

Congregation B'nai Zion
2016 Annual Meeting Minutes

Tuesday, May 10, 2016

Meeting came to order at 7:08pm.

- I. Invocation Rabbi Stephen A. Leon
- a. Rabbi Leon provided an invocation and thanked outgoing officers, current officers, office staff, and volunteers. In particular, he recognized Annalie Rollins who had retired as executive director. He closed his thirtieth invocation: Hazak, hazak, v'nitkhatzeik. Be strong, be strong, and let all of us be strong.
- II. Moment of silence for members who passed away since the last annual meeting:
- | | |
|----------------|------------------------|
| Seymour Becker | Irvin Nadler |
| Helen Beckoff | Arthur Silberg |
| Rachel Frank | Dr. Leonardo Svarzbein |
| Faye Kahn | |
- III. Welcome Alan Cohen
- IV. Reading of Minutes from Last Meeting Kristin Kimmelman
- a. John Garcia read the minutes (attached) because he was the Secretary at the time and took the minutes.
- b. David Sabal moved to approve the minutes as read. Patty Hutman seconded. Approved unanimously.
- V. President's Message Alan Cohen
- a. Alan Cohen acknowledged our accomplishments in the past year. We have continued with the social events, and more people have been coming to the shul. We have been moving into a more mature use of Shulcloud, although there are still some issues. We are getting better transparency on what is going on financially with the shul. We brought in some new talent, and he hopes everyone has gotten a chance to meet Ken Kahn.
- b. We will be welcoming Rabbi Royi Shaffin to take the pulpit as Rabbi Leon takes emeritus status. Rabbi Shaffin was selected as one of 32 inspirational rabbis in the United States by *The Jewish Forward*.

VI. Executive Director's Report

Ken Kahn

- a. Ken Kahn has gotten to meet most of the people in the room and welcomes people to come to the office to meet him. He explained that he came from a shul that had just completed a merger with different types of congregations. He has had some wonderful support, including Joyce Gronich, Monica Kupetz, Lynn Kobren, and others. He thinks they have camaraderie in the office that makes things work better.
- b. He re-computerized the office and started to do a lot of things internally that they didn't have the ability to do before. The first month, he spoke to a lot of people and heard concerns. Annalie's office was transformed into a committee meeting room. Thanks to donations of all sizes from members, none of the events that occurred since February 26 have cost any money; have at least broken even. We're trying to standardize things so that we have the information ready to plan events much more quickly.
- c. He encouraged people with questions to contact him; he'd be happy to talk. He thanked B'nai Zion for bringing him here, and he will keep working to make things better.

VII. Programming Manager's Report

Denise Tolentino

- a. She thanked everyone for the opportunity to work at the shul and serve as the program manager.
- b. She recapped some programs she put together: Tzeirim Shabbat; Rummage Sale; Community Carnival; Shuffle Concert; Second Annual Casino Night; Themed Purim; B'kol Echad Dinner/Inauguration; Pajama Havdalah; Second Annual Mother's Day Brunch.
- c. Upcoming events: 1st Friday of the month – Shabbat Dinners To Go; 3rd Friday of the month – themed Shabbats starting with a Hawaiian theme in June; Annalie's recognition brunch; Lag Ba'Omer; Blessing of the Animals; Movie night and photo exhibit; picnic for Father's Day; Fourth of July celebration.

VIII. Treasurer's Report

Ernest Eisenberg

- a. He commended the office staff on the work they are doing.
- b. He went through his PowerPoint (attached).
 - i. Some changes are that the donations listed in *The Messenger* have to be paid for in advance, and the same goes for the events.

- ii. The 2015-2016 budget was \$510k; so far have collected \$425k. We have a \$90k budget deficit, but we are starting to reduce that through less waste. We need to fix our budget problem or it will fix us.
- iii. The endowment has drastically reduced; it was \$1.6m in 2005/2006, and we only have \$285k left in the endowment forecasted for the end of the fiscal year. We have approximately two years left of the endowment.
- iv. Goals for the future are to balance the budget, provide greater financial transparency, and enhance and improve collections.

