

Temple Beth Jacob

Annual Meeting

2019 - 2020



June 7, 2020

**O House of Jacob,
Let Us Walk in the Light of the Lord**

TEMPLE BETH JACOB ANNUAL MEETING

AGENDA—JUNE 7, 2020

2020– 2021 COMMITTEES

Call to Order	Nancy Proyect
Pledge	
Hatikvah	
Farewell Song	
D'Var Torah	Rabbi Kohn
Minutes	Sherri Pavloff
Financial Report and Budget	Justin Rider & Nancy Proyect
President's Report	Nancy Proyect
Committee Reports:	
Gift Cards	Ilana Lustbader
Kol Yisrael	Justin Rider
Programming	Mona Rieger
Rabbincal Transition	Terry Whitebook
Old Business	
New Business	
Nominating Committee Report	Sherri Pavloff
Installation of New Trustees	Rabbi Kohn
Announcements	
Good and Welfare	
Adjournment	



BY LAWS – JUSTIN RIDER, GEORGE LEVY, MONA RIEGER, ALAN SEIDMAN, NANCY PROYECT

CEMETERY – KEN PACKER, DAVID RIDER, DREW KARTIGANER, MARK LEVINSTEIN, GENIE ABRAMS, DEBRA METZNER, FRANK DESIERVO, LONNIE ALPERT

EXECUTIVE – NANCY PROYECT, JUSTIN RIDER, STACEY YERGER, JEFF KARITIS, SHERRI PAVLOFF

FINANCE – ALAN SEIDMAN, ROBIN SEIDMAN, NANCY PROYECT, MIKE GITTELSON, JEFF KARITIS, JUSTIN RIDER, JEFF RUBIN

GIFT CARDS (SCRIP) – ILANA LUSTBAKER, JEFF KARITIS

KOL – ALAN SEIDMAN, JUSTIN RIDER, NANCY PROYECT

LIBRARY – MARSHA SOBEL

NOMINATING – JUSTIN RIDER, NANCY PROYECT, JEFF KARITIS

ONEG – MONA RIEGER, ROCHELLE TIMPERIO, TERRY WHITEBOOK, SUSAN NOTAR, ESTELLE BROWN, SUSAN LEVY, SHARON LEVINSTEIN, LORRAINE WERNOW, CAROL PACKER, JOAN BERKLEY, JOAN GITTELSON, KIM KARITIS

RITUAL – LYNNE ARNOLD, PAUL POMERANTZ, SEYMOUR KRONEGOLD, RABBI DOUGLAS KOHN

SHALOM BABY – JOAN GITTELSON

RELIGIOUS SCHOOL – PHYLLIS HOYT, SHARI FRANCO, STACEY YERGER, RABBI KOHN, BETH HORDINES, SHARON LEVINSTEIN, JENNIFER ALFASSO

2020 –21 TBJ Slate of Trustees and Officers

OFFICERS

President	Justin Rider
1st VP/Internal Vice President	Stacey Yerger
2nd VP/External Vice President	Sherrill Lazarus
Treasurer	Jeff Karitis
Secretary	Sherri Pavloff

