

TEMPLE AHAVAT SHALOM
2010 Annual Congregational Meeting
May 16, 2010
MINUTES

The quorum was reached at 9:00 AM. The meeting was called to order at 9:09 a.m. by President, Lisa Kantor in the Temple Ahavat Shalom Activity Center.

Lisa thanked the Sisterhood and Mens Club for our breakfast.

Rabbi Lutz provided the D'var Torah (cover article June 2010 Menorah)

REPORTS PRESENTED

President's Report presented by Lisa Kantor:

Good morning. I am pleased to present to you the report of my first year as your President.

In the beginning of the year, I announced to you that I had three goals and three concrete objectives for our congregation and myself. My three goals were:

Ownership. I want every individual in our community to feel a sense of responsibility for the success of our synagogue, and to feel obligated to give to our community in one form or another. I do not want to hear people talk about "you" and "me," but about "us" and "we."

Respect. I want the organizational process to earn and deserve the respect of every member. I want there to be transparency in how things are done and honesty in our dealings with one another.

Patience. I want to remember that the most important part of being a member of this community is the journey, not the destination. Some issues take time to resolve, and it is formulating the resolution that we learn and grow as individuals and as a community. Temple involvement should continue to provide varied opportunities for personal growth, the formation of lasting connections with amazing people, and the chance to conduct our lives in a way that brings each of us closer to God.

The three concrete objectives I identified were:

1. To pay off the mortgage by the end of my four years.
2. To have TAS become a significant presence and model in the North San Fernando Valley of all for which Judaism stands: social justice, compassion and respect for others, education, and tolerance.
3. To increase the breadth and depth of volunteer engagement.

So how far have we come toward reaching these goals in just one year? Amazingly far.

You will hear from the Capital Campaign about our plans to pay off the mortgage. You will be asked to approve a budget based on solid analysis, attention to detail, and sound practices. You will hear an amazing plan for the future of TAS through the year 2010 developed with the participation of nearly seventy-five members, the input of nearly twice that many, and the guidance of talented professionals. In this plan, all of us will see the dreams of our founding members, the hopes of today, and the bright future of the next generation, coming together to embrace the possibilities of this sacred community.

I am also happy to report that, this year, we held our first Workstock, when we pitched in together to clean, patch, fix, repair and paint our ECEC play area. And I know all of you will join us at our second Workstock, following dismissal of the last day of school on June 13, 2010, when we will green our premises, by planting all around the Temple grounds.

We have also been blessed this year by the addition of two part-time Rabbis - Rabbi Shawna Brynjegard-Bialik and Rabbi Dalia Samansky. Their energy and enthusiasm enhanced our programs, our education, and our worship. We are lucky to have them. At the other end of the spectrum, we were also lucky this year to celebrate the 90th birthday of our own Rabbi Solomon Kleinman, the Rabbi who was here at the inception of our community. It was fitting that we honored him this year, the same year that we welcomed Temple Solomon of the Deaf, named in his honor, to share our facilities for their worship services.

This is not to say that the year has all been smooth sailing. As you know, after receiving information from the Central Conference of American Rabbis, I placed Rabbi Jerry Brown on Administrative Leave of Absence on November 19, 2009. On November 23, 2009, Rabbi Brown resigned from his positions as Scholar-In-Residence and Rabbi Emeritus.

On January 20, 2010, I wrote to you with an update on Rabbi Brown's status. I told you that I had been in constant contact with the CCAR, its Committee on Ethics and Appeals and the Union for Reform Judaism. I told you that, together with the Executive Committee, I had sought the advice of outside professionals, that the EC had met on numerous occasions to consider and analyze the information received, and that the Board of Trustees had met twice and been apprised of the critical information and developments. Most importantly, I informed you that Rabbi Lutz had handled request for counseling and advice from various congregants. I then reported to you information that had been provided to me by the CCAR over the previous two months, including that four separate grievances were filed with the CCAR by four different adult TAS congregants alleging violations of sexual boundaries by Rabbi Brown.

On January 19, 2010, the Committee on Ethics and Appeals met to discuss Rabbi Brown's situation. On the same day, I received an email from Rabbi Einstein, Chair of the Committee, indicating that the Committee had voted unanimously to suspend Rabbi Brown from the CCAR for a period of not less than two years.

