



CONGREGATION
BETH ISRAEL

ANNUAL MEETING REPORTS

2021 – 2022

5782

Sunday, May 22, 2022

5:30 PM

Annual Meeting Agenda

May 22, 2022

1. Welcome / Determination of Quorum
2. D'var Torah - Rabbi Samuels
3. Reports
 - a. Rabbi's Report - Rabbi Samuels
 - b. President's Report – Josh Greenberg
 - c. Treasurer's Report and Budget - Karen Sloss
4. New Business
 - a. Election of Board of Directors - Miriam Schwartz
 - b. Bylaws Revision - Vote of the Membership - Josh Greenberg
5. Eternal Flame Award - Rabbi Samuels
6. Adjournment

ELECTION OF DIRECTORS AND OFFICERS
CBI Board of Directors Slate for 2022-2023
(Bolded names are up for re-election.)

Officers:

President: Josh Greenberg
Vice President 1: Harriet Markell
Vice President 2: Jodi Litt
Treasurer: Karen Sloss
Secretary: Jane Relin

New Board Members: **Erin Cohen**

Continuing Board Members: **Steve Ban**

Stuart Berman

Paul Blum

Kevin Donner

Tammi Dixon

Isaac Konikoff

Binnie Perper

Miriam Schwartz (pending)

Terri Weiner

Youth Representative: Ben Sommers

Nominating Committee Members: Miriam Schwartz (chair), Isaac Blum, Marta Brand, Vicki Jaffe, Jodi Litt (Board representative)

ERIN COHEN BIO:

My husband Steve and I moved to Whatcom County in November 2020 from Raleigh, NC, during the midst of the pandemic. We live in Ferndale and I am the owner of Personal Touch Travel Design, a travel planning business. I have 2 children, Michael, who lives in Seattle, and Rachel, who lives in Denver, as well as a one year old Golden Retriever, Bailey Belle. We joined Beth Israel soon after moving and I have been a member of the Programming and Membership Committees.

We are originally from Pittsburgh, and when we lived there, I was on the board of our synagogue, Beth El as Financial Secretary. In Raleigh, I was on the Education Committee of our synagogue, Beth Meyer. I have also served as President of the Raleigh Hadassah Chapter. In addition, I was the President of the Raleigh Chapter of National Association of Women Business Owners (NAWBO).

I am so excited to get more involved as I think the synagogue offers a wonderful, inclusive community and has been so welcoming to me and Steve.

RABBI'S REPORT

In this, my tenth year as your rabbi, I continue to feel blessed and privileged to be able to walk with you on our Jewish journeys. We've continued to celebrate simchas together and to support one another in times of loss. We challenge each other as we study, and we lift each other up spiritually in worship. And this has not changed even in this past year of being separated, together, and separated again. It finally looks like we will begin seeing more of one another in person and for that I am so happy.

Keeping a community together in the present environment with Covid still looming in the background is no small feat. I am so proud that we have been able to continue offering our congregation worship, learning and communal gatherings, whether virtually or in person. As most of us realize, this would not happen without the dedication of so many committed lay readers and staff. I want to acknowledge a few individuals who have really contributed to our success this past year.

At the top of my list is, as always, is Mary Somerville. When people ask what Mary does, I typically say, "a little bit of everything!" Sometimes when folks call, it's Mary they want to chat with. She continues to keep the synagogue together and in line. She is a joy to work with and I hope you will join me in expressing gratitude to Mary for all she does for Beth Israel.

Our Keshet program, led by Andrea Shupack and Victoria Mayers is ending on such a high note. Please read the Keshet report to see what is happening on the final day, June 12. After a year and a half of being completely virtual, we had to adjust to the changing landscape, and I think our directors did a wonderful job of keeping the school going. They both have so much energy and a deep passion for Jewish education. I want to thank the parents for being patient and flexible as we had to navigate Keshet through Covid once again. I thoroughly enjoyed teaching Confirmation class and spending time with all the classes. We had a wonderful teaching staff, and I am thrilled that many are returning next fall. I am also excited to welcome Leah Bordman as the next co-Director of Keshet with Victoria Mayers. Leah is highly skilled for the job and the Keshet Advisory Group has given her two thumbs up for stepping into this role. I look forward to introducing Leah to the community this summer. I also want to thank Andrea Shupack for her leadership in Keshet these past couple of years. We will miss her love and dedication to Jewish education as she spends the year in Israel.