IX. Sisterhood Patty Hutman

- a. Sisterhood has had a very good year. At the Women’s League conference, CBZ Sisterhood was presented with a certificate for the 95th year of affiliation with the Women’s League; Sisterhood received a standing ovation.
- b. Sisterhood will be doing the directory and the Honey from the Heart program again soon, and is looking for Sisterhood members or any synagogue members to help with projects.

X. New Business

- a. Election of Board of Directors Cesar Carrasco

The Nominations Committee nominates the following members for board member positions:

Manny Corral
Joan Korn

Kenneth Korn
Sam Kupetz

- i. Joyce Gronich nominated Patty Hutman; Kristin Kimmelman seconded.
- ii. Ernest Eisenberg nominated Leah Chayes; Alan Cohen seconded.
- iii. Joyce Gronich asked what is expected of board members. Cesar provided the explanation from the bylaws: board members “shall be expected to attend board meetings, chair, co-chair, and/or serve on one or more committees of the congregation, and support and participate in congregational services and activities.” CBZ Bylaws Article VIII, Section 2.
- iv. Mike Batkin suggested that all of the six members nominated now begin a two-year term. Cesar confirmed that all six would begin a two-year term.

There remains one open board position, the second year of a two-year term.

- v. Kristin Kimmelman moved to close nominations; Neal Gronich seconded. All voted in favor of the nominees.
- vi. No other new business.

XI. Good and Welfare

- a. John Garcia took issue with the budget presentation, which highlighted the additional cost of the rabbi emeritus position.
- b. Kristin Kimmelman encouraged people to attend Yom Ha'atzmaut at Temple Mount Sinai on May 15, Lag Ba'Omer Musical Celebration at CBZ on May 26, and Annalie's Retirement Celebration at CBZ on May 29.
- c. Alan encouraged people to pull together as a community to solve the shul's budget problems either by digging deeper into their pockets or rolling up their sleeves to participate and plan activities.

XII. Adjournment

- a. Joan Korn moved to adjourn; Neal Gronich seconded. Motion carried.

Meeting adjourned at 8:11 p.m.

Respectfully submitted,

Kristin Kimmelman

**Congregation B'nai Zion
Annual Meeting Minutes
May 5, 2015**

Meeting was called to Order by Pres César Carrasco @6:58PM. There were 40 to 50 people in attendance.

- A. Invocation by Rabbi Stephen A Leon.
 - 1. First Rabbi said that we @ CBZ are devoted to the highest ideals of Judaism. He thanked César Carrasco for his service as President. He prayed for blessings on Alan Cohen and his family. We pray for Shalom to Israel, well -being for the world, and success, achievement to our congregation.
 - 2. He asked for a moment to remember all of those who passed away in the previous year: Eleanor Carroll, Bernie Chasens, Bobby Cohen, Bert Davidoff, Gershon Ettinger, Harry Garbar, Issac Nadowitz, Annette Goldberg, Irving Goldfarb, Sara Hauptman, Sheryl Heller, Irving Heller, Henry Kellen, Samuel Kimmelman, Ina Kurland, Eileen Licht, Molly Shapiro, Solomon Smilowitz, and Amy Wilson..
- B. Minutes of congregational meeting , 05/06/2014, read by John Garcia although Eileen Amour prepared them; motion to approve by Scott Feldt and seconded by 8 members. Minutes approved as read except to correct name is "Jeannie" Lipson.
- C. César thanked everyone for attending and welcomed all. He proceeded to list some of the accomplishments of his 2 years as President:
 - 1. Hired a dedicated Program Director- Denise Tolentino; he introduced her to the assembly;
 - 2. Programs held: a) Yom Hatzmaut w/Federation and Temple Mount Sinai, here and coordinated by Kristin Kimmelman, Chair of Development Committee; b) Casino Night; c) Shalom Broadway, also sponsored in conjunction by Federation, d) Camp Kadima w/ Federation as well; & e) Dallas Cowboy Raffle;
 - 3. Cemetery Management; hired a new professional company that is having to reseed w/ grass as there were many weeds. The chair of the cemetery committee is Mario Aranda;
 - 4. Eliminated (thru the personnel comm) a 2nd custodial position that was dedicated to the academy thus resulting in savings therefor;
 - 5. Moved the Endowment fund to be managed by the El Paso Jewish Community Fdn - Lauterbach & Borshow;
 - 6. Installed Shul Cloud as a financial management system; it integrates the old system w/ Quick Books. It enhances communication;
 - 7. César concluded by referring to a quote from Golda Meir that nothing happens alone but with the collective action/ accomplishment of all- the Board particularly. He reminded all that the list of committee assignments was available to all, not just Board members at a table in back of the room.
- D. Treasurer's Report by Ernest Eisenberg: He thanked César for his service and dedication to the Congregation.

