

Bet Shalom Board Meeting

4/28/2026

Agenda

Opening Blessing
Connection
Staff Introduction
Senior Rabbi Update
Financial Update
Operations Update
President Update (Adam Cohen)

Attendees

- **Adam Cohen** - Past President
- **Jake Friedman** – Vice President
- **Jamie Hurewitz** – Vice President
- **Mark Robbins** – Treasurer
- **Lauren Witebsky** – Trustee
- **Stephanie Wexler** - Trustee
- **Richard McNeil** – Trustee
- **Alli Hearne** - Trustee
- **Gregory Helmer** – Trustee
- **Yale Dolginow** – *Chaver*
- **Rabbi David Locketz**
- **Julie Sprau** - Transition Lead, Director of Operations
- **Beth Krietzman** - Guest Speaker

Connection

- Simcha/Joy- Simcha is Joy Shared.
- What is a Jewish holiday or ritual where you have experienced Simcha (Joy)?

Staff Introduction - Beth Krietzman

- **History at Bet Shalom** - Has been a member for 26 years. Taught in Religious School & Preschool, Managed Confirmation Class sale
- **Professional background** - Has an MBA
- **Current Duties** - Pays the bills, manages billing, answers phone, works in Shul Cloud, payroll, Thank Yous and donor receipts
- **Feedback** - Shul Cloud is great and much better than Quickbooks. May need help with filing some confidential papers, could be an opportunity for the board to help.

Senior Rabbi Update

- There's a sense we could be doing more to engage adult members of the congregation with learning.
- Rabbi Locketz shared a list of things we have as engagement opportunities:

Sr. Rabbi Update

Adult Engagement Opportunities

- Shabbat Morning Torah Study
- Thursday Morning Torah Study & Thursday Beyond Torah
- Reintroduction to Judaism
- Emeritus Group
- Senior Lunches
- Israel Discussion Group
- Ruth's Group (Jews by Choice)
- Leadership Training Cohort
- Rosh Chodesh Group
- Adult Hebrew: Cantor is exploring expanding offerings.
- Scholar in Residence

- **Shabbat Engagement:** We are looking for ways for Shabbat to be habit forming. A few special Shabbats we did this year were a Friends and Neighbors Shabbat, a Congregational Shabbat Seder and a Genealogy Shabbat.
- **Mussar is growing:** We are likely to start another Mussar study group. This will likely be led by people in the current group. We will have an informational session in July or August for people who are interested in joining. Julie Dean will lead Food for Thought on Yom Kippur afternoon and we continue to look for other places to incorporate Mussar values
- **Quarterly Lifecycle Forum:** There will be a quarterly lifecycle forum to bring a panel of members to share their experiences around different lifecycle events.

Financial Update - Mark

- For the period from July 2025 - March 2026, we are in a strong financial position
- Mark shared several financial details, slides are included here:

Financial Results July 2025-March 2026

Total Revenues thru March 31, 2026 were \$2,576,935 versus a budget of \$2,321,900 .

- Total Earned Revenues were \$1,022,688 versus a budget of \$1,023,825
- Total Contributed Revenues were \$1,501,796 versus a budget of \$1,248,075

Total Expenditures thru March 31, 2026 were \$2,310,385 versus a budget of \$2,279,354

Net Income for the thru March 31, 2026 was \$266,550 versus a budget of \$42,546

Budget Variations July 2025-March 2026

Earned Revenues Below Budget Thru March 31, 2026

- Total Preschool Fees were \$115,845 below budget (81% of budget)
due to decreased enrollment. Controlling preschool expenses by holding off on hiring.
- We received \$160,000 from the Endowment, which appears as \$40,000 over budget as of March 31, 2026 due to straight line forecasting of endowment contribution.

Total Contributed Revenues Above Budget Thru March 31, 2026

- Membership pledges were \$35,697 above budget due to straight line forecasting.
 - Year end estimate is about \$45,000 below budget.
 - Reached out to 83 members to initiate efforts to collect FY 2026 pledges
- HHD appeal came in \$73,277 above budget YTD

Total Expenditures Above Budget Thru March 31, 2026

- Building & Grounds expenses were \$259,101 versus a budget of \$238,279

Year End Forecast

Net Income for the Full Fiscal Year to Anticipated to Come in Close to Budget of \$56,728

- Received budgeted \$160,000 from the endowment in March 2026.
- Received \$187,924 to pay down mortgage. Payment was made on 3/11/26. Mortgage balance reduced to \$299,999.50. Monthly mortgage payment reduced by \$1457 per month starting April 1, 2026.
- Spring fundraiser should bring in > \$30,000 in net income.
- Without the mortgage paydown of \$187,924, FY 2026 would come in with over \$100,000 net loss.
 - This is because donations used to repay mortgage principal are accounted for as income but the principal repayment is not accounted for as an expense.

