

Temple Akiba
Congregational Meeting
May 18, 2022

President Cathy Penso called the meeting to order at 7:08 pm.

She welcomed everyone! It is so good to be here in person after two very long years. Thank you for coming this evening to take part in the important work of our congregation. I want to take a few moments to acknowledge the hard work and dedication of our Board and Staff. We have accomplished so much together this year as you will hear from our Board members and our Executive Director. Key to our successes are our volunteers, numbering 175, who participated on committees, planned events, and more. Our June 10 Shabbat Service will be dedicated to thanking all these volunteers. Please plan to attend.

I look forward to building on our partnerships and making our light shine even brighter together. And now I turn to our key partner, our spiritual leader and Rabbi of 25 years to give us words of inspiration.

I want to thank our outgoing Board members for their time on the Board: Carol Diamond for her 20 years plus of service in various capacities, Scott Markowitz, starting out as Young Adult Trustee, and then representing both ECC & Religious School, Caitlin Dubois representing ECC and Aaron Leshtz overseeing Facilities, a tremendous job this year. Each of you has contributed so much. I am honored to present each of you with a certificate as an expression of our deep appreciation.

Rabbi Shapiro and Cantor Frailich led the congregation in singing *hinai matov*.

Rabbi Shapiro spoke to what a wonderful Hamish community we are.

Approval of the minutes from 2021 Congregational Meeting.

Andrew Lachman made the motion and Linda Park seconded the motion. The motion was approved with a unanimous vote.

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Directors Reports:

Executive Vice President: Marc Bauer

Temple Akiba is growing! This includes adding to our administrative staff. This year, we hired a new Program Director, Kathryn Vischjager, who has spearheaded some amazing events over the past year, including our monthly challah bakes and occasional beer tastings, with much more to come. We also hired a new Marketing and Communications Associate, Max Herzfeld. Max is responsible for the insightful and creative social media posts that we hope you have all seen. Kathryn and Max have been amazing additions to our already wonderful Temple Akiba family.

Our growth and successes are due in large part to our Executive Director, Jeffrey Rips. 2021-22 was Jeffrey's first full year as Executive Director and the dedication and professionalism he has brought to the position has emanated throughout the whole organization. We are fortunate to have Jeffrey. And we are fortunate to have him as our Executive Director for at least the next five years. Earlier this year, Jeffrey and the Board agreed to a new contract that keeps Jeffrey here until 2027.

Another exciting Administration milestone is that as of July 1st, Temple Akiba will be powered by ShulCloud. You may not know what that means for you now, but ShulCloud will transform (for the better) the way the Temple communicates with you and manages all aspects of your membership. Stay tuned for more information about this exciting change over the coming weeks.

The last two plus years have been challenging. So many unknowns about COVID and so many decisions to be made to ensure the safety of our members and children. We would not have gotten through them without our COVID-19 Task

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Force made up of members who are health professionals. They met whenever called upon to discuss the state of COVID in our area and how it's affecting kids. They are the reason why you are all sitting in this room tonight – because they said it's probably safe to do so. So I'd like to thank the members of the COVID-19 Committee - Sharon Balter, Danelle Fisher, Diana Hoffman, Ellie Kleyman, Jamie Saltzman, Joanna Schaenman, Paula Shulman.

This year we also started an exciting initiative to enhance our Tikkun Olam work. The Tikkun Olam Committee has done amazing work in the community to make the world a better place outside of these walls...but what about inside of these walls? That's where the new Green Team comes in. The Green Team was created to ensure that things we do at Temple Akiba is done with the environment in mind. From ensuring we are using eco-friendly janitorial supplies to encouraging double-sided printing and sometimes no printing at all. The Green Team has become so successful that I am pleased to announce the Temple Akiba has been certified by the City of Culver City as a Sustainable Business. This is a tremendous achievement that we all should be proud of. I'd like to thank the entire Green Team led by co-chairs Tricia Flumenbaum and Renee Meshul, plus Marc Bauer, Allison Rosenzweig (Religious School), Leah Potok (ECC), Cathy Penso, and Adjunct Members: Nava Waisman (TASTY) and Camille Cosato (TASTY).

It has been an honor serving this amazing Temple as the Executive Vice President for the past year and I am looking forward to an even better 2022-2023.

Director, Religious Practices

Good evening everyone! It is wonderful to see all of you tonight. It's so great to be back in person!