BOARD OF TRUSTEES

Mona Rieger
Beth Hordines

James Kostenblatt
Jan Sosnick
David Adelman
Jonathan Goldman

Lynne Arnold
Rochelle Timperio
Joan Gittelsohn
Federico Prada

Rachelle Harmer
Ron Sacks

Term Expires June 2021

Term Expires June 2022

Term Expires June 2023

**Honorary
Honorary**

Temple Beth Jacob Annual Meeting Minutes
June 23, 2019

Meeting called to order by President Nancy Projetc, 10:09 am

1. Pledge: Led by Stan Grossman
2. Hatikvah, National Anthem: Led by Rabbi Freedman
3. D'var Torah: Led by Rabbi Freedman: Beha'alotcha--when we set up the land. We need to light the menorah. Originally, only Kohanim because they were the only ones permitted inside. But everyone can do it with a long stick. So, yes, we need Rabbinic Leadership, but we as a congregation can also and should participate in the set up. We need to do the work to create a congregation.
4. Rabbi Farewell:
 - a. Rabbi: Moving to Pittsburgh, PA to lead the J-JEP(Jewish Education) program for two congregations, Rodef Shalom and Beth Shalom.
 - b. Congregation presented Rabbi with a book filled with pictures of our congregation over the years he has been with us.
 - c. Congregation sang farewell song.
5. Motion to accept minutes from 2018 Annual meeting: Made by Sherrill Murray-Lazarus, second by Jeff Harmer. Motion carried.
6. Financial Report: The Budget is approximately \$337,550. We are increasing our expectation of partnership support--we have 10 new families. We do have a \$45,000 budget gap. It is unrealistic to expect expenses to decrease. For now, we will cover this gap with funds from our endowment, but we need ways to raise this money or we will deplete the endowment. The Board will be addressing this in the 2019-2020 year. A question was raised about tax deductions for donations and it is too early to predict. Motion to approve the Budget: made by Joan Gittelsohn, second by Beth Hordines, Motion carried with one abstention.
7. President's Report:

This year we were faced with several unexpected challenges:

 - a. Replacing our Rabbi, who led us through the creation of Kol and the move into one building; who helped transition us from a dues model to a partnership model; and has begun the move from a transactional model of Judaism to a Relationship Model. He has been our teacher and our moral compass and will be missed.

Change, while painful, will be good: The Search Committee rose to the task of finding a new Rabbi-Doug Kohn--and the Transition Committee will be organizing events for the congregation to meet him.

- b. Our treasurer, Steve Soss, moved in early 2019. Jeff Karitis has agreed to take on that role and is transitioning. Because of the transition, we do not have pledge cards for this year, but please remember, we need your partnership support pledge to operate.

Nevertheless, we are moving forward as the Board, and now the Congregation, will transition from a transactional approach to a relational approach.

Thank you to: Mona Rieger for organizing the 165th Anniversary; Sherrill Murray-Lazarus for chairing the Rabbinical Search Committee; Terry Whitebook for Chairing the Transition Committee; and Stephanie Kostenblatt, in her new role as Executive Director of Kol.

8. Gift Cards: Ilana Lustbader

This fundraiser raised \$18,000 this year, \$2,000 more than last year. This is part due to Shop with Scrip and Presto Pay—thank you Jeff Karitis for setting that up—and thank you to all who participate in the gift card program.

Thank you to the “Sunday Squad”, Rochelle Timperio, Barbara Rubin, Michelle Petrollese, Joan Gittlesohn and Sherrill Murray-Lazarus. Thank you to Maryjean Dominick for sales during the week; and Myrna Mendelsohn who continues to order and pick up cards.

We are looking for new members to participate in all aspects and someone to send emails about the program to increase participation.

Reminder from Ken Packer that if you switch your Amazon shopping to Amazon Smile and choose TBJ as the charity, we get a percentage of your Amazon purchases.

9. Kol: Justin Rider

Stephanie Kostenblatt is the new Executive Director of Kol. Our roof was our major project this year due to a leak which required us to close the social hall and remediate the asbestos, which is now completed. The main sanctuary and hallway will now need asbestos remediation.

The artwork from Gidney Ave. is still in storage. Kol will reinstitute the Interior Committee to determine where to place. The stained glass that has not been reinstalled in the multi-purpose room remains safely stored in Mike Goldin’s warehouse and the Interior Committee will work to determine where to place them. Kol is considering solar panels.

10. Programming: Mona Rieger

Thank you to all helped this morning: Kim Karitis; Mark and Sharon Levinstein for the fruit; and all others who assisted.

MEET OUR NEW BOARD MEMBERS

David Adelman

David Adelman is a resident of Dutchess County, New York. He grew up in Brooklyn, New York and moved to the Hudson Valley five years ago. David has worked with Verizon in various capacities over the last 24 years. He is a proud member of the union and serves as Shop Steward for Communication Workers of America. David considers himself a family man and is described as a loving father and husband.



Jonathan Goldman

Jonathan R. Goldman is an associate attorney with the law office of Sussman and Associates in Goshen, New York, where he focusses his practice on civil rights litigation. He obtained his undergraduate degree from New York University's Stern School of Business and his law degree from the Benjamin N. Cardozo School of Law at Yeshiva University. Jonathan was born in the Bronx and grew up in Poughkeepsie, New York. He now lives in the Town of Newburgh with his wife, Tara, who is a social worker, and their two sons, Patrick (age 8) and Daniel (age 6). In his spare time, Jonathan enjoys playing the guitar and piano.



