

2022-2023 | 5783

Annual Report

JUNE 11 2023



AGENDA

10:00

Call to Order
President's Welcome

10:00

Rabbinic Address

10:20

Approval of Minutes of 6/22/2022 Annual Meeting
Approval of Mission Statement and Core Values
Announcement of Officers
Rabbi Sabbatical and Intro of Rabbinic Intern

10:35

Presentation of 23-24 JCOGS Operating Budget

11:00

Adjourn

**SCAN FOR
2022 MINUTES**

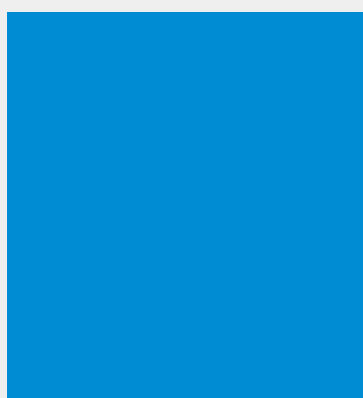


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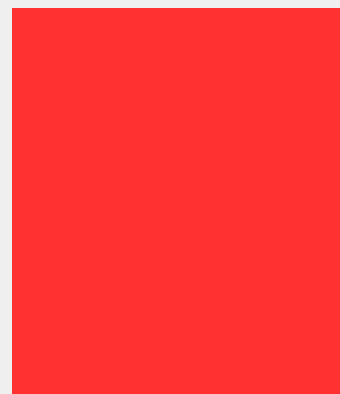
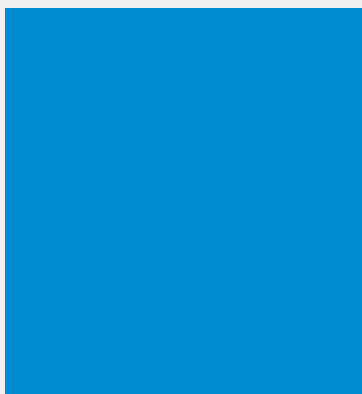
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OUR MISSION

In harmony with the natural beauty of our region, the Jewish Community of Greater Stowe seeks to connect, inspire, and build a vibrant home for multi-generational Jewish and interfaith rural life. Through the pathways of Shabbat, holidays, lifelong learning, engaging programs, and social justice, we are dedicated to caring for each other, our neighbors, and our world.



Shared
Tradition



Social
Justice



Lifelong
Learning



Creative
Programs



Spiritual
Practice



Community
Collaborations

CORE VALUES

KEHILLAH: ENGAGED COMMUNITY

JCOGS is a synagogue, Jewish community center, education hub, and haimish kehillah (homey community) for Jewish and interfaith residents, second homeowners, and visitors. Children to elders, we strive to create an authentic sense of belonging and foster friendships through life's milestones and everyday moments.

EILU V'EILU: DIVERSITY AS VITALITY

As a pluralistic, egalitarian community welcoming wide-ranging beliefs, identities, and practices, we value human diversity as the source of our collective vitality. We actively listen to and value each other's perspectives in an environment of mutual respect. We seek to understand differing and even challenging points of view, while celebrating the dignity and unique gifts of each individual.

TIKKUN HANEFESH: SELF-DISCOVERY

Drawing on wisdom from the Torah and our rich history, we aspire towards self-awareness and self-compassion in mind, body, and spirit. We engage in this journey with our rabbi, educators, lay leaders, staff, visiting scholars, musicians, and members of all ages. We think deeply about the connection between self, community, society, and environment as we seek to lead lives of meaning and purpose.

TIKKUN OLAM: REPAIRING OUR WORLD

Inspired by our ancestors' bravery in the face of injustice and our hope to leave the next generations a promising future, we heed our tradition's call to seek peace, pursue justice, and care for all of creation. Leading and collaborating in our region, we cultivate relationships of care for our neighbors, fellow Jews, Israel, and all peoples that translate ethical tradition into action.