1. Pursuant to the vote at last year's annual meeting, he made this presentation of the budget (it is incorporated by reference here): Many challenges were uncovered, but what is being accomplished is transparency , most importantly; dual signatures are required, as in the bylaws, on all checks contrary to what was being done before. This protects us from wasteful spending.
 2. We are working for line item integrity; to segregate income from those funds intended for specific purposes. We are segregating those funds. We have purchased a new phone system for \$2.5K which will replace the antiquated system and will result in a savings to us.
 3. As to revenues, 60% comes from collected dues. We still have significant bad debt in this area. Catering services are usually passed thru as those are usually sponsored by someone in particular.. Endowment distribution is not really income but we include it here because it supplements the deficit. Our income expectation is \$580K this yr.
 4. As to expenses, the recent major air conditioning expense (before the High Holidays) should be a capital item but for now we include it here. Cemetery maintenance is an issue as we spend about \$60K/yr in upkeep; its lifeline is limited, and we will need to work on this challenge very soon. For this budget year, Ernest projected a \$60K deficit and it is very likely to be worse. We will draw that from the Endowment Fund as we have done so since 2006. As of now we are doing about \$10K better on expenses and the deficit is running @ \$7.5K, now. Ernest projected the budget deficit will run between \$75K to \$100K for this year.
 5. Goals are to balance the budget; we will have to soon. We have the challenge of \$200K debt collection; he asked to get an active Dues and Retention Committee. We will strive for greater transparency in our collections. Ernest made an appeal for consequences to those who do not pay.. Finally, Ernest said a great improvement is Shulcloud in our financial transparency.
 6. He encouraged all to sign up for the available committees to help serve the congregation. He asked for/welcomed ideas to balance the budget.
- E. Development Committee Report: David Sabal presented for Chair Kristin Kimmelman. He started by referring to Pres JFK in extolling the value of public service and in this case public service for the betterment/ improvement of the Congregation:
1. He described all the committees available for members to sign up for: 1) Budget,2) Cemetery, 3) Cultural &Education, 4) Development, 5) Dues & Retention, 6) House-maintenance,7) Membership (includes recruitment), 8) Nominating, 9) Personnel, 10)Ritual, 11) Social Action, &12) Talmud Torah. He invited all/everyone to sign up; the lists are on the table in the back of the room.
 2. David then made a report for the Development Comm. The purpose of which is to raise capital for the general budget and specific projects:
 3. The Development Committee secured over \$10 K in grants from the Federation for Yom Hatzmaut, Shalom Broadway, and Camp Kadima. It raised \$2K from the Dallas Cowboy raffle; \$3K from the Sarah Aroeste Concert (in conjunction w/ the Anusim Center); \$4K from Shalach Manot (w/Sisterhood) ; Casino Night; Shalom

Broadway; Yom Hatzmaut; Mother's' Day Brunch. They are planning a Fashion Show; rededication of the bldg.; a Rummage sale; golf tournament; putting together a Jewish Calendar; a movie event; a Father's' day event; a Red, White, and Blue-4th of July event; speakers and cooking for Rosh HaShanah; a Chanukah program; Purim Celebration, and Passover classes. He concluded w/ saying, " it is time to convert good words to good deeds" by signing up for committees and becoming active in the Shul.