SISTERHOOD REPORT 2020

TBJ Sisterhood had a busy summer in 2019- a barbecue picnic, a trip to Boscobel to see “Into the Woods” and our annual dinner at Costogliola’s.

We had high tea in the succah and a soup and latke Chanukah dinner. In January we celebrated our third Sisterhood Shabbat.

Since March we haven’t been able to meet together, but monthly Rosh Chodesh celebrations, book discussions and a special Baking Challah with Nava zoom class have continued.

Thankfully life on zoom has kept us closely tied to TBJ during the past few months!

We are especially proud that two of our members, Gail Oliver and Lorraine Wernow, will be honored by the Jewish Federation as “Women of Valor” at special event on June 28.

Thank you!

Susan Notar
Sisterhood chair

TBJ Minutes June 23, 2019
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Thank you for the committee that assisted with the 165th Anniversary. Special Thanks to Lynn Arnold, our florist, for the centerpieces. We raised roughly \$41,000.

11. Religious School: Shari Franco:

We are small but mighty. We continue to have Asefah as our opening group program, and have art, music with a camp song leader, and instruction. We are also including Havdalah some Saturday evenings. We have added a new program asking congregants to teach which has been a huge success. We worked on Tzedakah (local and Judaism based) and sent a letter to the Honor Flight participants. The Chanukah Maccabiah games, the Passover escape room, the Purim Dr. Seuss Shpiel, and carnival were all a huge success. Thank you to Deborah Freedman and Nava Herzog for the B’Nai Mitzvah program. Now, we need more students!

Thank you gift presented by the students of the Religious School to Rabbi Freedman.

Sherrill Murray-Lazarus: TBJ Religious School is the largest single non corporate donor to the food pantry.

12. Search Committee—Sherrill Murray-Lazarus--Thank you to the committee for all its work. We are sad to see Rabbi Freedman leave but looking forward to welcoming Rabbi Kohn.

13. Transition Committee—Terry Whitebook--Thank you to the committee for its work. TBJ is adding a plaque to honor Rabbi Freedman. The transition committee is also planning events to meet Rabbi Kohn.

14. Old Business: None.

15. New Business: Gail Oliver—The Sisterhood is providing us with social action and has set up swabbing drives. Shout out to Vivien Collens whose art is being shown at the Holland Tunnel Gallery.

16. Nominating Committee: Motion to install 2019-2020 slate of trustees and Officers: made by Ken Packer, second by Carol Packer, Rabbi performed installation, motion carried. Welcome James Kostenblatt to our Board.

17. Announcements: Stephanie Kostenblatt: Rabbi Freedman’s tallit signed by the RS students has been framed and is hanging upstairs.

18. Good and Welfare—None.

Motion to Adjourn—made by George Levy, second by Mike Gittelsohn. Meeting adjourned 11:25 am.

Annual Report

Rabbi Douglas Kohn

I am pleased to submit this, my first Annual Report to the Leadership and Partners of Temple Beth Jacob. It has been a most compelling year – beginning in rabbinic and congregational transition and concluding with institutional transformation and cultural and communal destabilization, and through it we strove together so that Temple Beth Jacob not only continued, but succeeded and thrived.

Customarily, an Annual Report chronicles events and decision, as a report on the activity of the concluding year. I will do that, but with an emphasis on **THE PLANNING, THEORY AND DIRECTION** which we brought to the life of the Congregation in this year. In truth, events are a modest and simple measure of synagogue activity; more significant measurements include outcome, impact and direction: the result of intentional planning, theory and direction which endures and remains significant even after an event concludes.

We began with designing a **SUMMER OF TRANSITIONAL ENGAGEMENT**, guided by Terry Whitebook's outstanding committee. We planned varied opportunities not only for partners to meet me, and me them, but to intentionally add horizontal activity – where Partners would further engage one another, to both deepen existing relationships or establish new ones. With events weekly, or multiple events each week, we buzzed through the summer, and likely over-programmed ourselves. The transition process advanced successfully – I learned much, partners were engaged, and the Temple enjoyed perhaps one of its busiest summers in memory.

