

# **CONGREGATION BETH SHALOM ANNUAL MEETING**

## **May 20, 2019**

D'var Torah by Rabbi Melman at 8:16pm

### **CBS President – Debbie Solomon**

Welcome to the Annual Meeting. Lucky that we are such a dynamic congregation, a nice large family that cares for one another and celebrates together.

This has been a year of change. Director of Youth and Young Families, Matt Rissien, took a position elsewhere, but we are lucky to have Eric Golberg take over this position so quickly.

We will soon say so long to Rabbi Averbach and his family and will welcome Rabbi Ferratier as our new Assistant Rabbi. We were very sad to lose Rabbi Mussman this year. He was so instrumental in growing our school from our early days. We will surely miss him. We will continue to support Rabbi Wolkin in his recovery from brain surgery and look forward to seeing him back in the building soon.

We had water damage and soon we will have new carpeting in 2 of the rooms. Continue to monitor, explore and update security at CBS.

Thank you to the clergy, professional staff and our administrative team. They are the team that makes the magic happen at CBS. Thank you to Michael Garlin for your leadership and innovation. Thank you to Susan Karlinsky for managing our books and budget. Thank you to Leann Blue for all of your evolving programs and to Stacy Ybarra for all of your innovative school programming. Thank you to Raquel Gershon for all you do for our students and for our Torah readings and to Eric Golberg who is continuing to help our youth grow from a place of strength. Thank you also to Rabbi Melman, Rabbi Averbach, and Cantor Stoehr for inspiring and leading our congregation and leading me. Thank you to Maria, Deanne, Brenda, Estelle, Eli, and Lisa for keeping things running so well. Also thank you to the maintenance staff. Thank you to my Executive Board and the BOT. Special thank you to past presidents' group.

### **Committee Highlights**

Fundraising-Scott Rogoff

House-Laura Shulman

Membership-Tanya Solomon

Men's Club-Dan Sher

Programming-Diana Lewis

Ritual-Howard Freidin

School-Suzy Hakimian

Ben Zoma says "Who is wise? One who learn from others." Thank you to

Stacy Ybarra in leading and guiding our school.

Sisterhood-Leatte Gelfeld

Social Action-Sara Weinstein

Youth-Alan Zelkowitz

### **Presentation of 2019-2020 CBS Officers and Board of Trustees**

Larry Grossman-Thank you to the Nominating Committee

Larry Grossman- Chair and Immediate Past President

Ifaat Bosse

Leatte Gelfeld -Sisterhood President

Suzy Hakimian

Debbie Solomon- President

Myra Holman

Jill Olefsky

Glen Roter

Seth Schrank  
Dan Sher- Men's Club President  
Tanya Solomon

### **2019-20 CBS Officers Slate**

#### **OFFICERS:**

- |                         |                    |
|-------------------------|--------------------|
| • President             | Tanya Solomon*     |
| • VP Fundraising        | Raymond Rokni*     |
| • VP House              | Laura Shulman      |
| • VP Membership         | Randy Samborn*     |
| • VP Programming        | Ellen Grossman *   |
| • VP Ritual             | Howard Freidin     |
| • VP School             | Alan Zelkowitz *   |
| • VP Social Action      | Sara Weinstein     |
| • VP Youth              | Dan Sher *         |
| • Admin. Secretary      | Teri Robins *      |
| • Acct. Rec Secretary   | Cheryl Braude      |
| • Financial Secretary   | Marjorie Maxwell * |
| • Treasurer             | Jim Donenberg      |
| • Immed. Past President | Debbie Solomon     |

#### **BOARD OF TRUSTEES:**

- Judy Balter
- Debbie Bell
- **Fred Blitt\***
- Ifaat Bosse
- Harold Dembo
- Rick Dissen
- **Ari Footlik\***
- Rabbi Jonathan Greenberg
- Suzy Hakimian
- Myra Holman
- **Susan Lampert\***
- Arlen Lasinsky
- Sandee Levin
- Diana Lewis
- Karyn Liss
- **Bret Maxwell\***
- Wes Nissen
- Jill Olefsky
- Norman Padnos
- Fern Roseman
- Jill Roter
- Seth Schrank
- Brad Shaps
- Beth Sher
- Bill Shulman
- Lee Shulman
- Howard Sigal
- Bob Spector
- Steve Warshawsky
- Steve Zaacks
- Harry Zoberman

\*New to the board of trustees

Leaving Board of Trustees:  
Bill Weinstein  
Marti Sinton  
Marla Israel  
Scott Rogoff  
Carol Blustein

Leaving Executive Board:  
Brad Shaps, Financial  
Scott Rogoff, VP Fundraising  
Diana Lewis, VP Programming  
Suzy Hakimian, VP School  
Larry Grossman, Past President

Debbie Solomon – Thank you to Larry Grossman for all of his work!

A congregant complimented Stephanie Gelb, our wonderful librarian, who left to accept a full-time position in a public library. Thank you for reminding us. It was an oversight that she was not mentioned.