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It is my honor to serve as your Religious Practices Director. I am blessed to be working with our wonderful clergy, Rabbi Zachary Shapiro, Cantor Lonee Frailich and Cantorial Intern Liz Baseman.

It has been another year of what can we do, and where can we do it, but through it all, our clergy continue to support, teach and guide us. And I can tell you we have done it very well!

Our Shabbat services are wonderful whether they have been in person or via Zoom. Our Shabbat Shira services on the first Friday of the month often include our Religious School students and are always a joy. Our special services such as the Sock Hop Shabbat, Broadway Shabbat, Shabb Rock Shabbat and our upcoming Disney Shabbat are always amazing, our services that highlight a Jewish holiday such as Tu B'Shevat, Shavuot, Yom Hashoah, and Simchat Torah, or services like the Inclusion Shabbat, the Shabbat Healing Service, and the Social Justice Shabbat bring a special meaning to our lives.

High Holy Day services were also wonderful even though we had to hold them via Zoom for a second time. It was great to see everyone during the Yom Kippur break in our parking lot again!

We have continued to have our ongoing programs – Torah Study, Coffee with the Clergy and Lunch and Learn.

We have had amazing guests such as Rabbi Zohar and his wife Zooming in from Israel, Student Rabbi Rebecca Kaufman teaching a class on Israeli poetry, and Charlie Kramer in person for a whole weekend celebrating Shabbat, Kabbalat in the Dark and programs with our student body.

Our Cantorial Intern Liz Baseman has been involved in all aspects of Temple including our ECC, RS, Adult Education, Shabbat services and life cycle events. It has been our pleasure to have had her with us for two years and we are sorry to

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see her go, but know she will continue to be a part of the Temple Akiba family forever!

And, I am pleased to announce that we will have a new Rabbinic Intern next year – Hannah Bloomberg. Please give her a big Temple Akiba welcome when she joins us in the fall.

Our clergy team is involved in all aspects of Temple life, not just what I have spoken about now. We have had 27 B’Nai Mitzvot this year and have 30 next year! They perform life cycle events throughout the year.

As Cantor Lonee wrote in an article before, “(they) do everything in their power to continue to create holiness and connection in our community. (They) bring our community together to celebrate our culture, our heritage and our religion.”

Thank you Rabbi and Cantor.

Rabbi and Cantor are amazing, but we also need you to join us at Shabbat services, as well as other events, in person. The Jewish community talks about Temple Akiba as being warm, welcoming and Hamish. We are that, but we can't be that without you there in person! I look forward to seeing you this coming Friday night!

Thank you!

Membership Report – Prepared by Craig Newman

Temple Akiba’s Current membership includes 398 paid memberships and 13 non-paid memberships for this year. The 13 non-paid membership are comprised of honorary or staff memberships. Our total Membership (paid and un-paid) is 411. We had 39 unrenewed memberships from last year which were offset by 65 new members. In addition, during the course of the year, we had a total of 5 members who either passed away or resigned. Lastly, we budgeted \$557,940 in

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membership for the year, and have billed close to \$605,000 for a positive variance around \$47,000.

Now that we have been able to plan in-person events, The Membership Committee has created several events to welcome our new members. The events include new members from the past two years as members from both years have missed out on these important parts of the welcoming environment of Temple Akiba. In addition, these “new member” events are also open to all members so that the new members can meet other members. The new member events are as follows:

- ECC Family Picnic – April 3rd
- Religious School Families Brunch – April 24th
- Dinner for new members who aren’t in ECC or Religious School– June 4th
- All Members Havdalah – June 18th

The committee has two main areas of focus: New Member Acquisition as well as Member Retention. They have already scheduled Open Houses for the coming year and are also working on welcome events and other special Temple Akiba welcoming initiatives for next year.

Development Report – Prepared by John Magoulas

THANK YOU TO ALL OF YOU FOR WHAT EACH OF YOU DO FOR TEMPLE AKIBA.

This has been quite an exciting year for Temple Akiba in the work of Development. This could not have been achieved without the support of each of you our members; our professional staff Jeffrey Rips, Randee Bishoff, Rabbi Zach Shapiro, Cantor Lonee Fralich, Kathryn V. and especially the amazing Dina Hempling and Rebecca Holzberg and the rest of the staff; the chairs of each of the committees Carol Diamond, Ira Diamond, Mike Bauer, Cathy Penso, Wendy Senelick, Jennifer Fogel, Robyn Kupferman and Scott Markowitz and everyone

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serving on the committees. A very special thank you to my fellow board members, Executive Vice President Marc Bauer and especially to an incredible partner and the leader of our Congregation Cathy Penso. The incredible work we did was a true team effort, and I am so thankful to each of you.