- F. Sisterhood Announcements: Patty Hutman had just come back from California - the Southwest Regional Conference of Women of Conservative Judaism and was very excited. Sisterhood has 97 members.
 - 1. Sisterhood maintains the kitchen here @Shul. They bought new ovens, a heavy duty washer, dryer and microwave oven for the kitchen. They ensure the Kashrut as well. They run the gift shop; do outreach to college students; gave \$2K to USY; spent \$2K college connection; had a mediterranean night ; a game night; an upcoming Chai Tea Night for installation of their officers w/ a fashion show; stress reducers; evening in the Sukkah; Tu B'Shevat tree planting; a Book club ; sponsored Chanukah Celebration w/ the Talmud Torah; made \$8K from Shalach Manot which was split w/ the Development Committee for a Shul fundraiser; Sisterhood Shabbat; Help distribute meals in the Westside for "Drive a Meal" all Dec; Participate w/ El Paso Fighting Hunger; a film fundraiser; Honey from the Heart- distributing jars of honey for Rosh HaShanah; talking about a Collectibles shop and a sisterhood brochure.
- G. Old Business-None
- H. New Business:
 - 1. Bylaws/Constitution Committee: Debra Pazos chair w/ Jeff Weislow, Cliff Eisenberg, and César Carrasco.
 - i. An amendment to the bylaws reducing the members of the board from 22 to 12 members, from 2 to 1 representative for Sisterhood and Men's' Club (although not existent now) each and the # of officers remains the same. As an action recommended by the committee, the proposal was put before the community meeting. This action was approved by the Board (April meeting) for action at this meeting. This required 30 days notice to the congregation.
 - ii. Under discussion, Mike Batkin wanted to also amend the bylaws to give all past presidents the right to vote at Board meetings; the bylaws currently only give past presidents from 1993 on. This was ruled out of order as not having a second nor the 30 day advance notice required to present an amendment to the bylaws, but Mike was invited to join the committee in order to present the "amendment" later. Mike objected to the notice given for the proposed amendment; his objection was duly noted by the chair.
 - iii. The vote was taken on the amendment reducing the size of the board membership from 22 to 12 members and 1 representative /Sisterhood and Men's' Club; it passed without opposition.

2. Nominating Committee by Debra Pazos: Officers- Alan Cohen, Pres; David Sabal, 1st VP; Shane Lipson, 2nd VP; Adam Rosenfield, 3rd VP; Kristin Kimmelman, Sec; and Ernest Eisenberg, Treas. New Board members nominated- Jerry Schwartz, John García, Howard Goldberg, and Scott Feldt. Nominations were moved on and seconded and approved by the membership w/o opposition. (there are 2 vacancies on the board) Returning members - Patty Hutman, N'orah García, Robin Gold, Lisa Mitchell, Mario Aranda, and Alía García Ureste did not have to be voted on as they are serving the 2nd yr of their terms.
3. César congratulated Alan Cohen on his election as President; Alan presented César w/ a plaque in gratitude for his service.
4. Alan accepted his new charge and said he would continue the work of the board in maintaining financial transparency, furthering the work of integrating Shulcloud; he encouraged all to recruit new members and to be welcoming to all who come to our Shul.
 - i. He said we will continue to develop social events as the membership needs the social as well as the religious. He concluded by encouraging all to sign up for committees at the table in the back of the Social Hall.
- I. GOOD AND WELFARE: Rabbi Leon congratulated all new officers and wondered at his students' becoming officers of the Shul and actively involved. He said, "the future comes from the past." He reminded all of upcoming activities - Lag B'omer, Mother's' Day Brunch, the Chai Tea changed to May 17th, the closing of Talmud Torah, and Shavuot on May 23rd w/ a night of studying w/ Rabbi Larry Bach (possibly the last time we will have him) Larry Lesser, Ezra Cappell, and himself.
- J. César reminded all to sign up for the committees.
- K. Scott Feldt moved to adjourn; Carl Scoggins seconded. Adjourned @ 8:18PM.