2022-23 BOARD MEMBERS

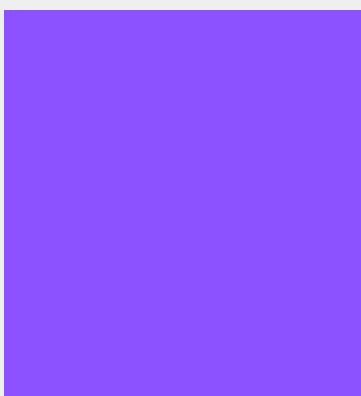
The board of trustees is elected by our membership and is responsible for the overall governance of JCOGS, including oversight of staff, strategic planning, delegating to committees, and managing finances. We're deeply appreciative of their service to our community.

- Art Dorfman, art.dorfman@jcogs.org
- Candace Elmquist*, treasurer, candace.elmquist@jcogs.org
- Lis Erickson, lis.erickson@jcogs.org
- Ron Feinstein, emeritus, ron@ronfeinstein.com
- Lynne Gedanken*, vice president, gedanken@jcogs.org
- Sarah Ibson*, secretary, sarah.ibson@jcogs.org
- Lex Leikin, youth intern, lex.leiken@jcogs.org
- Steven Levine*, president, steven.levine@jcogs.org
- Steve Lichtenstein, emeritus, steve.lichtenstein@jcogs.org
- Priscilla Minkin, priscilla.minkin@jcogs.org
- Craig Oshkello, craig.oshkello@jcogs.org
- Gabbie Schaffer, youth member, gabbie.schaffer@jcogs.org
- Harold Schwartz*, harold.schwartz@jcogs.org
- Bill Scudder, bill.scudder@jcogs.org
- Debby Sherman, debby.sherman@jcogs.org
- Irwin Tauben, president CFJCOGS, irwin.tauben@jcogs.org
- Aron Temkin*, aron.temkin@jcogs.org
- Amy Wenger, amy.wenger@jcogs.org
- Cyndy Wyatt*, vice president, cyndy.wyatt@jcogs.org

*current executive committee member

STAFF

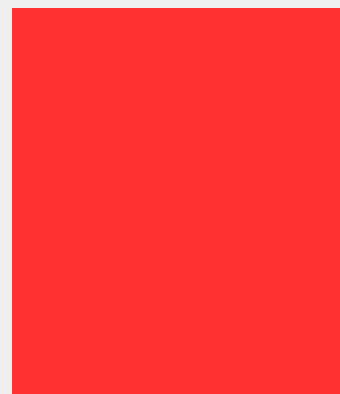
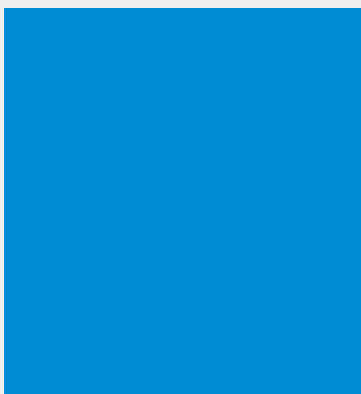
- Rabbi David Fainsilber
- Alison Kaminer, Director of Operations
- Laura Kittell, Office Assistant
- Beth Liberman, Director of Education



COMMITTEES

- Building Committee
- Cemetery Committee
- Chesed Committee
- Education Committee
- Endowment Campaign
- Executive Committee
- Finance Committee
- Housing Task Force
- Mad River Valley Outreach
- Membership Committee
- Programming Committee
- Ritual Team
- Stowe Jewish Film Festival Committee
- Summer Stars Committee
- Tikkun Olam
- Teen Tzedakah Team

Contact JCOGS@JCOGS.ORG if you're interested in joining a committee.





LETTER FROM RABBI DAVID

Dear JCOGS family,

This year has felt almost “normal,” as we transitioned out of the COVID emergency. My prayer is that each of you are feeling safe and healthy. One of the great learnings for me from that time of isolation is the great need for spiritual practice to anchor ourselves in this often chaotic world. Whether in moments with our beloved JCOGS community, with family around the Passover Seder table, or on your own on your meditation cushion, or out on the slopes with your skis or on the trails with your bike, I hope that each of you find a place beyond and within that connects you to something “greater” in your lives.