The Top 10 things you should all know about what we did this year:

- (10) We kicked off the year with our Tzedakah Society and President's Circle Commitments and to date we have raised **\$168,290**. Thank YOU!
- (9) We had our largest high holiday appeal this year and raised **\$117,779.33**. Thank YOU!
- (8) We thanked our President's Circle with a lovely event in December and at other times during the year.
- (7) Under the leadership of Wendy Senelick and her committee we did MishloachManot for the first time and we raised **\$33,345**. Thank YOU!
- (6) Jenny Fogel and Robyn Kupferman you were incredible leaders and we welcomed back our entire congregation for a very successful Purim Carnival that was filled with ruach and everyone loved being together and we raised **\$27,360**. Save the date, Sunday, March 5, 2023 for next year's Carnival. Thank YOU!
- (5) We kicked off our 2022-23 President's Circle event in early May had 30 members attend a warm festive event and made commitments for our next fiscal year.
- (4) Under the leadership of Scott Markowitz we are preparing for our big Fundraiser of the year on Saturday, June 11, 2022 for a Casino Night. I hope you will all join me and support this event by becoming a sponsor or attending. Ticket prices go up next week. If you have not done your sponsorship or purchased your tickets, I am happy to help you tonight. We have raised **\$27,486**. Thank YOU!
- (3) Stewarding, thanking and sustaining our donors is important to us we will be thanking all donors who have given \$180 or more at a special wine and Cheese event on Friday, August 19 before Shabbat. Thank YOU!

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- (2) It is not too late to make a commitment for the 2021-2022 fiscal year. Please consider making a meaning gift and supporting our Casino Night. Thank YOU!
- (1) We have raised to date for Temple Akiba a record-breaking campaign of **\$461,000**. (Budgeted amount was \$374,000.) Total net Revenue for the Temple is **\$430,000**. Sharing that we have only spent about **\$31,000** on all of our development events to date. We anticipate seeing this number go up a bit prior to the close of the fiscal year.

I am honored to serve as the Development Chair and do this important holy work for Temple Akiba. Thank you all again for what you do for Temple Akiba. I would like to ask you to please be our Ambassadors and Advocates - we need your help by asking your friends, family, fellow congregants, and colleagues to make sure that you are all doing what you can to support our different campaigns and sponsorships for our Casino Night and Purim Carnival.

Todah Rabah – we could not do this without you all. Thanks for the partnership.

Religious School: Scott Markowitz - Director

This Year Religious School expanded to our largest numbers ever with over 230 children in our programs.

This year, Religious School continued to thrive, despite COVID using outdoor spaces for learning. There are 27 students in the current 7th grade B'nai Mitzvah class and 10 students will be confirmed this year. We continued with zoom Hebrew this year as COVID presented in person challenges. We will use an end of the year evaluation to determine if this is the right method continuing forward.

The Religious School continued with our Hebrew program called onward Hebrew, which was introduced pre-pandemic.

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Delaying decoding, introducing Hebrew through Movement, focusing on *t'fillah*, creating a Hebrew rich environment, and introducing theology has changed the shape of our learning. All these have enabled us to bring our Hebrew education program into the 21st century and, more importantly, has enabled our students to better connect to the language of the Jewish people!

The Religious School is committed to providing our schools and our students with the most up-to-date, evidence-based instruction on student wellbeing, social and emotional learning, and character development available. In support of this goal, next year we will be bringing a positive education curriculum into our school.

We are looking forward to creating our new normal post pandemic

ECC: Caitlin Dubois Director

Hi, for those I don't know I'm Caitlin Dubois and it has been an honor to serve as your ECC director this year and ECC trustee last year on the board of directors. I have had the honor and joy of coming here twice a day almost every day for the last 5 years and it is most definitely bittersweet that time is coming to an end in a few short weeks when my daughter will graduate from Keshet. It is so wonderful to see several of my children's teachers here tonight. Thank you to all of the teachers, Randee, Diane and staff for all you do.

