenues in excess of expenses</td>
</tr>
<tr>
<td>Net expenses in excess of revenues</td>
</tr>
</tbody>
</table>

Capital Budget

Temple Sinai’s capital budget for 23-24 is as follows:

Sanctuary and Event Sound System $100,000
Replacement 16,000
Security Window Coverings 9,000
Torah Restoration Year 1 of 4 Year Project 20,800
Computer Replacements and Upgrades 18,200
Networking and Wi-Fi replacements 164,000

Funding for the capital projects will come from fund raising activities and Temple savings.
Summary

Temple Sinai's budget for 23-24 reflects the beginning of post-pandemic Temple Sinai. A new rabbi, additional adult education, laying the groundwork for free religious school in 24-25 and an expected increase in family memberships in future years. More youth group resources and activities are budgeted to help improve our youth group experiences. A reorganization of our administrative team will help us achieve these planned activities and prepare for the future. An increase in security costs reflects our vigilance against antisemitism in our society and the safety of our members. Continued maintenance and upgrade of our beautiful facility and maintaining our social and cultural programs is key for enhancing the Jewish experience of Temple Sinai.

We also budgeted for additional member support in terms of an increase in security fees, donations, and fundraising activities. We believe that ensuring Temple Sinai's financial health, not only for the next year but for generations to come, is every member's moral obligation. The same obligation and thought process that the Board used to approve the budget included within this document. It will be an exciting year to continue building the future of the Temple together.

Budgeting a loss can raise questions as to the health of the Temple’s operations, or sanity of the Board. Please be assured that the Temple has the financial ability to cover the budgeted loss, if it occurs, from prior years operational savings. We expect Shenker Academy to outperform its budgeted results, as it has done over the last several years, and allow the Temple to show a combined net revenue over expense result when the fiscal year ends.

I am planning to hold three meetings on the Temple’s budget and financial situation during the month of May. The dates will be announced at the Annual Meeting.

Respectfully submitted,

[Signature]

Steven Gleicher
Treasurer Temple Sinai
LIFE & LEGACY: Temple Sinai Endowment Report 2023-2024

Temple Sinai is fortunate: founding leadership understood how important an endowment is to our long-term financial security. Endowments insulate against economic downturns and stabilize budgets through the funding of unexpected expenses. Endowments can also fund special needs, they allow for growth and change as times demand. It is our angel, and it is our safety net. It is also our responsibility to make sure the endowment grows with additional donations.

The endowment committee works with those who want to make a commitment now or in the future with a legacy gift. As you probably know, an endowment commitment is made now and funded over time, usually five years. A legacy gift is a commitment for payment in the future, from your estate after you pass. Some gifts are made as a combination of now and later. With this approach, everyone can participate. All gifts are important, and no gift is too small.

Now, for some details: Our endowment has three purposes: general expenses, education, and membership dues assistance. The total value of our endowment as of April 4, 2023, was $1,450,000, and there is another $495,300 to be received over the next few years. Legacy commitments are harder to report because a commitment is often a percentage of an estate or retirement account whose value is unknown until death. However, based on conservative guidance from the Harold Grinspoon Foundation, we estimate Sinai will benefit from these commitments by $190,000. These accounts grow with each new donor.

Our goal to build a secure financial foundation for Temple Sinai is Five Million Dollars. With your participation, we will realize this goal. We want to take a moment to thank our endowment and legacy donors for their outstanding commitment to Temple Sinai and to its future. Our theme is “ensure tomorrow today.” These Temple members, past and present, are truly builders of tomorrow. We certainly hope many more will participate in the Temple Sinai endowment fund. We are so very grateful to all of you.