It is hard to imagine Andrea being away from CBI. We have been partners for many years now, working closely on so many projects. She is a terrific bimah partner for shabbat, b'nei mitzvot, and the High Holy Days. I know she will thrive in the next stage of her life in Israel, and I look forward to sharing with the community all that she is learning and doing. I appreciate Andrea's commitment to so many facets of CBI including, programming, worship, and study.

Joshua Greenberg: I am so lucky to have worked with several incredible presidents during my tenure at CBI. The rabbi/president relationship is a sacred one and I am so grateful to be serving with him. I feel that we are on the same page more often than not and it is comforting knowing that Josh is at the helm. CBI is in good hands!

Keshet Advisory Group: While these folks are thanked in the Keshet report, I do want to acknowledge them here as they have been true partners for me these past few years. With no Executive Director and small staff, I rely on our dedicated lay leaders for support and this group rises to the challenge when called upon. Finally, to all the lay leaders, board members, committees, and everyone else who contributed to the life of our synagogue this year, thank you. I am eager to see how we can improve our offerings to the community in this next year.

Looking forward, as I write this on May 4, I am excited about the CBI Shabbaton at Camp Kalsman, our

Tikkun Leil Shavuot study session, new adult ed offerings this coming year, a 2nd Night Community seder in person, Tot Shabbat and Saturday morning services back in the synagogue, and a reinvigorated young adult community. I am also very excited to begin working with Leah Bordman, who will fill a lot of roles at CBI. She and her husband Brandon are looking forward to meeting this loving community.

Serving as your rabbi is a tremendous honor. I know I say this every year, but I truly mean it. There is nothing I want more than to continue to be deserving of your respect and to serve CBI for years to come. My family has planted roots in Bellingham and this congregation is our home.

FINANCIAL REPORT AND BUDGET

FINANCE COMMITTEE and TREASURER'S REPORT

Treasurer and Chair: Karen Sloss

Committee Members: David Goldman, Jeff Jaffe, Marcia Lippman, Jodi Litt, Dan Ohms, David Robinson, Miriam Schwartz, John Sternlicht and Terri Weiner. Ex-Officio Members: Josh Greenberg and Rabbi Joshua Samuels

The Finance Committee oversees the CBI annual budget and various financial issues that may arise. Recently, the Committee has reviewed, discussed, and made recommendations to the Board on a new annual budget, how to respond to the current rise in inflation, adjustments to Keshet fees, and the new Annual Membership Financial Commitment Policy.

Congregation Beth Israel's finances have remained strong despite weathering two years with Covid and all the adaptations required. The Finance Committee and Board are incredibly grateful for the CBI community's unwavering support in these difficult times.

BUDGET

The spreadsheet below reflects the current year finances through the end of April 2022. Both income and expenses are less than the original forecast, mainly due to Covid and reduced use of the building. Still, the budget is expected to end the year with minimal if any deficit. This is a testament to the strong support of our membership and cautious spending by our Board and Committees. Also included here is a copy of the budget for next year (July 1, 2022 through June 30, 2023) which was just approved at the May Board Meeting. Please note that expenses are anticipated to grow by about 10% next year so sources of income will also need to rise at least 10% to balance the budget. Part of the solution to that need is additional fundraising efforts.

ASSETS and LIABILITIES

Thanks to the generous New Synagogue donors, CBI has the good fortune to own its building and property outright (no debt) with a value of approximately \$9 million! In addition, CBI maintains a comfortable Savings Account balance of \$250–300k (equivalent of 7-8 months' expenses) and currently has a balance of over \$200k in the Building Fund (mostly earmarked for specific items).

FINANCIAL STRATEGIC INITIATIVES

Ongoing financial strength is a concern of both the Board and the Finance Committee. Directly related to the Board's "Strategic Initiatives" effort, a Task Force was established to assess CBI's financial sustainability and make proactive recommendations. That effort led to several new goals and projects in the financial arena:

- to keep the CBI membership informed about CBI's finances
- to revise the Annual Financial Commitment Policy for members
- to establish an Endowment Fund
- to develop new fundraising strategies
- to help strengthen membership growth

The CBI Finance Team includes Jodi Litt as Financial Sustainability Director, Mary Somerville as Office Administrator & Bookkeeper, and Terri Weiner as Bookkeeping & Accounting Consultant.