We have had a wonderful year in the ECC. Through all of the trials and tribulations we faced through Covid, the parents and children are very happy. This year the ECC continued to rebound from COVID with 80 children enrolled in our program. While COVID still presented many challenges this year, the teachers and staff continued to pivot and maintain our loving and nurturing environment. It was wonderful to welcome parents to both the Purim and Passover celebrations in person.

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We have a graduating class of 26 children in a few short weeks and we look forward to the graduation festivities.

In addition to our regular preschool programming we have focused on expanding our outreach to infants with our Tiny Tot Shabbat Program successfully capturing babies 0-2 each month for a Shabbat experience. We hope to pilot Parent and me classes next year, adding to our portfolio of offerings for infants.

Overall, the ECC has had an incredible year and we could not have done it without Rande's hard work and dedication which I am grateful for everyday.

Engagement: Sara Fields Director

Tikkun Olam Committee

Donation Drives

During the past year, we held many donation drives for items requested by local organizations. Items included granola bars for the Culver City Backpacks for Kids program, new underwear for clients of Grace Diner, school supplies and toys, and toiletries for people living in their cars through Safe Parking LA, From June 1-10 we will be collecting items to make kitchen kits for the Volunteer Collective. Look for details in the weekly e-news. I attend monthly meetings of the Westside Coalition on Housing and Homelessness, and through this organization we have identified many of these areas of need.

Aspiration Award

Temple Akiba will be included in the grove of over 150,000 trees planted in the name of the Westside Coalition and its members. Aspiration is a green banking company that is dedicated to reducing the carbon footprint, and will be planting 1,000 trees to help offset the footprint of your organization.

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Advocacy Policy

We developed a policy and procedure for the Temple to take positions on issues, and this policy was approved by the Board. The Tikkun Olam Committee recommended to the Board that we support two bills in the California legislature, SB 732 (Time Done) and SB 62, the Garment Workers Protection Act. Both these bills were supported by RAC. The Board voted to endorse SB 62.

Other activities

Blood Drives

We hosted a series of Red Cross blood drives at the Temple, either in the Social Hall or using their Bloodmobile. We have scheduled drives approximately every two to three months. We also scheduled one drive especially targeted to Religious School and ECE parents, many of whom were first time donors. Ron Watts is continuing to chair the blood drives while we look for someone to take this on.

Caring Community

Meg Clements and Terry Coty have taken this on. They send cards or make calls or visits to congregants in need, as identified by clergy or other temple members.

Fiesta La Ballona

We had a booth at Culver City's annual Fiesta La Ballona, with information about Temple Akiba. Board members staffed the booth.

Purim Carnival

We staffed a booth where families could create "Welcome Home" letters and cards for previously un-housed clients of The People Concern moving into

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housing. Approximately 25 cards/letters were created and much appreciated by the organization. A similar event is planned for Mitzvah Day, with letters and cards to be included in the lunches for Grace Diner.

Youth, Camps and Family: Stella August - Director

I would like to begin by thanking our hard working staff that continued to have creative programming all through the year even with challenges with the pandemic. Randee, thank you so much for stepping up last year as acting Day Camp Director. As usual you ran the program so smoothly. Leah, Stacey, Melissa, and Zero along with all their camp staff had to revamped camp for COVID purposes and ran two sessions along with assuring all the safety protocols for COVID were also in place. Thank you all for all your hard work!

Really exciting news is we hired a camp director and I can't tell you how happy I am to let you all know that our beloved Robyn Altman will be returning as our Day Camp Director. We currently have around 191 signed up for day camp, 29 of those campers are teens. We will once again start having a CIT program and already have 8 CITs signed up. We will be at Lindberg Park and extend our hours 9-4:30PM camp. Stay tuned for more exciting news from Robyn.

Resident camp is back to Camp Whittier. Resident camp has around 100 hundred campers currently signed up.

Thank you Talia Richardson for working so hard as interim director while Leah was on maternity leave. I am happy to say that Leah will be returning this month.

Both camps and youth groups continue to work on developing future leaders and adding innovative programming. Thank you to Leah for finding the Keshet Project. Myself, both our Resident Camp and Youth Group Director, Leah Penso and Day Camp Director, Robyn Altman, Rabbi, our Executive Director, Jefferey Rips, Religious School and Early Childhood Director, Randee Bishoff have been

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training with an organization called Keshet. Keshet partners with leaders of national and local organizations such as synagogues, day schools, JCCs, youth groups, and summer camps. The organization helps give community leaders the tools, skills, and confidence to put LGBTQ equality into practice. This program is to help us broaden our understanding of LGBTQ+ challenges and how to move towards intentional inclusion as a Camp and Temple.