Potential Areas of Concern

- Ongoing below budget preschool revenues.
- Anticipate below budget membership pledges collection. Currently forecasting year end at \$1.0M versus a budget of \$1.043M
- Continuing above budget building and grounds expenses related to HVAC system, etc.
- FY 2026 will be a negative cash flow year. Operating expenses > Operating cash revenues

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Fiscal Year 2027 Budget

Total Revenue \$3,124,907 (flat from FY 2026 projected revenue)

- Earned Revenue \$1,349,599 (increase of \$57,000 from FY2026 projected revenue)
 - Tuition and fee increases, increase catering events
- Contributed Revenue \$1,725,308 (down \$57,000 from FY2026 projected revenue)
 - Projected decreases in membership pledges, HHD, and mortgage paydown donations

Total Expenses \$3,109,852 (increase of \$137,229 from FY2026 projected expenses)

- Total salaries \$2,156,208 (increase of \$120,478 from FY2026 projected expense)

Total Net Income \$15,055 Based on Conservative Budgeting

- HHD match is \$125,000. If we reach that have a \$50,000 upside to the budget
- Mortgage paydown budgeted at \$100,000. If we receive contribution from Endowment and Board could have about a \$50,000 upside
- Risks are ongoing building and maintenance expenses plus a potential year of negative cash flow

Bottom Line – FY2027 will be okay but with relatively flat revenue base coupled with increasing expenses that will need longer term solutions.

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Additional Financial Update Notes

- We are not asking for an automatic increase in membership dues this year.
- Mark will follow up with Becky on next steps for Revenue Ideas, we accomplished the lowest hanging fruit which was the paydown of mortgage.

Motion to approve Budget - Richard McNeill

Second - Gregory Helmer

Motion passed, budget is approved

Operations Update - Julie Sprau

- Spring Fundraiser Outcomes/Update - Successful! Still totalling the final amount raised.
- Membership Report - slide included below:

Operations Update

- Spring Fundraiser Outcomes/Update
- Membership Report

New Members

Daniel & Katie Milavetz
Shira & Ben Menzies

Auditing Resignations

Randi Katz
Robert Kane & Julie Pohle

Resigning Members

None

Deceased

Marvin Marshak

Audited Deceased

Susan Dreves-Libson

Motion to approve Membership Report - Mark Robbins

Second - Stephanie Wexler

Motion is approved

- Director of Operations position has been posted on Indeed and TC Jewfolk
- Julie is working to deepen her understanding of the processes at Bet Shalom
- The team is planning steps to encourage congregants to use auto pay through ShulCloud or their bank
- Julie is working part time, some of Amber's former duties will need to be paused or taken by volunteers
- Jake to send a follow up to Julie to help with new member outreach

Past President Update

Motion to approve Meeting Minutes from 3/24/2026

- **Motion** - Richard McNeill
- **Second** - Stephanie Wexler

- **Minutes are Approved**

By-Law Changes

- 1) **First Proposed Change:** Relates to the number of Trustees. The proposal is to change the number of Trustees to be more flexible, or anywhere between 15-18 Trustees. We will still likely move forward with 16 but it gives us more flexibility.
- 2) **Second Proposed Change:** The President elect has previously come from the officer group. The Proposed Changes states that we will allow more flexibility as recommended by the nominating committee so the President Elect does not need to come from the Executive Committee.

- **Motion to approve By-Law Changes:** Mark Robbins
- **Second:** Yale Dolginow
- **Motion is approved**

Nominating Committee Update

The Nominating Committee Chair, Adam Cohen, on behalf of the rest of the Nominating Committee (Rob Kowal, Debbie Levy, Jenny Gratson, Josh Griffel, Greg Helmer, and Lauren Witebsky) presents the following slate of Trustees for vote by the membership:

Current Trustees for Re-election

Jake Friedman	Trustee / Vice President
Jamie Hurewitz	Trustee / Vice President
Mark Robbins	Trustee / Treasurer
Adrienne Gustafson	Trustee
Dick McNeil	Trustee
Sarah Jane Schwarzenberg	Trustee
Amy Wilkerson	Trustee

Election of Trustee, Interim Secretary, and President-Elect

The Nominating Committee recommends that Stacy Levy be elected to fill a vacant Trustee position and to serve as President-Elect. Upon her election as a Trustee, she shall also be appointed to serve as Secretary.

- **Motion to approve Nominating Committee Update** - Richard McNeill
- **Second** - Mark Robbins
- **Motion is Approved**

Upcoming Events

See Slide Below

Upcoming Events and Meetings

Board Meetings*

May 19 | 4:15-6 PM Virtual Executive Committee

May 26 | 6-8:30 PM Board Meeting + Annual Meeting (IN PERSON)

June 23 | 4:15-6 PM Virtual Board Meeting

*Board meetings will continue on current cadence into 2026-2027 fiscal year and invites will come out after Annual Meeting when board slate is finalized.

Community Events

4/29 6-8 PM | Alan Morinis The Shabbat Effect, Tample Israel [Register here!](#)

4/30 12:00PM | Senior Lunch [RSVP HERE!](#)

5/1 5:00PM | Young Family Shabbat

5/15 5:15 NOSH, 6: Services | HaMakom Shabbat

5/21 8:00PM | Leil Tikkun Shavuot

Every Thursday: Torah Study (11AM)

Every Thursday: Torah Study Inspired by Modern Thinkers (12PM)

Every Saturday: Torah Study Through the Eyes of Hasidic Masters (8:30AM)

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- **Idea for the next director from Yale Dolginow** - We could add a request for donation to the Yartzeit communications.