Respectfully submitted,

John García



B'nai Zion

Annual Meeting 2016 - Budget Presentation



Accomplishments

- Enhanced Transparency
 - QuickBooks Migration
 - ShulCloud Access & Adoption
 - Monthly Financial Presentation to Board
 - **Understanding the Problem**
- Transfer of Endowment(s) to EPJCF
- Line Item & Fund Integrity
- Reduction of Wasteful Spending
- Charging for Donations
- Charging for Shul Services
- Eliminated Maintenance FTE



Revenue

(Budgeted)

- 63.2% Dues Charged
 - (7.8%) *(Uncollectible)*
 - 6.3% Dues in Arrears
 - 61.8% Dues Collected
 - 8.0% Catering Services
 - 4.7% EPJA Reimbursement (Pass Thru*)
 - 2.5% USCJ Dues
 - 27.1% General & Miscellaneous
 - 100% Total – \$513K
-
- \$425K or 82.7% collected of budget thru 4.30



Expense

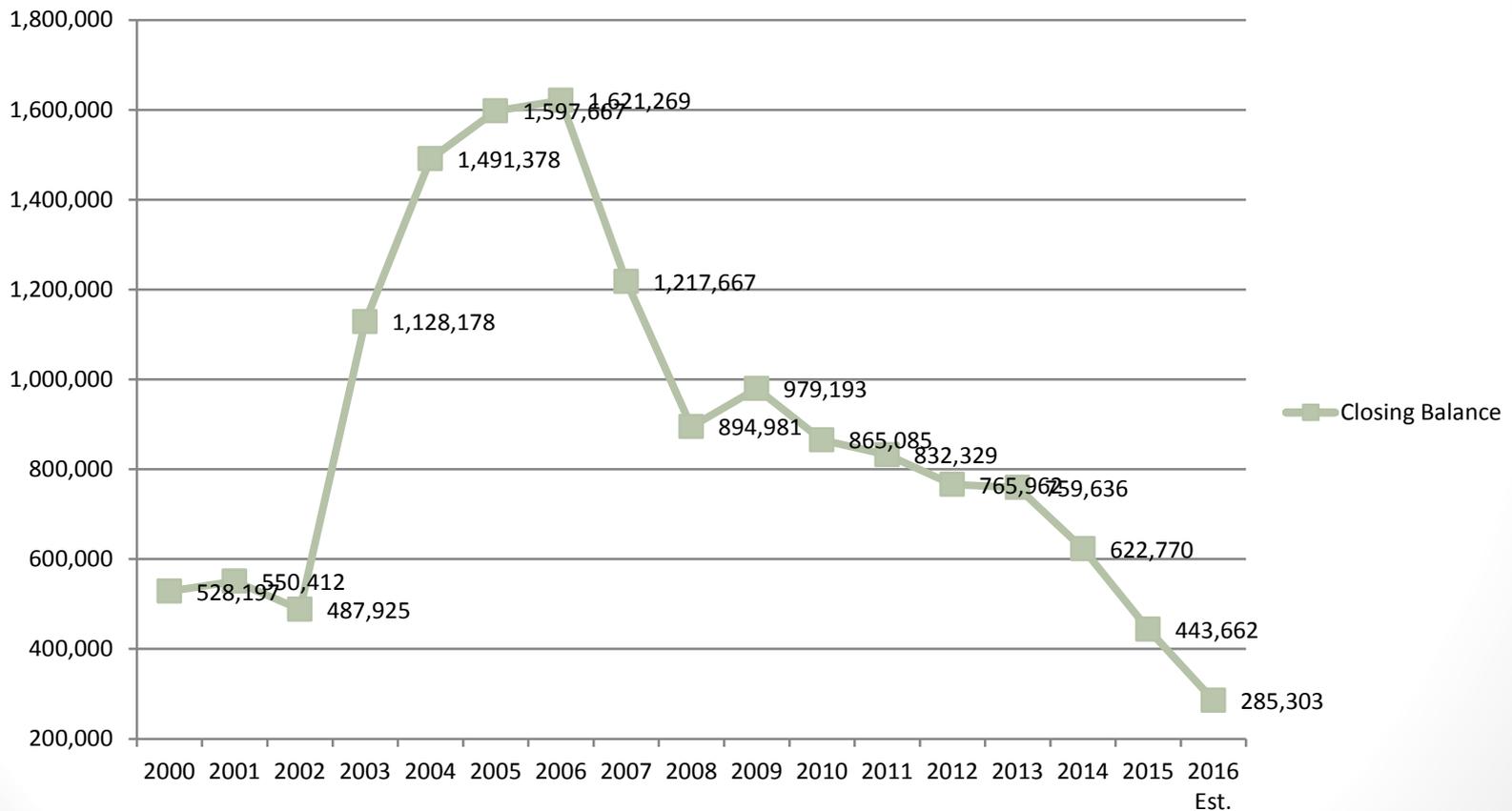
(Budgeted - As a Percentage of Revenue)