We have also had to change our pay scale due to labor laws and make some other HR changes as well.

I would like to say thank you to my parent committee. We will continue to evolve in time, your insights are a valuable tool. If you are interested in joining this committee please contact Stella August. Robyn has already given us a task for this next fiscal year.

Financial Secretary: Lisa Tsimanis

The Financial Secretary is responsible for collecting all financial obligations of Members and determining membership in good standing. Further, the Financial Secretary also chairs the Financial Assistance Committee.

We are home to 399 Temple Members this year. Two Members are currently delinquent and two Members are current for this year but delinquent on prior years.

During this year, Temple Akiba budgeted \$130,000 for financial assistance for both membership and fees support as well as religious school support. We provided financial support through the Financial Assistance Committee to 80 Members. Of these, 67 Members received support for membership and fees totaling \$110,586 and 13 Members received support for religious school tuition totaling \$16,155. The total commitment for financial support was \$126,741,

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which fell within our budgeted amount. In total, 20% of Temple Membership received financial support.

Security Committee: Lisa Tsiminas chair

Temple Akiba reconvened its Security Committee in February 2022 after a hiatus due to COVID. Membership of this committee includes:

Lisa Tsimanis, Committee Chair, Ira Diamond, Immediate Past President, Greg Dixon, Kevin Knopf, Cathy Penso, Board President, Benjamin Rapaport, Randall Wright, Rande Bishoff, Education Director, Jeffrey Rips, Executive Director

The Committee has developed an updated charter for its work and produced a draft Safety Plan, currently under review with staff leadership. The Committee is meeting regularly to review existing policy and identify opportunities to update security policies and develop a training plan for staff, board, and congregational members. In addition, the Committee has reviewed the Temple's vulnerability assessment for all projects completed and have re-prioritized those that remain. A top priority for the Temple is to install a parking and pedestrian gate at the Annex parking lot. This is a complex project with electricity requirements and access technology needs, in addition to the actual gate installation. The Temple is currently in the bidding process for this project and we will provide updates on its status at another time.

We are also reconfiguring our security strategy for Shabbat evening and morning services – you may have noticed stanchions set up outside for security – this is to help the security guards manage the entry process in a more orderly way. Further, you may also start seeing the security guards move inside after screening at the gate to offer security in the lobby area and/or in the sanctuary. Lastly, we will be communicating soon opportunities for Members to serve as security

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ambassadors – these individuals will receive training and will be a lay-extension of the security team at the Temple.

Leadership Development: Andrew Lachman

The Director for Leadership Development is a new position so we are we are carving new ground. The position is intended to share best practices within the board, develop resources and assist with channeling new volunteers as well as developing the next generation of leaders.

This year we have done the following: We conducted a training on the Tent, an online resource from URJ and shared some resources specific to roles. We also are developing leadership training programs including an “Akiba 101” to help new members learn about the history of Akiba, how Akiba operates and train the next generation of leaders. We have a leadership development committee with Elizabeth Zlotowitz and myself, but we are looking for more members interested.

Temple Akiba Sisterhood: Linda Park, President

With the support of 172 Sisterhood members and 40 Associate Members, It has been an honor and privilege for Sisterhood to participate/augment/enhance Temple Akiba through this fiscal year by:

Presenting each of 30 Bar/Bat Mitzvah youth with a Kiddush Cup or a Kiddush up and Candle Holders (\$1,245)

Providing 2 Adult B’Nai Mitzvah with a book about Jewish Ethics (\$43)

Presenting 10 Confirmands with a WRJ Women’s Torah Commentary (\$507)

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Funding a donation on behalf of the Confirmation Class students to World Union for Progressive Judaism, WUPJ, for the benefit of the Ukraine Crisis Fund (\$500)

Presenting 37 new 4th, 5th and 6th grade Religious School students with a Mishkan T'filah (\$1,225)

Presenting each RS and ECC Student with holiday gifts for Rosh Hashanah, Chanukah, and Tu B'Shvat (\$556)

Presenting 27 ECC graduates with a Thank You God book(\$156)

Presenting 125 congregants during the break in Yom Kippur services with a challah (\$347)