CONGREGATION BETH ISRAEL ANNUAL BUDGET

	CURRENT YEAR		Percent	NEWLY ADOPTED
	Budget 2021-2022	As of 4-30-22	of Budget	Budget for 2022-2023
Income		\$ 1		
Dues	\$ 330,000	\$ 316,696	96%	\$ 353,000
Kesher Tuition	\$ 47,500	\$ 41,150	87%	\$ 47,000
Kesher Scholarships & Discounts	\$ 8,000	\$ 0	0%	\$ 9,000
Kesher Donations & Programs	\$ 10,000	\$ 1,362	14%	\$ 9,000
Donations - General	\$ 6,000	\$ 8,239	137%	\$ 20,000
HH Tickets & Donations	\$ 4,000	\$ 2,824	71%	\$ 4,000
Program Income – Events/Adult Ed	\$ 6,000	\$ 5,327	89%	\$ 8,000
Program Income – Holidays	\$ 15,000	\$ 0	0%	\$ 9,000
Facility Rentals	\$ 4,000	\$ 0	0%	\$ 3,000
Fund Raising (Scrip)	\$ 9,000	\$ 5,070	56%	\$ 8,000
Shofar	\$ 900	\$ 1,045	116%	\$ 1,200
Investment Income	\$ 20	\$ 19	95%	\$ 48

Total Income	\$ 440,420	\$ 1,732	87%	\$ 471,248
Expenses				
Bank Service Charges	\$ 1,000	\$ 494	49%	\$ 900
Building Maintenance	\$ 25,000	\$ 19,811	79%	\$ 33,000
Security Guards & Systems	\$ 21,000	\$ 16,602	79%	\$ 24,500
Committee Exp & Leadership Dev	\$ 2,000	\$ 347	17%	\$ 1,500
Conference for CBI President	\$ 0	\$ 0	0%	\$ 0
Volunteer Appreciation	\$ 500	\$ 0	0%	\$ 600
HHD Expenses (non-security)	\$ 3,500	\$ 1,126	32%	\$ 1,500
Donations	\$ 1,500	\$ 500	33%	\$ 1,500
Consulting and Legal Services	added mid-year	\$ 8,299	N/A	\$ 800
Insurance Coverage	\$ 9,700	\$ 11,270	116%	\$ 12,000
Licenses & Taxes	\$ 2,500	\$ 2,193	88%	\$ 2,500
Payroll – Rabbi, Admin, Soloist, Yth Grp	\$ 226,000	\$ 84,637	82%	\$ 240,000
Postage and Delivery	\$ 1,000	\$ 1,147	115%	\$ 1,000
Programming - Event/Adult Ed	\$ 5,000	\$ 3,639	73%	\$ 10,000
Programming - Holiday	\$ 10,000	\$ 0	0%	\$ 9,000
Religious School Expenses	\$ 86,000	\$ 62,422	73%	\$ 86,000
Supplies	\$ 12,000	\$ 9,367	78%	\$ 11,000
Telephone & Internet	\$ 6,500	\$ 7,214	111%	\$ 7,200
URJ Dues	\$ 17,000	\$ 11,730	69%	\$ 16,500
Utilities	\$ 10,000	\$ 8,733	87%	\$ 11,000

Total Expenses	\$ 440,200	\$ 349,531	79%	\$ 470,500
Net Income after Expenses	\$ 220	\$ 32,201		\$ 748

EDUCATION

KESHER ANNUAL REPORT

Andrea Shupack and Victoria Mayers, Co-Directors

Kesher's mission is to create enduring Jewish experiences that support and challenge our students and families to engage creatively with their Judaism and inspire life-long Jewish learning.

Kesher Goals

1. Help students and families discover the ways Judaism is relevant to their own lives.
2. Build a solid foundation of Jewish knowledge, and experiences, utilizing that knowledge to develop a strong and positive Jewish identity.
3. Instill Jewish values in a way that students can apply them to their contemporary lives.
4. Engage entire families in their Jewish journey.
5. Create a Kehila Kedoshah - a holy community whose culture celebrates each person's unique Jewish expression and contributions.
6. Inspire our community to add richness and meaning to their lives, by passing on the wisdom and tools our Jewish heritage offers us.
7. Prepare our students to be confident prayer leaders and teachers of Torah for their B'nei Mitzvah service and beyond.