The congregant asked what was required to be on the board. Larry Grossman reviewed that the main consideration is that you are a member in good standing and a member of the congregation for at least two years. Ideally, someone who has shown some interest and activity on a committee and serving the congregation and would like to get more involved. Published in the bylaws which are available on the website.

**Finance Committee-Jim Donenberg, Brad Shaps, Cheryl Braude**  
**Presentation of 2019-2020 CBS Budget**  
**Cheryl Braude** - representing Financial Committee

We regularly consult and meet with our executive director, Michael Garlin, CBS's controller Sue Karlinsky, our President, Debbie Solomon and immediate past President, Larry Grossman, as needed.

The financial committee's responsibilities are varied and include authorizing and approving all disbursements, proposing an annual budget, informing the Board of our monthly financial condition, responding to members with special financial circumstances, and future long-term forecasting.

As in the past, we expect to come in within budget for this current fiscal year. As they have done in prior years, Michael and Susan, in conjunction with our CBS staff and Vice-Presidents again found ways to cut existing expenses through vendor negotiations, technology and overall management of our resources in a cost-efficient manner. We are very grateful for their day-to-day diligence. Thank you, Susan and Michael, the CBS staff and Vice Presidents.

**Cheryl Braude made a motion to approve the proposed operating budget for the 2019-20 fiscal year. Michael Balter seconded the motion. The motion passes.**

**Proposed Operating Budget 2019-2020**

- We have prepared another fiscally responsible and balanced budget of \$3,084,547 in revenues and expenses for the coming year. At our recent April meetings, the Executive Board and the CBS BOT unanimously accepted the Operating and Building Fund budgets you have received.

- Regarding our line of credit, we don't expect to begin borrowing on it until sometime in June.

### **OPERATING BUDGET REVENUE**

- We have projected our membership units at 1174 households for this coming year, roughly equal to the 1172 member units we have presently.
- Highlights on the **revenue** side, include an annual membership commitment increase of approximately 2%. School tuition will increase \$20 per student, which also calculates to approximately 2%. Our security fee has increased from \$90 to \$125 per membership unit to cover increased costs for the safety of our congregants and facility.
- Thank you to all our congregants for their Yom Kippur pledges which also slightly exceeded budget this past year.
- We continue to be grateful and humbled by the continued generosity of the \$100,000 grant from The Harvey L Miller Supporting Foundation, stipulated to be used for general operations without any other restrictions. As in the prior years, we have again provided a detailed annual report to the Foundation. Thank you to Harvey and the Foundation who have continued to provide funds that enhance our programming and operations and will be doing so, again, this coming year.
- Finally, we also want to report that out of the approximately \$5.6 Million dollars committed by our members and our anonymous donor who pledged up to \$2.5M matched dollar for dollar member contributions, we have thus far collected approximately \$4.1M dedicated to CBS' long term future. For the upcoming budget year, we have budgeted \$70,000 from Hineynu as shown on budget line item 12, to support our general operations for next year. Our Hineynu fundraising efforts have resulted in setting CBS on a much stronger long-term path. Thank you to all who volunteered their time and generosity to this worthwhile endeavor.

On the **expense** side, other than contractual obligations, I want to highlight some selected items.

- Regarding salaries, the finance committee believes we are fully staffed for the upcoming year.
- In 2017, our house committee researched and recommended, and our BOT approved the installation of electronic thermostatic and fan speed equipment on all of CBS heating and air conditioning equipment to help control room by room energy usage. We have saved significant costs related to energy use, and accordingly, we continue to budget lower energy costs for the upcoming year based on that improved technology.
- We annually review our employee group health plan with the goal of keeping it cost effective. The original renewal proposed a 15% increase, but our agent negotiated a more favorable rate, limiting the increase in premium costs to 9% for both employees and CBS.
- Our Religious School expenses reflect both changes in our projected student census for 2019-20 school year; our teaching staffing requirements; as well as an updated Hebrew language curriculum.
- The Youth budget is lower for the upcoming year – due in part to reclassifying our Shabbat B'Yachad Friday night dinners to the school budget. In addition, many of our Young Family programs have a fee, which offsets some of the expense. We are optimistic that we will again exceed current year participation in all youth age groups because as you may know, we are an award-winning chapter!

- The proposed budget for Adult Ed and Programming more closely reflects our net costs – since many of the classes and programs have some revenue associated with them to offset costs.