Brian Messing

Nancy Shinder

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www.templesinai.lv.org
thank you
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THANK YOU
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Report of Jewish of Lifelong Learning and Temple Sinai Youth Report
2023 - 2024

Chaverim,

As a trustee, I focused my energies on education and improving upon and growing Temple Sinai's educational programs. The Adult Education Committee used this transition year to grow and learn alongside you. The Jewish Lifelong Learning program began the year with a 16-week course on the Jewish Journey which offered speakers from across the Valley including Rabbi Tzvi Boncheit from the UNLV Chabad, Ally Elbogen and Inbar Levi-Agami from the Adelson campus, Lilach Levaton from the IAC, and more. Weekly topics varied from Modern Jewish history to Shabbat, to even touring a Mikvah. Other courses offered were Jewish Cooking, IYUN with Richard Fogel, How to Create Your own Haggadah with Lucie Sample, as well as being provided the opportunity to count the Omer.

Jewish Lifelong Learning also invited three speakers to campus this year. Steve Riback, the Kosher Cop, Rabbi David Kasher, IKAR, and Amy Albertson, advocate, and educator. While the community at large was invited to our programs, our community was first in line to learn and enjoy along the way.

Youth programming (SVTY) began the year with a new program for our littlest congregants, grades 1 and 2 with programs such as crafts, park and movie days run by our very own Rebecca Wilner. With Grant and Sherilyn leading the way, our Jr SVTY’s enjoyed ice skating, movie nights, Dave & Busters and the first ever Shabbaton here on the Sinai campus! Our oldest group SVTY saw roller-skating, an Aviators game, movie nights, and a weekend retreat at Potosi Pines. We were honored with great support from the Alan and Judy Bachman Foundation for many of our programs and strive to only enhance this relationship. Our year is ending with a visit to Knotts Berry Farm in May for our oldest students. These are just a few of the fun activities had by our Temple youth, with more to come in 2023-2024!

Thank you for the opportunity to serve Temple Sinai this year. I look forward to continuing the wonderful work I have started with an amazing group of volunteers and staff and am excited to welcome Rabbi Ilana G. Baden in the coming month. As they say, may we continue to grow and learn, from strength to strength.

L'Shalom,

Jodi Berkowitz
Interim Secretary
Shenker Annual Report- May 2023 - 2024

Shenker Academy focused this year on:

A. Complete renovation of 10 classrooms without closing any room, and parallel to end of year graduations, summer camp, and opening a new school year.
B. The NAEYC accreditation for 2023 was renewed.
C. Working with several State and Federal agencies on licensing requirements.
D. Starting an expansion project- 2-3 new classrooms, new children gym.

1. Licensing: We completed several inspections with SNHD, Fire Marshal, CCSD, OSHA, SCATS, and NV Department of Education, all to renew our various licensure. We are working on renewing our private school license for Kinder & 1st grade.

2. Staff: Our lead teachers were excellent this year, and only 1/16 teachers left in the middle of the school year (September) for a different job. We have kept hiring new assistants due to high turnover, specifically among assistants. This is the nature of education in general, and early childhood education in particular.

In the office- Mrs. Borders swung into the role of assistant director (full time), while her focus is teachers and staff management as well as management of all preschool licensing teacher training per NRS 432A. Mrs. Borders helps with medical treatment and medication administration. In the office- Genesis our enrichment teacher and academic supporter for teachers resigned effective 1.31.2023. Mrs. Lauren Alvarez will take her place slowly, moving from classroom role to administration (enrichment, curriculum alignment, school programs, projects, and more).

In the office- Casey manages admissions and coordinates HR paperwork (FMLA, insurance) with Elizabeth Larson.

Melissa- manages all financial aspects and coordinates with Elizabeth Larson all receivables, payables, and payroll.

We have continued subsidizing the training subscription to CCEI (professional development online training) to suffice our licensing training.
3. Marketing: We continued to focus on our social media presence. Our website was updated earlier than any year (in August-September 2022) to meet demand early in the game and allow us to ensure enrollment sustainability.

4. Admissions: We had 10-15 tours per week since November 1st, 2023, and we have quickly built our enrollment leading for the 2023-24 school year. Subsequently, we have started our waitlist early; however, we witness more schools poaching students from us last minute and leave us high and dry in the last minutes before school year starts. We have repeatedly asked our registered students to avoid using the Academy as a safety school.