If your family is a part of Kesher, or you've attended any of the family services led by each class, you've seen firsthand the joy, connections, and the impact of learning Kesher students demonstrate. We are excited to report that the Kesher school is growing and remains a vibrant part of our community. We had 85 students enrolled in Kesher this year and expect even more students next year. The excitement, community building, and learning over this year was inspiring. We celebrated holidays with lots of fun and creative new activities, we had several guest speakers visit our school both virtually and in the building, including Jewish students in Zimbabwe, the first female soferet (scribe) from England, Kalsman camp staff, Steve Ban, a book author, virtual tours of the US Holocaust Memorial Museum, and the Seattle Holocaust Center, tours of Israel, and much more. We also have our last special guest to come. On the last day of Kesher, Musician and Educator Noah Aronson will spend the day with Kesher classes and end our year with a bang, bringing students up on the bimah to join him in an end-of-year

special Keshet concert. We hope all families will join us at 11:30 on June 12th for this exciting event and then stay for our annual school picnic.

Students' Hebrew skills have improved significantly this year through our new weekday Zoom classes for 5th-7th graders and a significant Hebrew-reading focus in the 4th grade. Hebrew through Movement in Kindergarten through 3rd grade has been a lot of fun. Our young students are showing increased understanding of many Hebrew words and the joy of learning Hebrew.

We also have very exciting news. After months of hard work from the Keshet Directors, the Keshet Advisory Group members, in particular co-chairs Katie Edelstein and Rita Spitzer, and incredible writing and editing support from Emily Weiner, we applied for and were awarded two grants by the Samis Foundation. We received a large grant to help fund part of a teen Israel learning experience that will culminate in a trip to Israel in the summer of 2024. We also received a grant to bring Moving Tradition's long-established curriculum for B'nei Mitzvah Family Education, which we will be incorporating into our b'nei mitzvah program starting this fall. We are so excited about these amazing opportunities and will provide more information about them in the coming months. A huge thanks and lots of gratitude to all those who helped us secure these two grants!

Registration for Keshet's 2022/2023 school year will be open in just one week. Keep an eye out in your email for information and links to view the school calendar and registration. If you've been thinking about a Jewish education for your child or grandchild, don't hesitate to reach out to us at Keshet@bethisraelbellingham.org. We are passionate about providing meaningful Jewish experiences and learning to your family and our community, and we are always here to talk with you about the Keshet program.

So much gratitude and thanks go out to our teachers: Darcie Donegan, Orly Ziv-Maxim, Robin Curtis, Miriam Buckman, Kevin Donner, Jason Benhaim, Hannah Shernicoff, Leah Sauter, and our madrichim: Samantha Schwartz, Talia Clarke, and Rebekah and Ben Sommers. And to all those who have supported Keshet in numerous ways: Our KAG team - the Keshet Advisory Group, countless volunteers, families who participate and attend, and so many more. It takes a village, and our whole community is a part of the success of our youth programs. Keshet is all the richer because of your involvement.

On July 1, 2022, Victoria Mayers will move into the co-Director role with Leah Bordman, who comes to CBI after working on the East Coast in Jewish education. Leah is a WWU graduate, a long time Camp Kalsman staffer, and a past Keshet teacher. Leah will also be the new b'nei mitzvah coordinator and youth group and young adult advisor, along with heading up Keshet with Victoria. Please come to our final Keshet day to meet Leah and hear some great music too!

FACILITIES

FACILITIES MAINTENANCE & MANAGEMENT

Chairs: Kevin Donner and Isaac Blum

Committee Members: Josh Greenberg, Katie Edelstein, Marta Brand, Isaac Konikoff, Karen Sloss, Dan Raas, Dan Ohms, Miriam Shwartz, Steven Garfinkle, Brooke Kassen

The Facilities Maintenance & Management Committee (FMMC) is sometimes referred to as a super-committee; and that doesn't just refer to the great group of people that make up the committee. The FMMC includes the chairs of Property & Grounds, Building Maintenance, Safety & Security, Technology, Interior Design, Events and Rentals, Legal & Liability among others. The underlying purpose of the Facilities Maintenance & Management Committee is to ensure that there is always open discussion and transparency between the various sub-committees to ensure that the decisions we make in the present for the future of the CBI community are carefully considered and impact us all in the best way possible.

Committee chairs bring decisions that need to be weighed or voted upon to the FMMC, often before they are presented to the Board of Directors. Recent additions to the synagogue, like our new landscaping and new fencing are examples of topics that have been discussed at committee meetings, and the installation of our commercial kitchen is an example of a future build currently being discussed by the FMMC. Ultimately, it's the sub-committees who do the amazing work required to keep our synagogue operating. It's the job of the Facilities Maintenance & Management Committee to keep sight of how these individual committees fit together like a mosaic and are accountable to budgetary and logistical constraints. Congregation Beth Israel is a large facility, and it takes a lot of coordination and cooperation behind the scenes to keep it running smoothly.