With that, here’s my year-in-review:

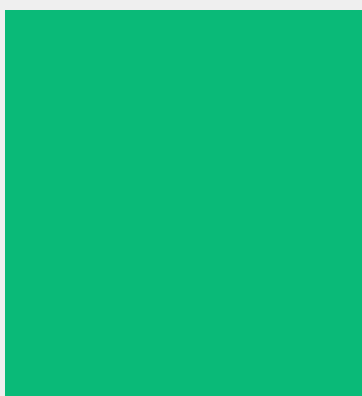
LETTER FROM RABBI DAVID

Once again, it has become customary at JCOGS to have double-digits Mitzvah celebrations. We've celebrated weddings and baby covenanting ceremonies. Sadly, we've buried beloved members of our community and family.

At JCOGS, Friday night services are the foundation of our religious practice each week. Onegs have become a treat each week for our community (thank you Patti Rubin!), with many members choosing to sponsor an oneg. Many of our meals included ingredients from our Mitzvah Garden, from freshly picked organic greens to baby cukes and radishes. This year, we expanded Shabbat's depths by offering a monthly morning service that drew our Mitzvah cohort, families, and other members. Shabbat also took us to Montpelier and Mad River.

Holiday participation may have been greater than any other year, starting with our intimate High Holy Day experiences. And we've never had so many people building and decorating the sukkah as we did this year. Could it have been the all-you-can-eat taco truck that drew people?! For Hanukkah, we went on the road in the Northeast Kingdom, Waterbury/Mad River Valley Hanukkah on Ice, and, of course, in Stowe, including our annual Iron Chef competition. Purim included boisterous music with Brass Balagan, and costumes and hamentaschen up on Stowe Mountain. Our annual Passover Seder finally returned back to pre-COVID numbers, with almost 100 people bringing in our freedom holiday with style. Shavuot on the Mountain brought glorious weather to our 9th annual hike. Alison and I were delighted to host Shabbos brunch, Pizza in the Hut, and havdalah this year. Please stay tuned as the JCOGS band recorded some meaningful High Holy Day music this year, set to launch in time for our fall holidays.

In our learning, we hosted Rabbi Sid Schwarz this summer who brought us the history of synagogues so as to expound on the innovation needed to renew Jewish life for the 21st century. He also led a fabulous "davening out of the box" Shabbat service, which opened our eyes to what is possible with prayer. And on Sukkot, Rabbi Michael Cohen taught about the environmental commitments in the Torah.



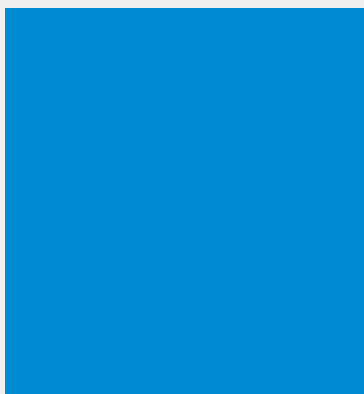
LETTER FROM RABBI DAVID

Our Foundations for a Thoughtful Judaism class met regularly during the winter, with a culminating Shabbat on Shavuot. We met for Torah on Tap: Hot Topics, we learned about how the Shabbat prayers can centre our experience in times of upheaval, and we gathered to learn how to leyn/chant from the Torah. We read two books together: The Beauty of What Remains by Rabbi Steve Leder, and one by one of our beloved members, Erika Hecht z”l, who passed away, Don't Ask My Name: A Hidden Child's Tale of Survival. We also have an improved library, which I hope you will take full advantage of.

The greatest in-depth learning, and a major highlight from the year, took place when 40 people took part in an interfaith trip of a lifetime to Israel. The connections between the individuals and congregations are now stronger than they have ever been. Wanting to share the “love” of this trip with the rest of the community, the pre-trip included multiple learning opportunities for the whole community with our tour guide Danny Ehrlich, plus videos, pictures, and words shared while we were away and upon our return (including upcoming on June 21).