- 30.7% Rabbinical
- 23.6% Administrative (Wages – 16.1%) & Misc.
- 12.7% Building Maintenance & Wages
- 13.7% Kitchen & Wages
- 12.7% Cemetery
- 9.9% Utilities (BZ Only)
- 3.3% Insurance
- 2.7% USCJ Membership Dues
- 2.9% Employer Payroll Taxes
- 2.8% Talmud Torah
- 1.0% USY
- **117.4%** **Total – \$603K (\$89K 2015-2016 Budgeted Deficit)**

\$490K or 81.31% spent of budget thru today

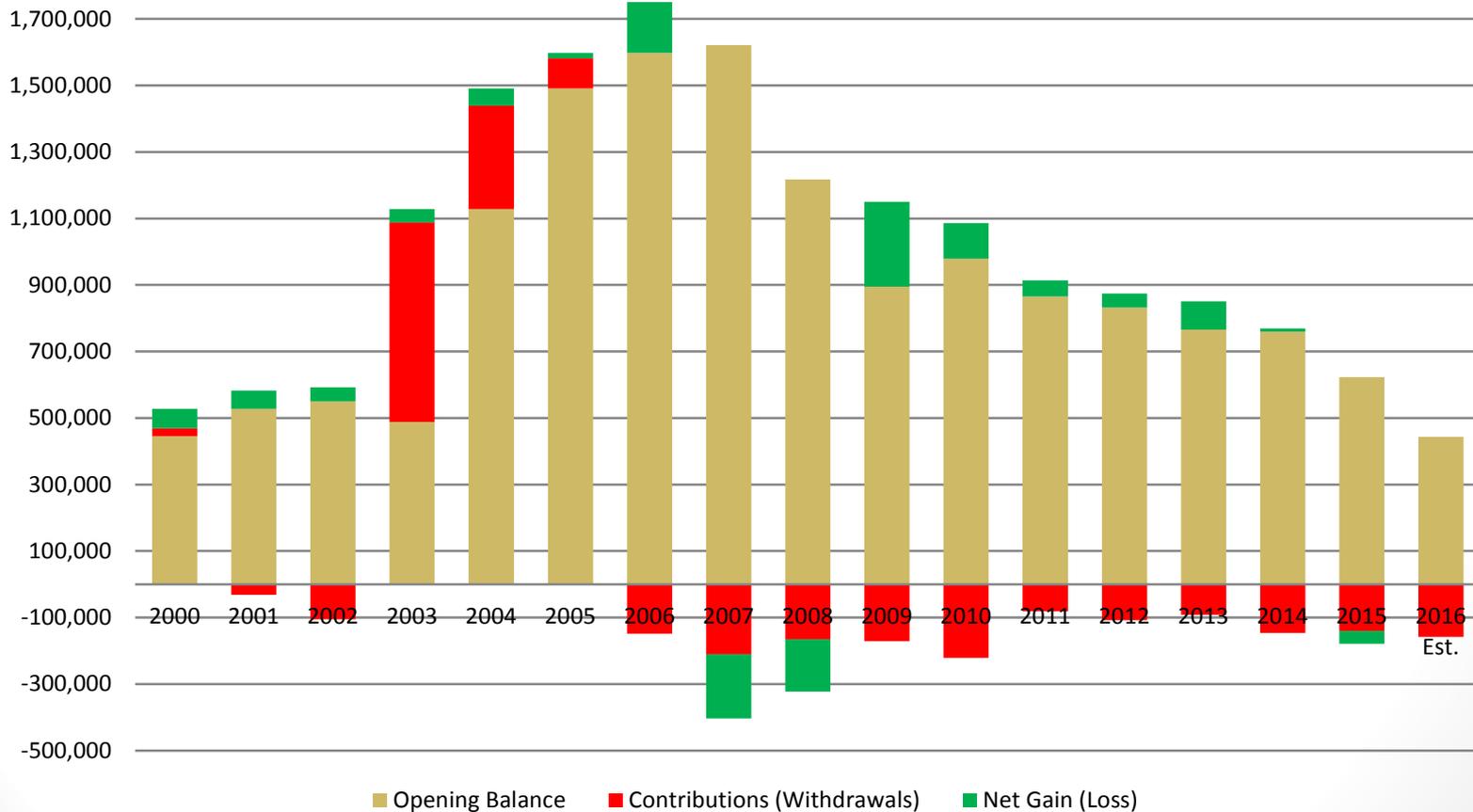
Financing the Deficit

Endowment Value
(Year End)



Endowment Detail

Endowment Value Components



Fiscal YTD – Actuals

2016

- Revenue \$425K (82.7% of annual budget)
 - (80.0% of forecasted collectable dues, collected)
- Expense \$490K (81.3% of annual budget)
 - (\$75k worse than budget – YTD)
 - Direct Donation 16K, Events 24K, Admin Staff 14K, Cemetery 10k, Mnt 16K
- Deficit \$-65K (YTD 4.30.15)

2015

- Revenue \$429K (73.9% of annual budget)
 - (81.5% of forecasted collectable dues, collected)
 - Expense \$436K (68.3% of annual budget)
 - (\$9.2k better than budget – YTD)
 - Deficit \$-7.5K (YTD 4.30.15)
-
- Year End Forecast – Unknown (Est. -\$100k to -\$140K)

Goals

- Balance the Budget
 - Raise revenues for Rabbi Emeritus position
- Greater Congregational Transparency
- Enhanced & Improved Collections
 - Consequences for nonpayment



Needs

- Better Collections (\$250k AR)
 - Retention Committee
- Active Committees
 - Ways and Means (Capital Raising)
 - Dues and Building Fund Assessment (Dues Setting)
 - Budget Committee (Establish Budget)
 - Membership Committee (Recruit New Members)
- Ideas to Bridge the Gap
 - Labor to Execute



Thank You!

Congregation B'nai Zion - 2016

Ernest Eisenberg, Treasurer