Prepared and assisted with a combined 30 Onegs-to-Go and Oneg Shabbats in person and provided 20 Unsponsored Oneg Shabbats (\$2,082)

Presenting dry shampoo, school supplies and granola bars, socks and underwear, hats and gloves, peanut butter and tuna, kitchen supplies for donations by the Temple to Safe Parking LA, Shoes for the Homeless, the Volunteer Collective in the Boyle Heights neighborhood, Community Kitchen Kits, Culver City Backpacks for Kids, and Grace Diner (\$600)

Purchasing 3 Coffee Urns for use by the Temple (\$331)

Providing 450 klappers, crowns and tags for inclusion in the Temple MishloachManot bags distributed to the congregation (\$1,000)

Providing hamantaschen for the Purim Shpiel (\$150)

Contributing to the Campaign of Light (\$100)

Contracting with Soferot Linda Coppleson and initiating the restoration of one of our Temple's Torahs (\$2,496)

Sponsoring Mitzvah Day (\$180)

Sponsoring Casino Night (\$360)

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And presenting the Temple with a \$1,500 donation to the Temple's Operating Fund bringing our total financial support for the fiscal year to \$13,375.

In our larger community, Sisterhood has made donations to Women of Reform Judaism's YES Fund to provide scholarships for Rabbinic and Cantorial students, Women of Reform Judaism Pacific District, JBI (Jewish Braille Institute), World Union for Progressive Judaism and additionally for the benefit of the Ukraine Crisis Fund, URJ Camp Newman and URJ Camp Kalsman (\$1,800)

On a non-financial basis, Sisterhood has hosted 16 Coffees with the Clergy via Zoom.

This year has been challenging in so many ways however we are honored to be able to continue to support our Temple and our community. We continue to pray for everyone's health and safety and look forward to the continued blessing of being stronger and brighter together.

Men's Group: Herman Barnathan

This was a good year for the Men's Group of Temple Akiba. We continued to expand our activities and we added new members. We joined the Men of Reform Judaism, the national organization of Men's Groups. This year we continued presenting Tanakhs to all of our Bar and Bat Mitzah candidates and we will continue to do this next year also.

Most of our meetings have been conducted on Zoom. We had two movie nights, featuring Israeli films from the recent past, Ushpizin in September and Maktub in February. In November we had a presentation from the Culver City Planning Department on the future development of Culver City. In December we took a look at how the new Israeli government is doing six months into their term.

January saw a great presentation by Tim Boyce on the story of Odd Nansen, a Norwegian who spent the war in concentration camps, keeping a diary and making sketches, and who survived the war. This talk was so interesting and

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successful that we shared his information with the Men of Reform Judaism and he has given his talk to other congregations across the country.

This month we hosted Matt Friedman of the ADL to share his insights into the growth of overt anti-semitism in the US and on how we can best deal with it.

Our big event this year was our resumption of our spring musical concert, in person, this time featuring our own Cantor Lonee and Craig Newman along with a talented team showcasing the modern Jewish American songbook. This was a fantastic night.

We will close out our year with our first annual Men's Group Shabbat Service on June 24th.

We are already working on our calendar for next year's events which will include Eric Nusbaum talking about the Dodgers and the development of Chavez Ravine; a behind the scenes tour of the Ronald Reagan library, led by our own Ira Pemstein; and our next spring concert. Along the way we will have new Israeli films, additional speakers on timely issues, and other fun and interesting activities.

Please plan on joining us in late August for our first annual Men's Group Barbecue! Details will be forthcoming so watch your email.

Approval of ByLaws Amendment:

Motion by Andrew Lachman and seconded by Linda Park to change the title of volunteer directors to trustees. The motion was approved with a unanimous vote.

Approval of the Slate of Officers for 2022-2023 year.

The Nominating Committee consisted of Carol Diamond, Verna Erez, Sonni Helmer, Robyn Kupferman, Elizabeth Zlotowitz

Carol Diamond presented the Slate:

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Development Trustee: John Magoulas

Facilities Trustee: Benjamin Rapoport

ECC Trustee: Caroline Schwartz

Religious Practices Trustee: Helene Jaffa

Religious School Trustee: Tracey Wise Finkelstein

Finance Director: Morris Zlotowitz

Sisterhood Trustee: Linda Park

Men's Group Trustee: Herman Barnathan

Carol made the *motion to approve the Slate* that was seconded by Scott Markowitz. The motion passed with a unanimous vote.