For families and youth, we continued to offer programming through our Olam Chesed Education Center at JCOGS, at Beth Jacob Synagogue, as well as dipping our toes in the Mad River Valley. This year’s theme was L’chayyim, where we held mock lifecycle rituals with the kids. We also made two giant tallitot, an ice sculpture of Etz haChayyim, the Tree of Life, and we buried sacred books no longer fit for use at Darchei Shalom, the JCOGS cemetery. Our active Mitzvah cohort worked on their 13 Mitzvot Challenge of doing good in the world, including preparing a meal of consolation, and food for the Lamoille Community House. There were 25 beautiful kids at our Passover Seder, as it should be!

Regular programming included weekly Hebrew online small groups and a new format of online learning for January and February. We also celebrated a few family-focused Shabbat services at both synagogues. Our teen program Ateed is gaining momentum, with its new format, including the Teen Tzedakah Team. Donations were spread across the following organizations, some local, some in Canada, some Jewish, some not, some for direct service, some for longer-term solutions to ongoing issues: (HIAS, Lamoille Community House, Project Keshet, VT Hillel, Lamoille Soil, and Jewish Youth Climate Movement). Perhaps most of all, we achieved 100% parent volunteer participation in our Olam Chesed program, and our children were happy and engaged in the learning!



LETTER FROM RABBI DAVID

Finally, our tikkun olam efforts were undiminished again this year. Our High Holy Day food drive broke all previous records. The Blood Drive continued to support this acute need. And our interfaith events, such as the MLK music and learning evening, were powerful. We also held a winter drive for Eden Elementary School. We have a new JCOGS Rainbow Coalition that is offering programming to support our LGBTQIA+ members and their families, including our upcoming Pride Shabbat, June 16-17. And as always, we help individuals in need where we can, both members and beyond.

This year, the housing task force focused on supporting the Lamoille Community House 365 Campaign to create a permanent 24/7 shelter in our area (it currently only serves the winter months). JCOGS was a major support for the annual Raise the Roof event. We also made meals and gathered supplies for the organisation. And we sold maple syrup during Hanukkah and Passover as a benefit. “You are not obliged to complete the work, but neither are you free to desist from it.”

I could not be more grateful for Steve Levine’s leadership, his willingness to step into so many areas that needed support, and his unceasing care for JCOGS’s fiduciary responsibility. And it certainly doesn’t hurt that he’s a mensch too. Kudos to Candace Elmquist for her many years of service as chair of the finance committee. And thank you to our mission committee for taking on the tremendous task of attempting to capture JCOGS’s essence in a few sentences. As we look ahead to the coming year, we have an incredibly strong board of trustees and group of committees working for JCOGS’s success. I feel especially excited to have Cyndy Wyatt taking the helm as incoming president. With so much vibrant energy to build off of, we are in good hands for a bright future. Kein Yehi Ratzon, may it be so.

Rabbi David



LETTER FROM THE PRESIDENT

This year's annual report marks the end of my tenure as JCOGS Board president - I have served for 2 years and 4 ½ months. The annual report typically summarizes the year. I will do that but will also share work in progress that I know the officers and board will continue. As I plan for my future involvement, I will continue to remain engaged and active on the board, offering what knowledge, experience, and time I can to our future, remarkable leaders.

My greatest JCOGS joy has been getting to know Rabbi David - our spiritual leader and our greatest asset. The opportunity to work side by side with him and for my wife Judith and I to really get to know his wife Alison Link and the three boys - Adar, Yonah, and Hersh has been a blessing. He serves without judgment, he expounds his views and opinions without prejudice, and is constantly trying to do everything he does differently, more imaginatively or better.

