

**TIFERETH ISRAEL SYNAGOGUE ANNUAL MEETING  
THURSDAY, MAY 30, 2019**

- Meeting called to order by Will Rogers at 5:21 pm. 83 congregants/staff in attendance.
- Motion by Harvey Weinberg to approve Annual Meeting minutes from 2017 & 2018. Motion carried.

Treasurer's Report (Aaron Beckerman)

- Expenses for 2018-2019 were over budget by about \$13,000, due to unanticipated needs such as new computer equipment and an air compressor, parking lot lighting/repairs, removal of decaying trees, etc.
- Subcommittees were created in 2018 to review restricted accounts and dues levels.
- A new firm (Insight Tax & Accounting, Scott Manhart) is providing oversight for our account.

- Motion made by Justin Schoen to accept Treasurer's report as presented. Motion carried.
- Motion made by Harvey Weinberg to accept the 2019-2020 budget as presented.

Q - Request for more information about Today & Tomorrow Funds usage

-Committee is made up of Lou Hockenberg, Bob Carpenter, and Steve Weiss. Approximately \$9,000 income in 2018-2019, value change of about \$17,000, but there were no distributions made in 2018. There will likely be distributions in 2019.

Q - How do we intend to make up the deficit from this year's budget?

- (Aaron) - The loss will go into our retained earnings. Hopefully this year we'll have a positive number in there, and there won't be further accumulation of losses.

- (Will) - The income from the Torah rededication event will be put toward next year's funds

Q - How can we approve the budget if we can only see information for the current year and proposal for next year? (Erin Howland)

- (Aaron) - We look at last year vs. this year based on anticipated needs for this year, membership numbers and operating expenses fluctuate so it's hard to compare further back.

- (Brian Pearl) - We did use information from the last four years when coming up with the proposed budget, we just didn't include all the information in the meeting packet.

Q - Where is the money that is meant for visiting scholars-in-residence in the budget? (Kay Myers)

- (Harvey Weinberg) - it is not a specific fund; it is paid for using other restricted funds.

- (Bob Carpenter) - as some funds ran out, they have ceased to be listed.

- (Will Rogers) - The Isaacson Torah funds were used a lot this year to repair the Torah scrolls and purchase the new covers.

- (Jacob Lederman) - There was also a stipulation on the "lecture" fund that required any unused funds after a certain point in time to be sent elsewhere, to the Jewish Theological Seminary I believe.

-Call for the question on motion to accept budget proposal. Motion carried.

Rabbi's Remarks

-Thank you to Barb and Kristin for their constant hard work, Josh Engman for cemetery work, Liz Hopkins and security committee for work with Homeland Security application. Personal thank you to all from Rabbi and Sue for support during recent medical issues and death in family.

-Proud of our recent programming/education opportunities, event attendance, and community involvement/leadership from new people. Successful vigil in response to incidents of hate in National Jewish community. Hope participation from all continues to grow.

-Looking forward to Hebrew/Talmud classes starting up again soon, increased participation in Jewish summer camp experiences/scholarships, Israel programming, Kosher cookout with meat from Hy-Vee, Jewish film festival using new sound system, and making the playroom nicer and more disability friendly.

Membership Committee Report and Future President Remarks (Jacob Lederman)

-Discussion about High Holiday tickets done for now, will not be using them

-Membership Application is now available to complete online  
-In need of a new committee chair, please contact Jacob if interested  
-Thank you to outgoing Board members, welcome to new Board members  
-Intend to streamline more processes and create balance with programming (not excessive)

-Will Rogers read the proposed resolution for raising membership dues 5% every year from now on, for all who have been members for at least a year. Motion made by Justin Schoen to approve the resolution as proposed.

Q - Won't this penalize people who are paying dues at the level they should be? (Marvin Winick)

- (Will) - We haven't implemented substantial increases in the past, the increases that have been implemented have not been enough to keep up with inflation.

Q - Does this preclude having an equalization committee?

- (Will) - No.

Q - Does the increase make sense if we're not collecting outstanding dues (Erin Howland)

- (Will) - We have cleaned up those outstanding dues, we had been carrying them over but no longer are.

Q - What are we doing to get people to pay? (Don Schoen)

- (Will) - Average cost to synagogue per member unit is \$2,200, but we ask a minimum of \$1,200. We have individual conversations with people who aren't paying, and some have decided to resign instead of pay.

Q - How many members do we currently have? (Bobbi Khalastchi)

- (Brian Pearl) - 215 member families

Q - Have we thought about accepting monthly credit card payments to make it easier to pay? (Ann Blumberg)

- (Will) - It's not utilized enough, costs us 2-3% in fees. Asked people to increase dues to compensate for that, they didn't want to. (Per Barb, we do accept card payments.) We can promote this option more.

- (Bob Carpenter) - People used card payments to get rewards, we paid convenience fees. ACH avoids this.

- (Ann Blumberg) - We could negotiate with card companies regarding fees.

Q - What will happen if someone loses their job, retires, becomes widowed, etc.? Should we revise the resolution to mention this? (Larry Blumberg)

- (Will) - We already allow for reduction in cases of hardship and are increasing dues 2% per year as it is.

Q - What happens with members who can't afford to pay more? Isn't getting \$400 from a member preferable to getting nothing from them? (Erin Howland)

- (Will) - We would not kick out a member because they could not afford to pay more. The issue is more with members who have the means to pay more but refuse and choose to resign instead.

- (Maddie Schoen) - Payment plans available, and the synagogue will work with people if they cooperate.

- (Jim Marcovis) - It's important that we follow through on dues equalization. Agree that an amendment should be made to the resolution to account for cases of hardship and asking the synagogue for relief.

- (Will) - There are already provisions in the bylaws for that.

- (Bruce Myers) - Amending the resolution may just invite people to take advantage of it.

-Call for the question on motion to accept dues resolution as proposed. Motion failed with 33 people in favor.

-Motion made by Mike Kuperman to approve 5% dues increase, with an amendment to the resolution that cases of hardship and extenuating circumstances will be considered in accordance with the bylaws, and that exceptions will be made at the discretion of the Executive Committee. Motion carried.

- (Will) - Thank you to outgoing Board members Aaron Beckerman, Harvey Giller, Dory Goodman, and Nashi Khalastchi for their service.

-Motion made by Don Schoen to approve election of new Board members, to be elected for a 3-year term: Larry Blumberg, Neil Hausmann, Maggie Matijevich, Brian Pearl. Motion carried.

-Motion made by Jarad Bernstein to approve recommended Executive Board for 2019-2020: President - Jacob Lederman, Vice President - Justin Schoen, Treasurer - Brian Pearl, Secretary - Marni Duitch. Motion carried.

-Meeting adjourned by Will Rogers at 6:34 pm