I was extremely proud, but not surprised, by the way this community handled this very disturbing situation. Our senior staff expertly counseled many of you who experienced an array of emotions as you processed and digest this news. Our leadership continued to respect the privacy interests of all involved and kept its focus on the well being of each and every congregant, as well as the success and vitality of our Temple community. Many of you touched me as you expressed your concern for one another and your appreciation for the manner in which your Board handled the situation. I am honored by the way we have thrived and healed throughout this year, and am confident that the future of TAS looks very bright in our capable hands.

We have also unfortunately been faced with the resignation of our beloved Cantor Linsky this year. We were so blessed to celebrate her with all of the voices of her friends at the recent concert. She will always be a part of our community, as Eli and Kayla continue to attend religious school. We wish her good health, peace, love and hope that as she heals we may see her more and more.

I am humbled by the trust you have placed in me in allowing me to be your President. I am keenly aware that I am standing on the shoulders of so many dedicated people who have brought Temple Ahavat Shalom to this glorious place and time in its remarkable history. I will work each day as President to honor the gift they have given us. I look forward to working together to preserve the past, honor the present and, most importantly, embrace the possibilities.

Cindy Tenn moved to approve the minutes from the 2009 Congregational Meeting and Marla Lorsch seconded, wherein the minutes were unanimously approved without changes.

Report from the Nominating Committee by Jerry Hilecher:

For those leaving the Board

Marcy Hilecher spoke about Jerry Hilecher
Shelly Garelick spoke about Chuck Mondrus
Marc Zev spoke about Al Lapidés
Bob Ingrum spoke about Joel Lowell

To the President, the members of the Executive Committee, the members of the Board of Trustees, and the Congregation.

At the request of the Temple President, Lisa Kantor, I was honored to serve on the nominating committee, along with its chair, Debby Lieber, comprised of both Board and non-Board members: Lynn Miles, Gordon Recht, Wendy Krowne, Cathy Pearlman and Alan Kassan.

According to our Temple's Bylaws, a Board Member may serve up to 2 full 2 year terms in their own right. This means that if a Board member is elected at the annual election at the Congregational Meeting, they may serve 2 terms for a total of 4 years. Sometimes, we need to fill Board positions mid-term as someone may resign or get nominated to join the Executive Committee while they are in the middle of their Board term. On these occasions, the interim election does not count towards the 2-year/2 term limit and the member may still serve 2 full terms, in his or her own right.

At these elections, the nominating committee was called upon to fill 3 Executive Committee positions - 2 Vice Presidents and the Treasurer.

There are also 4 members of the Board of Trustees that are up for re-election this term and 3 Board positions that have become vacant that need to be filled. There is also a mid-term position opening upon Gail Karlin's nomination to the Executive Committee. The two-year terms begin July 1, 2010 and end June 30, 2012. We had many members who expressed interest in joining the Board and we truly appreciate everyone's willingness to step up and help. We encourage all these people who had this interest but are not on this year's slate, to provide their talents and efforts to one or more of our existing committees during the next year.

Before introducing the slate of officers being presented to the congregation, I would like to thank those who are stepping off of the board at of the end of this term.

Executive Board

Jerry Hilecher, who served 4 years as Temple Vice President.

Board of Trustees:

Al Lapidés	Completed 2 two-year terms
Chuck Mondrus	Completed 2 two-year terms

It is my privilege to present the following nominees for consideration:

Executive Committee

Gail Karlin, who is stepping off of the Board of Trustees, and seeking a nomination as Vice President.

Bice Recht, who is seeking a second term as Vice President

Ken MilesI, who is seeking a second term as Treasurer.

Board of Trustees

The nominating committee offers as its slate the following Board members seeking re-election for a second term:

Lloyd Cutler Marcy Hilecher
Stephanie Howard Marc Zev

The nominating committee offers as its slate the following Temple members seeking a new position on the Board of Trustees:

Two-Year Term

Marla Lorsch
Neil Bernstein
Robin Mendel (This will be her first term in her own right)

One-Year Term

Sheila Reback (as a mid-term replacement for Gail Karlin)

Before I end my report, I would like to acknowledge the incredible work that Lisa has done this past year in taking over as our new President and having to deal with the many unique challenges that have presented themselves.

Respectfully Submitted; Jerry Hilecher; committee member

Motion to accept Barry Krowne and Robert Cohn seconded, passed with one negative vote.