LETTER FROM THE PRESIDENT

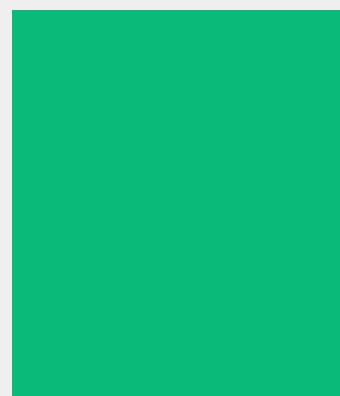
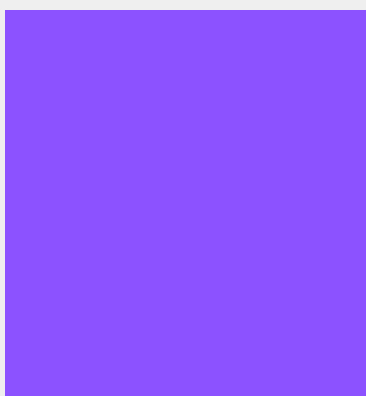
I want to personally thank Beth Liberman, director of education, and the Olam Chesed teachers who continue to educate our youth. The education committee chaired by Lis Erickson meets regularly and continually strives to improve the educational experience for all of our youth - from preschool through high school.

Our building and our robust programming is ably supported by Alison Kaminer, our operations director. Thank you Laura Kittell, our office person, who steps up to do so much for our community.

Our religious and non-religious programming continues to expand in number and in participation. We have a new programming committee led by Lynne Gedenken, Cyndy Wyatt, and Debbie Sherman. The Stowe Jewish Film Festival in its 6th year is led by Marni Leikin and Bobbi Rood. We had 50 people at a midweek event recently. I know this kind of engagement will continue and grow.

JCOGS continues in its leadership role in the interfaith community. Many of our members went on an interfaith experience to Israel led by Rabbi David, Father Rick from the Episcopal Church, and Pastor Dan from the Stowe Community Church. The Housing Task Force led by my wife, Judith Wine has been instrumental in addressing needs of the homeless population. This interfaith and social justice presence also helps address the fight against antisemitism in our region.

I am putting out a gigantic thank you to Candace Elmquist who has stepped down from chairing the finance committee and her position as JCOGS Treasurer. She has served in these positions for 5+ years and has maneuvered through incredible financial challenges, opinions, and influences with grace. This past year, we lost to retirement or job change two bookkeepers, our accountant, and our bookkeeping system went from google spreadsheets to Quickbooks online. We integrated our finances with ShulCloud software and a whole new menu of charge lines. I wish I could report that our financial position is healthy and non-stressful, but unfortunately our benefactor is no longer subsidizing the JCOGS budget and though they are matching up to a million dollars towards the endowment, it has come to a point that if our annual revenue does not increase \$60,000 this coming fiscal year, JCOGS will not continue as we have become accustomed. At this time it is up to our membership to decide what we want.



LETTER FROM THE PRESIDENT

I would be remiss if I didn't acknowledge the committee chairs and the JCOGS Board.

The endowment committee has been chaired by Sara Tauben, Art Dorfman and Jonathan Freedman. Lynne Gedanken, finishing her 9th year on the board, heads the cemetery committee, the governance committee, and continues to be an eager volunteer on many projects. Debby Sherman leads the membership committee and Susan Bayer-Fishman has led the Building committee, which includes board members Craig Oshkello and Hersh Schwartz. Sarah Ibson remains the board secretary. Our youth board members, Gabbie Schaffer and Lex Leikin offer invaluable perspectives.

New board members this year include Bill Scudder and Art Dorfman. Bill has taken over the finance chair and he will assume the role of Treasurer, July 1. I cannot thank Cyndy Wyatt enough for everything she has done for JCOGS as a board member, her committee leadership, and overseeing the staff. She will be taking over the presidency and I have abundant faith in the direction of JCOGS under her leadership. Every committee and member works tirelessly to maintain the mission of JCOGS - which has been rewritten and will be presented for our annual report and meeting.

I have been so honored, blessed, and humbled by your allowing me to be your board president.