5. Communication: Our weekly school newsletter is reaching 965 subscribers. The newsletter covers educational issues, school updates, calendar, classroom news, PTO messages, health matters and more. We worked hard on our social media (Facebook, Instagram, google reviews) and emphasized our well-rounded activities throughout the school year. Darielle Rios (Assistant Teacher and social media influencer) is paid for helping our marketing to be visible with videos posts after major events at the school. Teachers are communicating through various apps, classroom newsletters, emails, phone calls, conferences, and more, as communication of school and parents is a vital component of healthy school life. Our school newsletter communication, classroom newsletter, apps, and meetings with parents, are all aiming to help families stay informed and proactive in their child's education. We focused on our relationships with other elementary schools to help our families with the transition to elementary schools, and our relationships with LVDS, Alexander Dawson, Lummis, and Staton Elementary School strengthened. We have witnessed more competitive attitude from Merry Hill, Challenger, and the Adelson School. We have guarded the admissions process with competitive schools to prevent these schools from poaching our students after winter break (mid-year).
6. **Early Intervention:** We worked closely with Child Find, Department of Behavioral Health, United Testing Services, Pearson Testing, Title I (Catapult for Kindergarten), all are national and State organizations who provide variety of support services to our teachers, students, and administration. We have added the EBP (The Evidence Based Practice of Nevada) as a resource for full student psychological-developmental assessment. This became an enrollment contingency for children who fall outside of the normal distribution.

7. **Enhanced curriculum:** To elevate Curriculum, teaching, and the meticulous work on lesson plans, we have completed the hire of Mrs. Paola Borders (lead teacher in the 3’s program for many years) to be the assistant director for curriculum and teaching staff. Effective June 2022, Mrs. Borders coordinates all grade-level meetings, lead teachers’ meetings, and together with Lauren Alvarez, is managing alignment of curriculum implementation across grade levels, as well as the use of classroom workbooks, manipulatives, and amenities. Mrs. Borders is scheduled to meet each grade level monthly, to guide them with the progress of school curriculum implementation, to evaluate current assessment tools (Brigance), and plan and implement school programs with PTO and staff. We added hundreds of books directly into our classrooms to advance our reading comprehension for all ages. We added a Scholastic reading program for beginners which enhanced reading for ages 3-5. We improved vocabulary and verbal expression by adding sight words to each classroom ages 2-5. We have added the McGraw-Hill Mathematics program to our 4’s and K, and we have added the phonics curriculum in ELA for the 3’s and 4’s. We have purchased monthly and annually school supplies, new manipulatives, new equipment, and will continue to do so in the next year as well.

8. **School Programs:** We have celebrated our annual events in person, and our fall festival, holiday celebrations, art fair, the lunar/Chinese New Year, family breakfast, week of the young child, our annual scholastic book fair, our music celebration, and more, all were celebrated with high attendance this year. We thank our PTO for their support and for the love they bestow upon our teachers.
9. Technology: The focus on technology following the visitation, enabled us to complete the building of the computer lab and institute coding class to the ages of 4-Years Old (Pre-Kindergarten) (over 90 students) and our Kindergarten program (over 20 students). We have hired Coding of Kids Organization to teach and train our teachers with coding. It is visible among our community that our school made leaps and bounds in terms of curriculum elevation in technology. We have completed the computer lab and had several classes throughout the day using it.

10. Specials: We are consistent with our core subjects’ approach to education: we kept twice a week sign language, once a week Spanish, and once a week Hebrew. Shabbat session with CS Heather Klein was optional bi-monthly. We expanded our after-school activities and added martial arts, tennis (Buddy the Ball), soccer (Soccer shots) to the already, Leap 4 Fun, and gymnastics.

11. Improved assessment of students: We continued with our BRIGANCE testing system online. We have used the SAT Pearson for kindergarten students, and we have expanded the use of our StarFall curriculum already in the Three’s to allow early preparation of our student to common core standards. We have added original Shenker testing tool for each grade level.