Ken Miles presented the Budget:

View the budget PowerPoint presentation in PDF format here:

<http://www.tasnorthridge.org/boardminutes/Budget-051610.pdf>

Natalie asked about the donations from Ralph's, etc. Ken confirmed that we are getting payments from the various stores who are in partnership with TAS. It shows in the scrip income category of the budget. Sandy Lertzman said e-scrip vs. benefits of the switch to ACH.

There was some discussion about the credit card vs. ACH.

Motion to approve by Ron Friedman and Mel Birken seconded. Budget passed unanimously.

Barry Krowne presented the Capital Campaign Report:

Total of \$1.96 million in pledges. Goal is \$2million.

This campaign has enjoyed the largest level of support in the history of the Temple, with pledges from 134 members currently participating. We have received \$500k so far and with it we have paid all the costs attributable to the campaign i.e. the architect, administrative costs, consultants, etc. and in Dec. 2009 we made the first pay down on the mortgage of \$175k. The Bank balance is \$90k, currently, and hopes are the pay down will be between \$375k and \$425k on the mortgage at the end of the 2010 calendar year, although a smaller interim year payment may be made in order to save the Temple interest. It is realistic to anticipate the ability to pay off the mortgage during Lisa's term, as she indicated her desire to do.

I want to acknowledge and thank Rabbi Lutz for leading the charge and inspiring and challenging us to change the way this Temple has operated financially.

Amy Grofsky who worked for NVJCC and is now helping with this year's development of summer camp made a brief presentation about the camp program and the Open House taking place today from 11:00 am to 1:00pm. There are ads in the Jewish Journal, Clippers, and Tribe. There are also postcards and flyers that have gone out physically into the community to all the places where kids are to get the word out.

Alan Kassin presented the recommendations of the Long Range Planning Committee 2020 Vision:

View the Long Range Planning Committee PowerPoint presentation in PDF format here:
<http://www.tasnorthridge.org/boardminutes/LRPC-051610.pdf>

Committee Reports:

Jennifer Kosoy spoke of the ECEC Luncheon. ECEC is one of the true "beginnings" at TAS and it is where we grab people and then embrace them. There is an invitation for the ECEC luncheon On May 23rd.

Bonnie Lallouz and Rhonda Mayer are co-chairing the Gala honoring Enza and Robert Cohn and Chuck and Laurie Mondrus. They encouraged everyone to support the Gala and the Silent Auction by attending the event, procuring auction items and placing tributes in the Tribute Journal.

Bice Recht made a presentation of the Gift of Membership program:

Good Morning, I'm Bice and on behalf of the Membership Committee we would like to introduce to you a new program that is available this year to our current members.

Gift Membership Program – There is an outline along with questions and answers available for you to pick up.

In the meantime we would like to briefly explain the program and how it works.

With the Gift Membership Program, you our members can give a free one- year membership to any Jewish person who doesn't already belong to a temple.

When you offer someone a gift membership you are offering more than just membership, you are also promising to be their guide, attend at least 3 events with them and introduce them to our TAS family.

You can reassure them that it's okay not to know our flow of services or our event formats, you just need to assure them that they are welcome and they have a family here as do you.

Think of the potential impact your outreach could have on an individual family.

It's easy to do – talk to your unaffiliated friends and acquaintances. Tell them what you like about TAS and offer to sponsor them for a one-year membership.

There is no charge to you or to them. School tuition is not included.

The recipient family simply needs to attend 5 TAS events. The program will end June 30, 2011 regardless of when the family receives the free membership.

All Sponsoring-Partner Members (existing members) must be in good standing (dues are current and paid) in order to Partner a Recipient family.

What is the Gift Membership Program?

It is a program aimed at bringing in new members and strengthening current members' ties to TAS. A key element in this program is the Partner-Recipient relationship.

How the program is designed to work:

This is a program designed to give our TAS Members in good standing ("good standing" is defined as member dues which are paid current, prior to, and including the month of High Holy days) an opportunity to gift a free, one-year membership to their unaffiliated friends and family. The following year the Recipient member will be invited to join as a paying member. It has been shown that recipients of these gift memberships have a high likelihood of future affiliation because they already have a connection to a TAS member. Also, by participating in TAS as a member instead of a guest, they will have a first hand opportunity to see the value in continuing their relationship with us beyond the free year.