Finance Report and approval of the budget: Morris Zlotowitz

First, I would like to thank the following individuals—

- Dina Hempling for her hard work and diligence in maintaining the Temple's books and preparation of the budget (along with Jeffrey Rips).
- Jeffrey Rips
- The Finance committee (Mike Bauer, Linda Park, Bob Knopf, Susan Frazin, Cathy Penso, Marc Bauer, Veronica Gurski)

The following are some key changes and initiatives undertaken during this past fiscal year—

- In October 2021, the Temple extended its equipment loan of \$600K to provide for a new loan of \$567K that can be used for the period from 8/1/2021 to 8/1/2023, with an interest rate of 3.5% and maturity date of 9/1/2023. The anticipated use of the loan would be to provide the Temple with flexibility for major Temple renovations.
- The Temple also has a \$500,000 line of credit with ABB and no amount has been drawn as of 5/18/2022.

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- Chaverware is no longer being supported by the vendor and the Temple will be changing to Shul Cloud effective 7/1/2022, which we believe provide benefits to members as well as improves efficiency for the staff.
- The Temple qualified for and received a PPP draw 2 loan of \$327,308 in February 2021. The Temple used the PPP funds for payroll and qualified expenses and submitted an application to ABB for full forgiveness of the loan. ABB reviewed the application and will submit to SBA. We expect the SBA to forgive the loan.

As noted in the Congregational Budget sent to members, the Temple is projecting positive revenues in excess of expenses of approximately \$608,000 for FY ending 6/30/2022, which is very good news. The 2021/2022 Budget was break-even and the surplus is due to the following:

- Membership and religious school revenue increased from what was originally budgeted and the expenses for religious school was less than anticipated.
- ECC expenses were less than budgeted.
- Actual administration expenses were less than budgeted mainly due to the new admin positions took longer to fill than anticipated.
- Fundraising was approximately \$100K higher than budgeted.

Summary of Cash from July 1, 2021 to March 31, 2022

Contributions and revenues in excess of expenses	575,451.00
Capital campaign donations	52,500.00
Building assessment fund	78,945.00
Increase in discretionary and restricted reserves, net	95,632.00

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Less: payments on mortgage payable	(41,408.00)
Less: air conditioning costs and other building costs	(77,553.00)
Other	2,182.00
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Increase in cash	685,749.00
Cash -7/1/2021	1,308,082.00
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Cash 3/31/2022	1,993,831.00
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Morris made a motion to approve the Budget for the 2022-2023 year. The motion was seconded by Andrew Lachman. The motion was approved with a unanimous vote.

Executive Director: Jeffrey Rips

Jeffrey thanked Ira, Cathy, Rabbi, Cantor, Randee, Dina and Rebecca for all their support. He recognized staff for their years of service with plaques and shirts for their years of service.

Temple Akiba's renovation has won an award in the category of Religious Architecture. Akiba also received a Community Partnership Leader Aspiration award. And the Temple is approved as a 'sustainable business' by the City of Culver City.

We now are working with ShulCloud. Members will be able to access their own accounts July 1.

Temple Akiba
Congregational Meeting
May 18, 2022

Temple Akiba leaders are training with Keshet that works to give full equality to LGBTQ Jews and their families

Building Projects: shade sails, fire sprinkler system, parking lot gate, kitchen hood and appliance refurbishment, and the social hall.

Benchmark and other areas of focus:

- Develop a New Members Touch-Point process geared toward making them feel welcome

- Develop a comprehensive Board Leadership Development program

- Develop a comprehensive membership plan focused on new member acquisition and membership retention.

Develop high quality programming: build community among school aged families, retain post b'nai mitzvah teens and their families, continue to create community for our 55+ members.

Some possible programs: Challah bake, Pub Akiba, Rosh Chodesh, Jewish spirituality, dogs of Akiba, Rosh Chodesh Crafters of Akiba, Fitness enthusiasts classes.

Create a marketing and communication plan that focuses on the following four areas: new member acquisition plan, member retention, program participation, and fund development.

Develop an integrated safety, security and risk management program that includes proper monitoring, on site security, comprehensive planning, effective training and collaboration with experts.

Temple Akiba
Congregational Meeting
May 18, 2022

Continuing to imagine, dream and plan for the future.
“If you will it, it is no dream”. Thank you

Respectfully submitted,

Verna Erez

Recording Secretary