Respectfully and with wishes for Shalom,

Steven Levine



SABBATICAL AND EMMANUEL

As some of you know, in accordance with JCOGS's contract with him, Rabbi David will be taking a six-month sabbatical beginning just after Simchat Torah at the end of the High Holy Days. Some of you may wonder why our rabbi needs a sabbatical. Actually, it is not only for his benefit, but for ours as a community as well. Rabbi David became our rabbi nine years ago on July 1, 2014. Saying that he works full-time for JCOGS is a significant understatement. With our small staff, growing congregation, and increasing programming, his workload is far beyond full-time in a job that is physically, emotionally, mentally, and spiritually demanding. The sabbatical will give Rabbi David time to rest, study, grow and reflect and return to us refreshed with new ideas. It will also give us, as members of JCOGS, the opportunity to develop and apply new skills such as leading services and taking on other volunteer roles.

We are excited to announce that, during Rabbi David's sabbatical, we will be joined by an outstanding rabbinic intern, Emmanuel Cantor. Emmanuel will be in his final year of rabbinical school at Hebrew College in Newton, Massachusetts. He will be in Stowe two weekends each month from September through May and will be available at other times on Zoom or by phone. We look forward to engaging services and programming under Emmanuel's leadership.

All of us who have had the pleasure of meeting Emmanuel on Zoom or in person are impressed by his warmth, knowledge, intelligence, humor and experience. He is wise beyond his years. Emmanuel is a magna cum laude graduate of Yale University and a Wexner Graduate Fellow. Between undergraduate studies and rabbinical school, Emmanuel spent a year on an Avodah Jewish Service Corps Fellowship. He is a Jewish educator with experience in social justice work who describes himself as a "reluctant yet committed New York area professional sports fan".

The Sabbatical Committee

Willa Bruckner
Lis Erickson
Lynne Gedanken, chair
Marlene Maron
Steve Levine
Cyndy Wyatt

FINANCIAL UPDATE

Dear JCOGS Community,

I joined the Board in November 2022 and took over as Chair of the Finance Committee in early 2023, and I have been working closely with our Treasurer, Candace Elmquist, and members of the Finance Committee on transition work. I want to ensure that JCOGS continues to be fiscally responsible so that we can continue to bring our full range of services and programs to the community in the years ahead.

FINANCIAL UPDATE

FY23

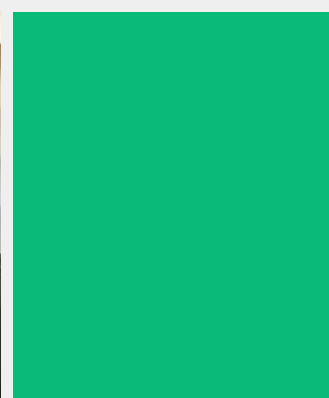
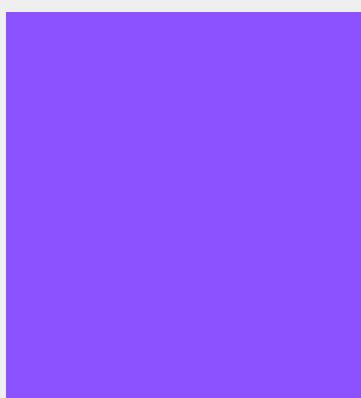
We had a full year of “normalcy” following the pandemic years, as we resumed full operations across the board. Organizationally, Lindsay Turiello departed and Alison Kaminer, our Operations Director, fully took the helm in managing day-to-day affairs. She successfully deployed our membership management system (ShulCloud) and migrated our QuickBooks accounting system to a cloud-based version. As of this report, she is finishing the reconciliation of the cloud-based QuickBooks with the prior desktop-based version. I expect “clean” financial reports to be ready by early Fall.

I have been monitoring our cash positions (strong) and working with Alison to support the Board with manual reporting and analysis. The Finance Committee investigated JCOGS’s eligibility for the COVID-related Employee Retention Credit (ERC). Although we closed the JCOGS facility in accordance with the Vermont Governor’s Executive Orders from about March 21, 2020 to June 14, 2021, our employees continued to work remotely, and we didn’t suffer a greater than 50% decline in revenue in the eligible quarters. Therefore, JCOGS is not eligible for the ERC.