HIGH HOLY DAY PLANNING also consumed much of the summer. We had some key intentions: stream-line Services, enhance the flow, make participation both intimate and grander, and add new measures of spiritual and conceptual to the worship. The Ritual Committee, ably led by Lynne Arnold, embraced the task of adjusting both the process and the number of honors given to our members, and we think it succeeded to enhance the participation experience and the flow of the services. As well, we radically changed the Torah Aliyot, bringing cohorts to the bima, and adding a measure of kavod (respect) and appreciation to the process, including recognizing non-Jewish partners in the TBJ community. Again, I believe the efforts succeeded, and the High Holy Days proved touching and inspiring.

An additional and **KEY PLANNING CONCERN INVOLVED OUR RELIGIOUS SCHOOL**. We wanted to enhance the parent and family experience, improve communication, build the school committee, led by Stacey Yerger, and enrich the faculty, so that organically, the school would prosper without apparent structural change. Discussions with the faculty resulted in a desire for teacher enrichment classes, so we designed Torah L'Shma – learning for its own sake – a biweekly class just for the faculty to grow in Jewish knowledge and comfort. It was evident that the faculty felt and operated like a team, supporting one-another and volunteering to step into School undertakings.

Throughout the year, we were keenly cognizant that **TBJ IS IN A TRANSITIONAL PROCESS**, and I periodically infused synagogue transitional theory in my teaching, leadership and worship efforts. Notably, in mid-winter I taught a session to the Temple Board on transition phasing, and it became evident that we need to keep both patience and perspective with ongoing, multi-dimensional transitions, which intersect and could be expected to continue for another couple years. Concomitantly, it was important to recognize that both Kol and CAI are amid their own professional transitions, and that executive operations between the three institutions would require patience and perspicacity.

TBJ INVESTMENT REPORT 2020

Temple Beth Jacob Asset Report

6/30/19 - 5/22/20

	TOTAL ACCOUNT	Endowment	General
Beginning Market Value (June 30, 2019)	\$565,037.93	\$458,951.55	\$106,086.38
Net Contributions/Withdrawals	-\$45,000.00	-\$45,000.00	\$0.00
Net Investment Gain	-\$19,985.48	-\$17,378.60	-\$2,606.88
Ending Market Value (May 22, 2020)	\$500,052.45	\$396,572.95	\$103,479.50
Net Investment Income (included in Net Investment Gain)	\$15,821.64	\$13,126.47	\$2,695.17