**Cheryl Braude made a motion to approve the proposed Building Fund Budget for 2019-2020 Fiscal Year. Dan Sher seconded the motion. The motion passes.**

### **Building Fund Budget 2019-2020**

- BF Income consists of our Operating Budget Line Item contribution each year, plus BF Member Commitments and BF designated Donations plus, beginning this fiscal year, transfers from the Hineynu building fund component to replace and/or improve our physical building. Beginning last year, BF household member commitments were increased \$25 to \$1,925 payable over 7 years and new Single Memberships also became subject to a building fund commitment of \$960. The finance committee intends to comprehensively review the entire area of building fund commitments going forward to assure that we achieve better overall compliance with this commitment.
- For the upcoming year we maintained our operating budget contribution of \$58k, which covers our existing mortgage obligations.
- Our BF fixed expenses consist of monthly P & I payments of our two parsonage mortgages; we own the third home without a mortgage. Minor repairs are now paid through our operating budget.
- We replaced two HVAC units this current year, and we expect that additional units will need replacement in the coming years. Many of the units are far beyond their projected useful life and we have this included in our 5-year capital asset plans.
- We have recently done some much needed repairs to the roofing and gutter systems and anticipate additional work for tuckpointing in the next few months.
- Our parking lot project, which we budgeted for and subsequently deferred, is scheduled to begin in July with an anticipated overall cost of close to \$450,000. To that end, we have already transferred \$196,713 of funds from our Hineynu building improvement component to help finance this project. Additional distributions from Hineynu will be transferred as needed to pay for the project.

**Jim Donenberg made a motion that the CBS Congregation approve the proposed Endowment By-Laws revisions. Sara Weinstein seconded the motion. The motion passes.**

### **Endowment Report**

- The Executive Committee of the Endowment Board meets quarterly and presently consists of the 3 members of the financial committee, the current president, the immediate past president, and the executive director. Semi-annual presentations are made to the BOT each year. Beginning in February of 2018, we created an endowment committee to re-evaluate how our existing EETP funds and new Hineynu funds would be invested and distributed going forward; as well as revise our Endowment By-Laws and establish a formal Investment Policy Statement all of which we believed was necessary for our due diligence now that our Endowment funds would be increasing significantly from approximately \$2.2M before Hineynu fundraising, to over approximately \$8M. The enlarged committee integrated the existing Endowment Board Executive Committee of Cheryl, Brad and myself, plus the Hineynu Oversight Committee members Rick Dissen, Laura Shulman and

Harold Dembo; plus at-large members Glen Roter and Bret Maxwell and Susan Karlinsky and Debbie Solomon. This resulted in the following:

1. Drafting of new proposed Endowment By-Laws
2. Selection of 2 investment advisors to manage portions of our Endowment portfolio
3. Preparation of a formal investment policy statement to guide our investment advisors as well as our own criteria regarding evaluating ongoing portfolio and portfolio manager performance; and annual operating and building fund distribution decisions.

These proposed Endowment By-Laws revisions have already been approved by the CBS Executive Board and the CBS Board of Directors at our recent April meetings.

- The EETP Endowment Fund Balance is invested with the Jewish Federation of Metropolitan Chicago PEP portfolio and has a fair market value as of March 31, 2019 of \$2,370,000, an increase of \$71,100 from the balance as of March 31, 2018. Hineynu funds are invested and have a fair market value of \$3,824,974 (\$3,164,254 with Vanguard Institutional Services and the remainder in short term CDs as of 4/19/19). In addition, we have two additional Endowment Funds, the Carl and Judy Wolkin Innovations in Education Fund which has a balance of \$164,398 as of 3/31/19 and the Harvey R Gold Building Endowment Fund with a balance of \$33,054 as of 3/31/19.

#### **Presentation of Proposed By Law Changes – Larry Grossman**

Bylaw committee consisted of Debbie Solomon, Larry Grossman, Glen Roter, Tanya Solomon, Wes Nissen, Michael Garlin and Marjorie Maxwell.

Intention was to bring bylaws in line with current operations of the congregation today.

Recap of Highlights - Updated to gender neutral language, families of emeritus of staff members included with honorary memberships, added electronic communication for meeting notifications, standardized wording to congregation (from synagogue and congregation), gave president the ability to cancel up to 2 BOT meetings a year (but not the annual meeting), updated the standing committees and the descriptions to meet current practices, changed "contracts" to "letters of employment", reduced minimum board size to 25, and reduced married couples serving on the board to 3.

These changes have been accepted by the executive board and the BOT.

**Larry Grossman made a motion to approve the bylaw changes as noted. Fern Roseman seconded the motion. The motion passes.**

#### **Old Business**

Beautiful Hineynu plaque will be installed on brick wall in foyer this summer. 60% of your donation had to be paid for name to be on plaque. Thank you Jill Olefsky for heading this up and getting it done.

May 31<sup>st</sup>, Friday - Farewell to the Rabbi Averbach and family followed by a dessert Oneg with some of Rabbi Ari's favorite sweet treats.

Rabbi Ferratier and Luis will be joining us around June 20<sup>th</sup> – come welcome them that Shabbat weekend. More info to come about welcoming events.

Glen Roter – brunch to thank Debbie Solomon on June 23<sup>rd</sup>. Raffle tickets also available.

**Good and Welfare**

Fred Katzenstein motion to adjourn the meeting. Neil Rosengard seconded the motion. The meeting was adjourned at 9:33pm.