12. Renovations: We have taken seriously our physical environment improvement and launched a massive rehabilitation of 10 classrooms. Our plans were to renovate the classrooms to suit modern learning environment and answer the health codes and health needs per our Nevada Health Department and our preschool licensing unit. Our classrooms were equipped with new and modern sinks, toilets, bathrooms, changing tables, flooring, new lights, new microwaves, new kitchenettes, and new look to enable learning in a modern environment. This comes to elevate categories #5 (scored 81%) and #9 (scored 76%) and to answer the needs for cleanliness, updated appliances, updated classroom furniture, updated amenities, and assist with health requirements. We completed the renovation of 10 classrooms while still operating as usual. The project cost $350,000 all from a grant we received in 2021.
On the left: A complete renovated classroom with new flooring, new kitchenette, new furniture, new sinks, new appliances, new restrooms, new wall tile.

We thank Lynne Lober and Marty Meyers who coordinated the project with Wayne Construction and the designer.

13. Maintenance: We continued our contract with Elite Janitorial for a nightly cleaning. We have a maintenance personnel (Jose Escobar, FT) who addresses daily and routine maintenance (painting, plumbing, repair in the classrooms, moving furniture during renovation, lunch delivery, kitchen tasks, and more).

14. Financials: Shenker Academy had a stellar year, when we established a sustainable financial practice. More details from treasurer's financial report/Shenker. We have submitted all requirements for the federal grant we received in 2021-2, and we were confirmed to keep the funds given to us.

15. Legal Matters: Shenker Academy has won unemployment claims and settled a liability case from 2018. Shenker Academy has over 90 employees which requires a meticulous HR practice with DETR claims, employee claims, etc. We have also encountered two parental claims this year (medical bills).
In May 2023, 106 students from our pre-kindergarten and our kindergarten classes will be graduating. As educators, we cling to frame every milestone of our children with a lesson, and our graduation this year will be inspired by the friendships we have all formed, and by the incredible community we have created here at the Academy.

Challenges:
1. Last minute enrollment cancellations.
2. Losing the temple library as a classroom, putting more strain on our pre-k populated rooms.
3. Renovation project of 10 classrooms, expansion project.
4. New lay leadership.
5. Increasing licensing demands (new regulations).
Temple Sinai 2023-2025 Nominating Committee Report

The 2023 Nominating Committee was appointed by Temple Sinai President Roy Berger. Chairperson Beth Miller was voted in by committee members at the Nominating Committee’s initial meeting on January 18, 2023, pending Board ratification. Committee members were ratified by the Board of Trustees on January 24, 2023: Terri Hirschfield, Shel Kolner, Brian Messing, Beth Miller (Chair), Eric Potashnick, Nancy Shinder, Judi Stotland. A letter from President Roy Berger was emailed to the entire congregation on January 25, 2023, requesting nominations for the 2023-25 Board of Trustees. This included an overview of Trustee responsibilities.

The Nominating Committee commenced the work on February 2, 2023, of vetting and recommending the best candidates to serve on the Temple Sinai Board of Trustees 2023-25. The Committee met several times prior to conducting interviews in order to establish a schedule of meeting dates, policies and protocol, and evaluation documents and tools to enable the committee to work in an effective and efficient manner. Decisions were reached by overall consensus.

Nominee candidates were either self-nominated or nominated by a congregant. Interview questionnaires were emailed to each nominee, which also included a questionnaire for incumbents. Upon completion and submission to the Chairperson, questionnaire responses were distributed to all committee members.

Interviews of nominees were held between February 16 through March 14, 2023.

The Committee convened on March 23rd, for a round-table discussion and vote to reach a consensus on the final slate recommendation to the Board.

The Temple Sinai Nominating Committee Final Slate Report was submitted to President Roy Berger on Monday, March 27, 2023.