TEMPLE BETH JACOB
2020-2021 DRAFT Budget

A	B	C	D	E	F	H	I	J	K
						Proposed Budget	As of 5/26/20	Estimated	Actual
						FY 2021	FY 2020	FY 2020	FY 2019
2									
3									
4									
62	5500 RELIGIOUS SCHOOL EXPENSES								
63	5500 RELIGIOUS SCHOOL OTHER					\$750	\$0	\$0	\$1,644
64	5515 B'nai Mitzvah Preparation					\$500	\$101	\$101	\$0
65	5519 MATERIALS AND SUPPLIES					\$1,500	\$1,274	\$1,274	\$1,838
66	5535 CONFIRMATION CLASS					\$0	\$0	\$0	\$922
67	5540 CONFERENCE EXPENSE					\$0	\$72	\$72	\$0
68	5500 TOTAL RELIGIOUS SCHOOL					\$2,750	\$1,447	\$1,447	\$4,404
69									
70	6000 Total Programs and Committee Expenses					\$500	\$323	\$323	\$1,076
71									
72	6500 PAYROLL EXPENSES-TAXES/INSURANCE/UNEMPLOYMENT					\$600	\$534	\$534	\$437
73									
74	7000 FUNDRAISING								
75	7010 OTHER FUNDRAISING EXPENSES					\$500	\$529	\$529	\$8,196
76	7030 MEMORIAL AND SIMCHA PLAQUES					\$200	\$191	\$191	\$270
77	7040 ONEG					\$1,500	\$1,537	\$1,537	\$1,749
78	7045 FAMILY DINNERS					\$2,500	\$2,388	\$2,388	\$2,495
79	7000 TOTAL FUNDRAISING EXPENSES					\$4,700	\$4,646	\$4,646	\$12,710
80									
81	8000 ADMINISTRATION								
82	8001 Bad Debt - Write Off					\$0	\$30,533	\$30,533	\$41,735
83	8005 U.A.H.C. ASSESSMENT					\$4,000	\$4,333	\$4,333	\$2,933
84	8011 Management Fee					\$32,000	\$24,126	\$24,126	\$32,053
85	8016 NYS & SUI Expense					\$0	\$108	\$108	\$0
86	8020 OFFICE SUPPLIES/POSTAGE					\$1,000	\$420	\$420	\$1,457
87	8025 Postage					\$1,500	\$1,387	\$1,387	\$1,839
88	8030 PRINTING/ADVERTISING					\$1,000	\$919	\$919	\$750
89	8040 Internet					\$121	\$121	\$121	\$0
90	8045 COMPUTER/SOFTWARE					\$200	\$168	\$168	\$1,693
91	8046 PROFESSIONAL SERVICES					\$1,345	\$1,345	\$1,345	\$1,654
92	8050 NYS DISABILITY					\$230	\$230	\$230	\$184
93	8051 WORKERS COMPENSATION					\$450	\$260	\$260	\$1,308
94	8060 BANK FEES/CREDIT CARD FEES					\$2,500	\$2,945	\$2,945	\$2,556
95	8000 TOTAL ADMINISTRATION EXPENSES					\$44,346	\$36,361	\$36,361	\$46,427
96									
97	9000 Building Maintenance & Equip								
98	9030 TOTAL RENT					\$100,000	\$83,333	\$100,000	\$100,000
99	9050 TOTAL INSURANCE					\$2,800	\$2,446	\$2,446	\$2,805
100	9090 Cemetery Lawn Maintenance					\$6,000	\$5,350	\$5,350	\$8,500
101	9097 Kol Yisrael Capital Loan					\$2,852	\$2,481	\$2,481	\$2,852
102	9100 Cemetery Expenses					\$2,500	\$2,330	\$2,330	\$9,220
103									
104									
105	TOTAL EXPENDITURES/EXPENSES					\$332,829	\$295,885	\$330,307	\$355,306
106									
107	TOTAL OF ESTIMATED INCOME					\$4,271	(\$18,493)	(\$30,352)	\$23,896
108									
109	*PPP one time forgivable loan, one time credit for								

Annual Report (continued)

Rabbi Douglas Kohn

And, **WHEN COVID-19 OCCURRED**, instead of relaxing our efforts, we intensified Temple activity, to be certain to overcome distancing and alienation with community, activity and caring. Although a small congregation, we behaved like a large synagogue, getting ahead of the path using technology to offer innovative services, a bevy of interactive communal events such as a comedy program, house tour, Happy Hour, “It’s My Story,” Havdalah Story Time, and weekly adult learning programs. The plan was to demonstrate that our Temple community can function and even thrive under stress and in difficult times, on behalf of our partners.

All the while, many additional Temple/communal events and initiatives occurred, each with measured, thoughtful, intentional planning and direction:

- We had a five-member delegation attend the [URJ's National Biennial Convention](#) in Chicago in December, retuning with ideas and enthusiasm
- We launched a [Reengagement Task Force](#), to reimagine the Temple and reconnect with former members in a novel way.
- We initiated a [Leadership Development Task Force](#) to consider what board membership should look like, and to help our Board Members self-define and grow.
- We conducted a congregational [trip to the Holocaust Museum in NYC](#), co-sponsored by Sisterhood and with the NJCC, out of which...
- We established plans for an exciting [congregational trip to Eastern Europe for April, 2021](#), co-conducting the trip with the West End Temple in Manhattan.
- Until COVID-19, we had planned a [lively Installation Shabbat weekend](#) with a Service and Concert featuring colleagues from California and Cantor Anna Zhar. It is rescheduled for October.
- The year featured a number of [adult learning classes](#), studying American Jewish history, Holocaust history, medical ethics and laws of crime and murder – a wide and energetic offering!
- We instituted a [weekly pre-Shabbat D'var Torah email](#) on Thursdays, giving our Partners and friends a Torah teaching and taste of Shabbat.
- Personally, I participated in two interfaith Thanksgiving celebrations – in Newburgh and Cornwall – and [I was elected Vice President, and soon President](#), of the Greater Newburgh Interfaith Counsel.
- We had [lively festival celebrations](#) of Simchat Torah, Chanukah, Tu B'Shevat and Purim, adding Torah rolling and reading in the Sanctuary, and a Religious School Tu B'Shevat Seder.
- We conducted two [Congregational calendaring meetings](#) to better plan the activity of the Temple.
- We initiated a two-session [B'nai Mitzvah Workshop](#) to prepare next year's students and families.