Upcoming Year - FY24

The FY24 budget process started in February with our Treasurer, Candace Elmquist, holding meetings with the budget line item holders. These meetings continued through March/April, with the FY24 proposed budget undergoing several revisions. The FY23 budget was used as a baseline to start the process, and FY23 actuals and forecasts were used for support. The budget was reviewed and approved by the Finance Committee and then presented to and passed by the full Board at the May Board meeting.

The FY24 budget was created with a conservative approach and with awareness of the current and potential economic climate in the coming year. There are three goals with this approach: 1) Maintain a “flat” year-over-year budget, 2) generate a balanced budget, and 3) potentially generate a positive Net Income or surplus that can be re-invested into the community during the year. On the Income side, this conservative approach may understate the income we hope to achieve, while on the Expenses side, the conservative approach may overstate expenses, especially as the Board continues to focus on controlling expenses.



FINANCIAL UPDATE

While maintaining flat year-over-year growth, the budget still “makes room” for new expense items (e.g., rabbinic intern for coverage during the Rabbi’s sabbatical), staff salary increases and increases in some administrative and facility costs (driven by inflation). The proposed budget also includes increases in membership dues for both individuals and families which was approved by the Board. Membership dues will increase from \$1170 to \$1225 per Family and from \$720 to \$750 for Individuals. Finally, the FY24 budget does not include income from the Endowment; the intent in FY24 is to re-invest the generated income back into the Endowment to support its growth.

A summary of the major budget sections is shown in the chart below, followed by a set of notes for the budget items.

Apart from the cemetery, JCOGS currently has no debt; however, the building is starting to show its age, and the Finance Committee will investigate a line of credit or mortgage to be used for building/capital improvements.

Thank you to all the members of our community for their involvement and continued financial support of JCOGS.

Respectfully,

Bill Scudder

Chair, Finance Committee and Incoming Treasurer

\$182,600

MEMBERSHIP

210

MEMBERS

\$50,000

BENEFACITOR APPEAL

20

SPONSORED ONEGS

12

MITZVAHS



\$72,000

DONATIONS



FINANCIAL REPORT

FY24 BUDGET AND 3-YR. COMPARISON

INCOME	FY24	FY23	FY22
1. Membership Dues	\$179,700	\$182,600	\$155,150
2. Transfer from EJ Restricted Rabbinic Fund	\$182,818	\$175,056	\$173,000
3. Children's Education	\$75,352	\$73,160	\$78,890
4. Benefactor Campaign	\$50,000	\$50,000	\$42,000
5. General Donations	\$22,000	\$22,000	\$17,000
6. Other Restricted Donations	\$70,000	\$60,000	\$0
7. Festivals & Holidays	\$14,350	\$12,350	\$9,850
8. Shabbat	\$10,200	\$12,000	\$3,760
9. Fundraising Events	\$2,000	\$4,000	\$12,000
10. Programming - Other	\$0	\$2,000	\$860
11. Programming - SJFF	\$10,880	\$26,000	\$4,500
12. All Other	\$8,100	\$6,500	\$2,750
TOTAL INCOME	\$625,400	\$625,666	\$499,760
EXPENSES	FY24	FY23	FY22
a. Clergy	\$224,258	\$176,056	\$173,320
b. Children's Education	\$101,960	\$102,594	\$102,906
c. Accounting/Financial Management & Office Administration	\$65,143	\$86,242	\$103,170
d. Director of Operations	\$74,113	\$69,590	\$0
e. Facility Operation & Maintenance	\$42,450	\$45,350	\$58,979
f. Shabbat	\$12,600	\$19,425	\$17,580
g. Festivals & Holidays (incl. ritual items)	\$17,350	\$15,980	\$18,750
h. Programming – Innovation and Other	\$15,100	\$17,450	\$13,100
i. Programming - SJFF	\$9,783	\$26,000	\$3,250
j. All Other	\$62,600	\$65,400	\$3,833
TOTAL EXPENSES	\$625,357	\$624,087	\$494,888
NET INCOME	\$43	\$1,579	\$4,872