AUDIO-VISUAL

Chairs: Marta Brand and David Goldman

Members Vicky Garfinkle, Hank Levine, David Cohn, Josh Shupack, Miriam Shapiro, Tracey Levine, Josh Greenberg

In March we hired Elizabeth Bogomolov, an acoustical engineer from Seattle, to do an onsite visit and a report. Elizabeth's report covered the social hall, sanctuary, Beit Midrash, and foyer. Her report has given us a clear path to addressing the speech communication issues in all these areas.

We are already heading in the right direction with our blue curtain divider between the social hall and sanctuary, the acoustical wall treatments and the Bose Speaker system. We had great reviews from the Whatcom Chorus choir director on our acoustical improvements.

We did get caught in the supply chain problem with materials, so we ordered 4 by 8 panels which were relatively inexpensive and readily available to help with our sound issues prior to the High Holidays. They aren't what we are hoping for esthetically, but they have helped a lot

with the echoes and have bought us some time to locate materials that will do the job and be more attractive.

Last year, at the June 2021 CBI Board meeting, the Audio Visual Task Force presented a plan to set up equipment necessary to provide the congregation with live streaming video of events in the sanctuary. The goal was to purchase and install computer equipment, three cameras, and a projector, test and program the equipment, and have it all up and running within three months, in time for the High Holy Days. The project was completed on schedule and within the allotted budget of \$20,000 and we were able to broadcast over Zoom the services for Rosh Hashanah and Yom Kippur, as well as all the Shabbat services since the equipment was installed. The audio/video equipment has also been used for lectures, musical events, and B'nai Mitzvot. We discovered ways to improve the sound quality of music over Zoom and to simplify the use of the equipment for routine services. We are currently working on ways to improve the sound and video quality of recordings and exploring ways to improve the quality of sound in the sanctuary and social hall for events with large crowds. Although we are currently training Keshet students and adult congregants to run this equipment, we need a few more adult volunteers to serve as Zoom hosts and help run the equipment during Shabbat services. Anyone who can run a laptop computer and use Zoom has the technical skills to run our live streaming video equipment with a little training.

DEDICATIONS TASK FORCE

Chair: Mitch Press

Committee Members: Katie Edelstein, Karen Sloss, Miriam Schwartz, Lynn Korner, Josh Greenberg.

The Dedications Task Force oversees the development and implementation of Congregation Beth Israel's Donor Recognition and Dedication Policy for honoring those people who gave so generously to make our new synagogue a reality! This includes developing the list of dedications for larger donors as well as a Community Recognition Display listing those people who donated \$1,000 or more.

For the past few years, this team has worked with donors to finalize their individual dedication selections. They reviewed and obtained plaques for all of the individual donations and oversaw the placement of these on Congregation Beth Israel's walls and furniture. Exterior benches that were dedicated by several donors were recently ordered and will soon arrive in time for the warm weather.

One of the last tasks this group was charged with was to ensure that a Community Recognition Display was designed and installed. The Dedications Task Force collaborated with the Interior Design Group to research and develop a design for this display. Hopefully this design will be approved shortly and hung in the front foyer sometime this summer.

EVENTS & RENTALS

Chair: Katie Edelstein

Committee Members: Dan Raas, Karen Sloss, Josh Greenberg, Dan Ohms, Miriam Schwartz

The goal of this committee is to ensure best practices are followed, and, to do this, policies and procedures relevant to rental usage of the CBI facility were adopted when Congregation Beth Israel's new synagogue was opened in 2018. In an effort to encourage more CBI members to utilize the wonderful facilities that CBI has to offer, the committee has reviewed and revised the rental procedure, forms, rental rates and damage deposits to make sure rental rates are comparable to other venues in Whatcom County and the procedure is easier to understand. The committee hopes that the new rates will encourage more members to utilize the wonderful facilities that CBI has to offer. The Events and Rentals Committee is always looking for ways to better serve our community, so if you have suggestions/comments, please don't hesitate to send them to Katie at events.rentals@bethisraelbellingham.org.

Our goal is to work with every person who is interested in using the facility to ensure their event experience is one that meets their event objectives while maintaining the decorum and sanctity of Congregation Beth Israel. If you have a special event coming up, please contact Katie at events.rentals@bethisraelbellingham.org to find out how CBI can meet your expectations.