I am deeply appreciative of the **LAY AND PROFESSIONAL PARTNERSHIP AND SUPPORT** we – and I – enjoy at TBJ. I have worked closely with Nancy Proiect both this year and prior to my arriving to TBJ, and I appreciate her insight and thoughtfulness. We anticipate a seamless transition to our incoming President, Justin Rider. Each of our Executive and Board members add wisdom and devotion to our work, for which I am grateful. Stefanie Kostenblatt is a gem of a partner at the helm of Kol and the NJCC, and I turn to her regularly to bounce ideas. Maryjean Domenick has a deep reservoir of energy and commitment, and only says “yes” to every matter. Our custodial team takes excellent care of our campus – and of me. And, our partners are thoughtful, kind and genuine; to each, a sincere, “Thank you!”

Gift Card Report 2020

July 1, 2019 - June 7, 2020

This year has been especially challenging to sell gift cards. I would like to thank everyone who participated in purchasing gift cards this year despite the inconveniences. Special thanks go to our partners who have met their obligation and especially to those who went over and above their requirement. If you have not done so, you have until 6/30/20 to meet your obligation by either purchasing gift cards or paying 5% of your outstanding balance.

The Shop with Scrip and Presto Pay programs have again been successful this year. Many families have taken advantage of being able to have access to lists of hundreds of companies they can order cards from just by signing up for Shop with Scrip. Presto Pay allows you to order directly from the supplier to receive e-gift cards or to refill previously purchased cards. Enrollment in Presto Pay and Shop with Scrip has been made easier. If you have any questions, please see Jeff Karitis. We have earned \$1600.90 in rebates this year from online orders. That's an increase of \$131.70 from last year.

Unfortunately, our Sunday sales had to end because of the virus. Thanks to the Sunday Squad who come in during Religious School hours to sell gift cards. They are Estelle Brown, Michelle Petrollese, Joan Gittelsohn, and Sherrill Murray-Lazarus. I want to give a great big shout out to Maryjean Domenick for contact free handling of gift card sales after the lockdown.

Merna Mendelson continues to order and pick up cards from Adams and Shop Rite.

The gift card program is one of the best and most consistent fundraisers for Temple Beth Jacob. We are hoping to give \$14,000.00 to the Temple this year. Although it is a decrease from years past we are fortunate to have funds to provide the Temple. Please help us ease the challenge of constant fundraising by participation in this successful program.