Do the Sponsoring-Partners have to pay anything?

No, they just have to maintain their member-in-good-standing status. There is no cost to the Sponsor-Partners.

Do the Sponsoring-Partners receive any financial compensation or dues reduction?

No, there is no financial compensation but by participating in the program they are contributing to TAS by welcoming a non-affiliated Jew to our TAS community.

When does the membership take effect? How long does it last?

The free membership is valid during the July 1, 2010-June 30, 2011 fiscal year. Regardless of which month the gift membership begins, it will expire on June 30, 2011.

Does that mean that all new members who join during that time will join for free:

No. We expect to have people join as dues-paying members in addition to those who receive a free membership. Only those Recipient members that are introduced and have a current in-good-standing- member can participate in the Gift Membership Program.

Will the Gift Membership Program be offered in subsequent years?

No, this is a one-year trial program aimed at getting prospective new members familiar and involved at TAS.

What about ECEC, Religious School & Hebrew School tuitions? Is everything free?

No, The Gift Membership covers dues only. It doesn't cover any of the ECEC, Religious School, Bar/Bat Mitzvah, and/or Confirmation dues.

Will Gift Membership Recipients be treated any differently?

No. No one will know that they received a Gift Membership unless they volunteer that information. As with any membership, Shabbat Services, adult education, High Holy Day tickets, and all other services a paying member receives will be available to them.

Can a Gift Membership Recipient sponsor others?

No, recipients cannot also be partner-sponsors.

Can current members use the Gift Membership for themselves?

No, the Gift Membership cannot be used for renewals. Recipients of the Gift Membership Program cannot have been TAS members during the 2008-2009 or 2009-2010 fiscal years.

Can previous members receive a gift membership?

Yes. Any person, who was a member in good standing prior to July 1, 2008, but not after that date, can receive and redeem a Gift Membership.

Can a new, dues paying member sponsor others for a free membership?

No, Partner-Sponsors must be members-in-good-standing for at least one-year before they can give a Gift Membership.

How many Gift Memberships can a Partner-Sponsor give?

There is no limit. Gift Member recipients must attend a minimum of 5 Temple events throughout their Gift Membership, including, but not limited to, a New Member Integration, Friday night services, Temple events (such as Purim Carnival, Cantor's Concert, Synaplex, etc.). To maximize the effect of the program the Partner-Sponsor will attend at least 3 TAS events together.

Do the Gift Membership Recipients have any obligations?

Yes, they must attend at least 5 Temple events throughout their gift year.

What if they don't attend?

We will be communicating with the Gift Member Recipients throughout the year for their feedback with respect to the events and Services they have been attending. If we find that they are not participating their Gift Membership will not be cancelled. We will be tracking the program should the Gift Member ask for special consideration in the future.

What are New Member Integration Events?

These are social, religious and educational events that are designed to connect new and old members with TAS.

Logistics:

Sponsor-Partner should initiate the Gift Membership by calling Sue in the office or by emailing membership@tasnorthridge.org

Sue will check to make sure that the Sponsor-Partner is a member-in-good-standing, and then we can contact the Gift Recipient and have them fill out all the applicable paperwork that any new member would complete. The application is the same for the Gift Recipient; however, we will have some kind of labeling on their application so we can track their attendance at activities throughout the year. Just to reiterate, no one but Sue, the Board and Membership will know who is receiving a Gift Membership...they are considered to be members of TAS in all ways.

Barry Pearlman presented the Personnel Committee Report:

This year has been, as the last few years, a very busy and often times difficult year for the personnel committee.

First, the personnel committee this year consisted of Past President Ed Lucks, Marilyn Burman, Melissa Kassan, Bruce Hatkoff, and Barry Krowne.

In addition to what Lisa discussed about Rabbi Brown and Cantor Linsky, we were charged with reviewing and considering the great report done by the ECEC Visionary Committee which helped place us on a path for a new generation of changes at the ECEC. Thank you to all who were involved in the ECEC Visionary Committee for your hard work and your tremendous input. We are in the process of providing a review to Debi Chesler who has agreed to continue on with a one-year contract for this upcoming year.

Additionally, we are in the middle of a review of Sue Miller in the office and some of you may have participated in a survey that was sent out. That survey will be used as part of a review of Sue

and the office staff and personnel. Thanks to Barry Krowne and Marilyn Burman for all of your work on this project.