“What was most impressive about this process was everyone’s strong commitment and love for Temple Sinai,” according to Miller. “That was evident and inspirational all throughout. Furthermore, the Committee feels fortunate to have had such an accomplished group of nominees and thanks all who participated.”

The Committee is honored to present to our congregation this year’s Slate of Nominees for the 2023-25 Board of Trustees:

2nd Vice President, Jodi Berkowitz
Treasurer, Steve Gleicher
Secretary, Lori Kelman
Trustee, Robert Granados
Trustee, Linda McCarron
Trustee, Dr. Sharon Roth

Beth Miller
Chair, Nominating Committee
Candidate Bios

Jodi Berkowitz

Steve J. Gleicher

Laurie Kelman

Robert Granados

Linda McCarron

Dr. Sharon Roth
Slated 2nd Vice President Candidate for Election

Jodi Berkowitz, 2023-2025

Originally from New York and then New Jersey, Jodi Berkowitz has lived in Las Vegas for 12 years with her husband Gideon and their three daughters. Jodi comes to Temple Sinai after serving the New York/New Jersey Deaf and Hard of Hearing communities for over 25 years. Jodi is an experienced sign language interpreter.

She was the Director of the Drug & Alcohol Rehabilitation Center for the New York Society for the Deaf as well as the Coordinator of Communications for the Eye Bank Association of America. Additionally, while serving on the NYC Continuum of Care for Mentally Ill Chemical Abuser Oversight Committee, she designed, developed, and established a Scattered Site Residential Program for the Post Graduate Center for Mental Health.

Jodi Berkowitz is currently the Interim Secretary but began her service as a Trustee on the Temple Sinai Board of Trustees. While in this role, Jodi’s portfolio as a board member has included religious school, adult education, the B’Mitzvah program, the conversion program, and youth programming. Additionally, Jodi has supported our community by participating in the search committee(s), gala committee, programming committee, and planning Purim carnivals.

Jodi Rosoff married Gideon Berkowitz in 1994 and they have three beautiful daughters, Hannah, Samantha, and Lillie. Hannah graduated from Emerson College with a BA in film and is pursuing her artistic dreams in Los Angeles. Samantha is a sophomore at the University of Illinois Urbana Champaign, where she is a Judaic studies major! Lillie (whom you often see walking the halls of Temple Sinai), became Bat Mitzvah at Temple Sinai in August of 2021. Lillie is a freshman at the Las Vegas Academy majoring in photography with the goal of becoming a forensic scientist. Jodi and Gideon enjoy kayaking and hiking with their Saint Bernard Marvin.
Slated Treasurer for Candidate Election

Steve Gleicher, 2023-2025

Steven Gleicher: I was one of the “founding” members of Temple Sinai 16 years ago. I was honored when asked to join the Board a couple years ago to fill a vacancy when Amy and Stu Stein moved to Pennsylvania. Last June, when the Treasurer position suddenly became open, I volunteered to take on that responsibility and became a Board member again, completing the former treasurer’s term which ends this June 30. Over the last 7 years, I have been a member of the following committees: finance, investment, rabbi selection, retreat, the dues restructure task force, compensation, and the Sinai Shenker liaison committee.

As an accountant and former small business owner, I can bring my experience to the Temple Community to help fulfill its sacred mission. It is very rewarding to be able to participate and help Temple Sinai through its current transition. The future of the Temple looks bright, and I am excited to be part of the team leading it.
Slated Secretary Candidate for Election

Laurie Kelman, 2023-2025

I am confident that I meet the expectations to become a Temple Sinai board member, holding a master's degree in educational administration and having over 40 years of experience in teaching and education. In Dallas, I served on the Solomon Schechter board of directors and was chairperson of the middle school education committee. Moving to Florida, I was an administrator in Broward County. After moving to Las Vegas, my responsibilities included coordinating professional development of teachers and staff in Clark County and working for eight years in the Special Education legal compliance department.