FINANCIAL REPORT

FY24 BUDGET NOTES

INCOME

1. Includes proposed increased in dues for Individuals and Families (about \$7,000 in new Income). While JCOGS experienced membership growth during the pandemic years, FY24 also conservatively assumes flat/slightly declining membership due to natural attrition and pressure on our Canadian Friends due to foreign currency exchange rates.
2. The Rabbinic Fund continues to be supported by a major donor. The Board is working on a plan, highlighted by the Endowment, to replace the Income from the Rabbinic Fund through normal operations.
3. Income from Beth Jacob in Montpelier has been reduced from \$18,000 to \$7,500 as they will use some of their own resources for children's education.
4. Conservatively assumes flat year-over-year, but Board intends put more emphasis on annual giving.
5. Conservatively assumes flat year-over-year, but Board intends put more emphasis on annual giving.
6. Includes restricted donations from a major donor to support a fundraising consultant and to partially subsidize the rabbinic intern.
7. Aligning closer to FY23 actuals; includes Yizkor Book.
8. Factors in decrease in average cost of sponsored onegs; net neutral to JCOGS budget,
9. While the budget only shows \$2000 in income from Fundraising Events, the Board is committed to holding several events and activities that it anticipates will increase this amount, as well as boosting the amounts for the Benefactor Campaign and General Donations.
10. Removal of Income from Adult Education due to clergy sabbatical. May be something that rabbinic intern takes up.
11. Aligns with input from Stowe Jewish Film Festival committee.
12. Aligning closer to FY23 actuals for credit card/PayPal fees, building fees, and boutique revenue.

EXPENSES

- a. Includes Rabbi contractual increase, which are offset by \$4,750 of decreases in clergy expenses due to Rabbi being on sabbatical. Includes cost of rabbinic intern and rabbi coverage for Shabbat once per month.
- b. Strategy is to keep budget flat for FY24; includes staff salary increases. We will monitor the expenses of the Education Program while we will also review opportunities to invest in expansion.
- c. Savings due to switch of Office Administrator from near full time to part-time.
- d. Includes cost-of-living salary increase.
- e. Changes in various line items to align to FY23 actuals, but decreases primarily from switching from Yankee to Stowe Homecare Maintenance.
- f. Reductions in Musical Shabbat and sponsored oneg.
- g. Aligning closer to FY23 actuals.
- h. Aligning closer to FY23 actuals; includes \$7,000 for Rabbi, \$2,000 for rabbinic intern and \$4,000 for new non-religious programming committee.
- i. Aligns with input from Stowe Jewish Film Festival committee.
- j. Predominantly made up of fundraising consultant (\$60k which is offset by restricted donation). Also includes expenses for Tikkun Olam, Housing Task Force, Yom Hashoah, and BBQ which are maintained flat year-over-year, with an opportunity to review as the year proceeds.

ANNUAL DONORS

Benefactor Appeal, End of Year Appeal, General Donations

OVER \$5000

Ronald & Deborah Feinstein
Morris Goodman
Steve & Carole Lichtenstein
Monika & Todd Sherman
Kim Yellin & Marc Stern

\$2500 - \$4999

Marion Hecht & David Sears
Jared Hendler & Mary Stiles Hendler
Lynne Gedanken
Steve Levine & Judith Wine
Marilyn & Skip Rosskam
Dr. Gretchen Rous Besser
Marvin Rosenbloom & Jean Remmer
Stephen & Debra Sherman
Edee Simon-Israel
Sara & Irwin Tauben

ANNUAL DONORS

Benefactor Appeal, End of Year Appeal, General Donations

\$1000 - \$2499

Judy Allen
Nathaniel Bacon & Jeri Wohlberg
Mitzi & Hillel Becker
Joan & Henry Binder
Cliff Borden
Willa & Jeff Bruckner
Candace Elmquist
Howard & Caren Merson
Sandra Montgomery & Ash Irving
Emily Rosenbaum
Patti C. Rubin
David & Barbara Siegel
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