We have negotiated a one year extension of the contract with have with Halli and this contract, and the others, will be prepared and executed in the next month or so.

We have a current contract with Touch of Class and have negotiated the compensation terms for the upcoming year. The terms are basically the same as they were last year. Thanks to Ed Lucks and Lisa for the help in moving forward with the Touch of Class contract.

We are visiting and exploring options dealing with the Janitorial staff and will be discussing those changes in the next few months.

Under the guidance of Melissa Kassan and Lynn Miles, we have started the Cantorial Search for an interim Cantor and will also shortly begin the pursuit of a permanent Cantor that will join us, if all goes well, in 2011.

As Bob Dylan correctly pointed out when singing about TAS....The times they are a changing.

Robyn Blachman presented the Sisterhood Report.

Good morning. I am Robyn Blachman, Sisterhood President. Thank you for including Sisterhood in the Temple's annual meeting.

It has been a great year and with everyone's hard work and continuing participation Sisterhood was able to enhance our Temple community in the following ways: We supported the IMAGINE LA adopt a family project, paid for the family night Israeli dancer, and purchased bar and bat mitzvah gifts along with the confirmation bibles. We gave the ever-popular apples and honey and dreidles and gelt not only to the ECEC children this year but we expanded the program to include the Religious School kids. Along with this we were able to give cash gifts to the ECEC for a camera, the Religious School to help with retreats, the Purim Carnival, the Gala, the Men's Club golf tournament, Avodah and the confirmation class to support their trip to Washington DC. The Men's Club and Sisterhood also helped to send eighteen kids to camp with our scholarship program. Sisterhood is proud to announce that we were able to donate over \$18,000 to our Temple Community. And as important as the money is we are very excited that once again we were able to reach out to every one of you in this room, in fact every congregant near and far, with our Purim boxes.

The freezer in the kitchen broke down and Sisterhood replaced it. We will keep our fingers crossed that it has a long and healthy life.

Now for a little plug. As you may **or may not** know Sisterhood is responsible for the onegs each and every Friday night plus holidays. Bar and Bat Mitzvah families are expected to host their onegs but this does not cover every oneg. You may have read in Barry's emails or the Shabbat Shalom that you may have the honor of sponsoring an oneg for \$100.00. We welcome sponsorships for any simcha or meaningful event in your life may it be a baby naming, ouf rouf, birthday or anniversary. Sisterhood thanks the Men's Club for being one of our sponsors.

We want to thank the Temple community for all your support throughout the year. And....

Lisa, at this time I am proud to present the Temple with Sisterhood's annual commitment check of \$5,000.

Joel Lowell presented Mens Club Report:

This has been a very productive year for the TAS Men's Club. In addition to the projects that we co-sponsored with Sisterhood, we distributed over \$12,000 in grants to various projects at the Temple.

Our activities included a number of fun activities for the community: a family softball game, father and child camping trip at Lake Castaic, family game night, and a poker tournament. Other Temple related activities included the Sukkah building, Men's Shabbat service honoring Mike Doner as Man of the Year, distribution of Yom Hashoa candles to the temple membership and a men's Seder. And of course the annual golf tournament was our big fundraiser for the year.

But, what would a Jewish organization be without food. And we served quite a bit: the pancake breakfast for the first day of school, lunch during the Chanukah boutique, breakfast at this congregational meeting and we will again be serving dinner for the Shabbabaque on June 18th.

Respectfully submitted
Joel Lowell
Men's Club President

Rabbi Shawna Brynjegard-Bialik reported on the soon to reopen library:

We will all be issued a library card to make it easier. And, it is library book amnesty month, so please return any books you may currently have at home.

Thanked the committee and Lisa.

Jill motioned to adjourn and Sheila seconded. Adjourned at 11:00am

Good and Welfare

Gail Karlin has DVDs for Cantor's concert.

Steven Zonis VP of Mens Club and he talked about the Camping Trip and the upcoming Octoberfest.

Judaism Beyond our Borders will meet for 15 minutes right after this meeting – Stephanie Howard

Debi Chesler thanked the Mens Club and Sisterhood for their ongoing help for ECEC, i.e. a camera and additional music for Tot Shabbat. They are always there to support the teachers and kids and she is most appreciative.

Respectfully submitted

Wendy Krowne
Recording Secretary