I support Temple Sinai with my time and with financial commitment, including Gala attendance, Shabbat services, Temple Sinai events, and committee participation such as Casino night, Caring Committee chair, College Connection chair, Membership chair, Gala committee, Social Action, Board Trustee, Interim Rabbi Search committee, and most recently as co-chair of the search committee for our settled rabbi, Rabbi Baden. My experience on previous committees will allow me to jump in and increase my involvement.

In addition, I serve on the board of trustees of Friendship Circle of Las Vegas, where we have established monthly programming for children and young adults with disabilities. I am available to Friendship Circle parents, assisting them with IEP development as they maneuver the public school system. In addition, I advocate for foster children at Child Haven who require special education services.

The characteristics I possess to make me a vital board member are previous experience as a board member, strategic planning, understanding of the importance of confidentiality, and working as a team. I have worked on various committees, learned how to work with people with different viewpoints, and worked hard to build consensus among group members. Serving on the board at this time is such an exciting opportunity, with Temple Sinai starting a new chapter, and I want to be involved in making more of a difference as we continue to expand and grow.
Slated Board Trustee Candidate for Election

Robert Granados, 2023-2025

Fellow congregants, it has been a true honor for me to serve on the Board of Trustees. This has been my first experience on a non-profit board.

I am an experienced CEO with a history of leading venture backed companies, private equity companies, and publicly traded firms.

I sit on several corporate boards in the US and abroad. The experience of sitting on a board dedicated to supporting our congregation, the Jewish community, and Jewish values, has been amazingly rewarding.

It is a sacred partnership worthy of significant effort. I have been a proud member of Temple Sinai since 2017. I do my utmost to add value and participate on various committees, including the finance committee, investment committee, the compensation committee, and the Sinai/Shanker liaison committee. I look forward to continuing to serve our congregation.
Slated Board Trustee Candidate for Election
Linda McCarron, 2023-2025

I grew up in New York, where my family and I belonged and were very involved in a Conservative Temple. My husband Rich and I moved to Las Vegas in 2015 and joined Temple Sinai. My husband has been the Treasurer for the Men’s Club for the last few years.

I got involved in Temple Sinai in many ways. I belong to the Programming Committee, the Membership Committee, and the Leadership Council and have delivered many meals to people who are sick or injured through the Caring Community. I am also the Facility Coordinator for the Temple and spend many hours in the Temple, ensuring things are running correctly.

My past ownership of a Property Management Company has provided me with the knowledge and expertise necessary to operate our facility. It’s all been very fulfilling, as I love our Temple very much. I have been a Board Trustee for the last few months, and it would be an honor to be able to continue in this position for the next two years.
Slated Board Trustee Candidate for Election

Dr. Sharon Roth, 2023-2025

Sharon Roth has been a Las Vegas resident since 2002 and involved in the Jewish community long before then, joining her folks for Jewish community life here in the Valley since they retired here in 1991. She has been an active member of Temple Sinai since its inception, and Ahavat Torah and Beth Am before that. Many of our Temple friends attended her wedding to her husband Eric, attended the britot milah of their sons Zeke and Hank, and watched the boys grow up here at Temple Sinai through their bar mitzvahs and confirmations.

Over the years, Sharon has become more involved in committee work here at Sinai. Over ten years ago she said yes when Rabbi Cohen asked her to join the education committee. She was stewardship chair for the Life & Legacy program here and joined the retreat committee to plan the weekends up at Mt. Charleston. Currently, Sharon serves in the Spiritual Enrichment, Jewish Lifelong Learning and Transition Committees. She attends services nearly every Friday evening, Saturday morning and the festivals, as well as daily on morning minyan. She is also a regular at Saturday morning Torah study, which she loves and encourages anyone interested to come on out to join.

When not at synagogue, Sharon enjoys hiking, running, yoga, tennis (all of which she is spectacularly bad at), reading, learning, cooking, and gardening. She is a practicing doctor of Asian medicine for the past 26 years.
Looking forward to a vibrant and meaningful year ahead.

2023-2024
5783-5784