Sincerely,

Ilana Lustbader

TEMPLE BETH JACOB
2020-2021 DRAFT Budget

	A	B	C	D	E	F	H	I	J	K	
1											
2											
3											
4											
5	ESTIMATED REVENUES										
6	4000	PARTNER SUPPORT					\$175,000	\$151,437	\$170,000	\$155,524	
7											
8	4001	Sisterhood					\$1,000	\$597	\$597	\$1,490	
9											
10	4100	RELIGIOUS/HEBREW SCHOOL									
11		4110	REGISTRATION				\$13,000	\$17,885	\$17,885	\$20,414	
12		4120	BNAI MITZVAH PREPARATION				\$11,100	\$4,344	\$4,344	\$13,506	
13			4100	TOTAL RELIGIOUS SCHOOL REVENUE			\$24,100	\$22,229	\$22,229	\$33,920	
14											
15	4200 CONTRIBUTIONS/DONATIONS										
16		4211	MEMORIAL/PRAYER BOOK				\$8,000	\$8,351	\$8,351	\$7,920	
17		4212	YISKOR BOOK				\$6,000	\$5,598	\$5,598	\$6,128	
18		4213	PLAQUES				\$1,500	\$1,800	\$1,800	\$955	
19		4214	SIMCHA TREE LEAVES				\$750	\$1,080	\$1,080	\$457	
20		4215	Tribute / Simcha				\$1,250	\$303	\$303	\$1,251	
21		4216	Restricted Donations				\$0	\$3,000	\$3,000	\$0	
22		4250	MISCELLANEOUS				\$7,500	\$13,417	\$13,417	\$7,527	
23			4200	TOTAL CONTRIBUTIONS/DONATIONS			\$25,000	\$33,549	\$33,549	\$24,238	
24											
25			42500	Cemetery Privileges			\$5,000	\$15,485	\$15,485	\$3,100	
26				42501	Perpetual Care Income			\$5,000	\$6,350	\$6,350	\$4,900
27					4300	Total Interest Income			\$1,000	-\$2,675	-\$2,675
28										\$3,356	
29											
30		4400	INVESTMENT INCOME				\$25,000	-\$14,490	-\$14,490	\$44,799	
31											
32		4600 FUNDRAISING									
33			4610	Event & Other Fund Raising			\$25,000	\$0	\$0	\$50,110	
34			4620	SCRIP-GIFT CARDS			\$15,000	\$10,000	\$14,000	\$17,850	
35			4630	HIGH HOLY DAY APPEAL			\$30,000	\$25,659	\$25,659	\$36,654	
36			4640	FAMILY DINNERS			\$750	\$730	\$730	\$838	
37			4650	ONEG INCOME			\$750	\$746	\$746	\$846	
38			4680	Rabbi Installation			\$2,500	\$4,237	\$4,237	\$0	
39				4600	TOTAL FUNDRAISING REVENUE			\$74,000	\$41,372	\$45,372	\$106,298
40											
41		4700	Fund Contributions				\$2,000	\$2,706	\$2,706	\$1,451	
42			4700	PPP Loan			\$0	\$20,833	\$20,833	\$0	
43				4920	Annual Meeting Income			\$0	\$0	\$0	
44										\$126	
45						TOTAL ESTIMATED REVENUE		\$337,100	\$277,392	\$299,955	
46										\$379,202	
47											
48		ESTIMATED EXPENSES/EXPENDITURES									
49											
50		4800	CLERGY AND RITUAL								
51			4830	RABBI SALARY/PARSONAGE			\$129,992	\$112,388	\$129,992	\$132,000	
52			4832	Health Insurance			\$5,940	\$5,788	\$5,940	\$834	
53			4840	Cantor Salary			\$11,334	\$11,334	\$11,334	\$12,628	
54			4850	High Holiday Choir			\$3,360	\$3,357	\$3,357	\$3,840	
55			4860	Organist Expense			\$14,000	\$12,500	\$12,500	\$13,970	
56			4870	CLERGY CONFERENCE/MAT/SUP			\$500	\$610	\$610	\$218	
57			4871	Clergy Search and Moving Expense			\$0	\$10,000	\$10,000	\$2,130	
58			4875	HOLIDAY AND RITUAL EXPENSES			\$655	\$655	\$655	\$1,257	
59			4800	CLERGY AND RITUAL OTHER			\$0	\$0	\$0	\$0	
60				4800	TOTAL CLERGY AND RITUAL			\$165,781	\$156,633	\$174,388	\$166,876
61											

Cemetery Committee Annual Report (con't)

June 2020

This year we are making repairs to the Mausoleum drainage system, bringing roof water out to the road. Work continues at Snake Hill Cemetery, as we repair the old stones. Through the efforts of Genie Abrams, a tour of Snake Hill was conducted for the public this spring during the Scenic Hudson Newburgh Community Day at Crystal Lake. We were proud of the fact that we honored our Jewish veterans with flags and remembrance on Memorial Day. Work, beautification, burials, and memorials have continued, with social distancing in place.

We Are Here To Help In Any Way Possible:

If we can help you with Cemetery Privileges or the planning of your family's future funeral or burial needs, please call. The Rabbi and Ken Packer are always available to help. Space is available in both cemetery locations as well as in the Mausoleum. Donations to the Cemetery Fund are a *Mitzvah* and always appreciated and encouraged. Purchasing of memorial bricks and windows in the Mausoleum are ongoing fundraiser.

Respectfully Submitted, Ken Packer, Cemetery Chairman

Our Partnership Program

Most congregations have a "membership program" where members pay a set amount of dues each year. This often creates a hardship for those who can't afford to pay a certain amount, and sometimes prevents people from joining a congregational community.

Temple Beth Jacob is different. We have a **Partnership Program** where you join as a Partner and select annual dues which you consider to be a fair share for your family based on what your family can afford to contribute. You, as a Partner, understand that your share is what helps to keep our doors open and the Temple here to serve the Jewish community. Without sufficient Partner Support, our doors will close.

Our system is flexible, allowing Partners to pay according to their ability. Our policy ensures that Partnership is affordable to all who wish to be partners. It is the essence of our tradition of *Tzedakah*, justice, and righteousness. No one is denied Partnership at Temple Beth Jacob for financial reasons. All Partnership Support information is held in strict confidence.

The one exception to the rule is when a Partner has Cemetery Burial Privileges, which is purchased separately. In this case, the minimum annual Partnership Dues is \$500.00 per person. Many Partners choose to contribute more.

Our fair share Partnership Support Plan is based on self-assessment. We understand that every Partner has a different capacity to give. As a guideline we suggest you consider an annual pledge of 2% of your household adjusted gross income, or higher, if affordable.

This year we welcomed the following new families Temple Beth Jacob :

Alex & Jennifer Alfasso
Philip & Tina DeAngelo
William & Dana Ware

Roger Bell
Judy Kehoe

Our Partnership Program (con't)

At the end of the 2020 fiscal year, TBJ's member count was 159 family units. These include single members, couples, and families with children under age 25. We lost Partners from those who passed away, moved, or resigned.

In order to make the Partnership Program work and keep dues affordable, each Partner must also participate in the **Gift Card Program**. In the Gift Card Program you purchase gift cards from a wide range of supermarkets, stores, and restaurants. You purchase the cards at face value and spend the card in those stores, or give them as gifts to friends or relatives.

Each family is asked to purchase \$3,000 in gift cards over the course of the year. (That is equivalent to \$57.69 per week. Most families spend more than that on groceries and restaurants.) Single members and seniors are asked to purchase \$1,800 each. If you choose to opt-out of the Gift Card Program, you will be assed \$150 per family or \$90 for singles and seniors.

We look forward to your Partnership in Temple Beth Jacob.

Shalom,

Nancy Proyect

President

Cemetery Committee Annual Report

June 2020

Cemetery Committee:

Kenneth Packer, Chairman; Lonny Alpert, Treasurer; Frank De Siervo, Veterans Affairs; David Rider, Esq., Legal Advisor; Drew Kartiganer, Construction Advisor; Genie Abrams, Snake Hill Preservation; Justin Rider, Board Liaison; Debra Metzner Data Manager; Mark Levinstein; Nancy Proyect, Temple President; Rabbi Doug Kohn

Our Cemetery:

The Temple Beth Jacob Cemetery has three locations, Big Rock, Cedar Hill, and Snake Hill. Big Rock and Cedar Hill are active locations, while Snake Hill is no longer used for current burials, but we are responsible for its cleaning and upkeep. As a caring congregation we feel it is important to provide burial service to members of the Jewish community. Burial Privileges are open to Temple Partners and can be purchased through the Cemetery Committee Chairman. Certain burial privileges are also available for purchase by members of the Jewish community at large. As a Reform Congregation, a non-Jewish spouse and children can be buried with their Jewish spouse and children. We have a beautiful columbarium in the Mausoleum at Big Rock for inurnment of cremains. Cemetery Burial Privileges are tied to Temple Partnership, where purchasing of Niches in the Mausoleum is not. Privileges are available in both cemeteries and the Mausoleum.

Cemetery Fees:

Cemetery fees have remained the same for the past seven years and will continue at the same rate for the 2020-21 fiscal year. Purchasing a Burial Privilege for Temple Partners is \$1,800. A grave for a non-member is \$2,300. A spouse of a non-member wanting an adjoining privilege must become a Temple Partner. Perpetual Care, which is paid at the time of grave opening, is presently \$1,000. For those who purchase Burial Privileges, they are price fixed, and they do not pay any increase for the Burial Privilege, as long as they retain Temple Partnership. As in the past, if you drop out of the Temple, you lose the Burial Privilege and there is no refund. The cost of a Niche in the Mausoleum ranges from \$900 to \$1800 depending on location, plus a \$500 Mausoleum Building Fund Fee and an extra \$500 for non-members.

Cemetery Activity:

In the 2019-20 fiscal year, we have had three burials in Big Rock Cemetery, three burials in Cedar Hill, and one inurnment in the Mausoleum, and three unveilings. Six Temple Partners purchased Cemetery Burial Privileges. Three Niches were purchased in the Mausoleum, and we had two unveilings. Several *Shiva* services were provided for Temple Members in the Newburgh area who had deaths in their family, even if interment took place in other locations.