We are always looking for new members to join our committee so if you are interested, please contact Katie at events.rentals@bethisraelbellingham.org

INTERIOR DESIGN GROUP (IDG)

Chair: Katie Edelstein

Committee Members: Vicki Jaffe, Vicky Garfinkle, Miriam Schwartz, Marla Finkelstein, Warren Rosenthal

The IDG was initially formed to select and oversee interior design finishes during construction of the synagogue. The IDG continues to integrate the original goal set forth by the IDG when it was initially formed, *"maintain the overall 'feel' of warmth, quietness, formality and sacred space."*

During the past year, the group has worked in conjunction with several CBI committees/task forces including: Ark Design Group; Dedications Committee; the Acoustics Task Force and Yahrzeit Task Force.

Ark Design Group (ADG): the IDG worked with ADG ensuring the installation of the Ner Tamid light that originally hung above the ark at 2200 Broadway. The Ner Tamid was rewired, fitted with a new vintage glass shade, and hung above our new ark. The next project the IDG and ADG will work together on is the Bimah furniture (chairs and lecterns).

Dedications Committee: the IDG is in the process of working with the Dedications Committee to finalize a design for the Community Recognition Device, honoring all CBI members who donated \$1,000 or more to the building of the synagogue at 751 San Juan Boulevard. We hope to have this special dedication completed and hung within the next few months.

Acoustics Task Force: the IDG is represented on this task force by Vicky Garfinkle, and she keeps the IDG updated regarding acoustics discussions and any ideas the task force suggests that might impact the overall interior design of the building. The IDG is considering different options to improve the acoustics in the foyer and will continue to work with the Acoustics Task Force.

Yahrzeit Task Force: the IDG is represented on this task force by Vicky Garfinkle and Miriam Schwartz. Both task force members will update the IDG as far as design ideas are considered.

In the coming year, the Interior Design Group is available to work in conjunction with any group as it relates to interior design features of the synagogue, including but not limited to Ark Design Group, Acoustics Task Force, Dedications Committee, Yahrzeit Task Force, Kitchen Task Force, and any other group in need of input from the Interior Design Group.

MAINTENANCE

Chair : Marta Brand

Committee Members Jane Relin, Terri Weiner, Rob Lopresti, Craig Brand

As our building reopens, we are evaluating our need for maintenance services including Merry Maids, garbage pickup, and volunteer help to keep everything ship-shape between cleanings. Thankfully Jane Relin, Terri Weiner, Rob Lopresti, and Craig Brand have stepped forward to volunteer. We are asking people who are hosting events or who use the facilities to pick up after themselves as well.

We still have our sights on the goal of organizing the storage rooms on all levels and have actually made good progress to that end.

We are always looking for people to help with maintenance, cleaning and organizing. If you're interested in combining a pleasant workout with a Mitzvah, please contact Marta at 360-510-0826

PROPERTY AND GROUNDS

Chair: Miriam Schwartz

Committee Members: Marta Brand, Cora Boothby, Ian Horton, Paul Blum, Karen Sloss, Mike Braunstein, Mark Sommers. New members: Miriam Davids, Miriam Buckman.

Team Mayim: Joan Wayne, Kristin Sykes-David, Iris Parker, Kevin Parker, Don Fenbert, Sylvia Williams, John Williams, Linda Blackwell, Peggy Hanley, Kevin Donner, Marta Brand, Craig Brand, Jerry Whitler, Terri Weiner, Rob Lopresti, Jodi Litt, Cora Boothby, Miriam Schwartz, Ruth Evans (z"l).

The Property and Grounds Subcommittee (P&GSC) is charged with creating and maintaining the grounds at CBI to be useful, beautiful, and safe.

In January 2021, work began in earnest on the landscape installation. We passed the county's landscape and storm water inspection in April 2021. Through the incredibly hot summer of

2021, the valiant Team Mayim kept our brand-new landscape watered and alive. Not just alive – the plants (most of them) flourished and grew! This team also kept the weeds at bay in the general landscape beds. In the rain gardens, we did not have to water at all. Cora Boothby, however, did a wonderful job of battling the weeds. Marta Brand was instrumental in organizing the mowing service.

In August 2021, the Memorial Garden installation was completed. The autumn saw a few plants moved and a few replaced. The hoses and tree watering bags were stored, and the storage container was tidied by Marta and Craig Brand.

We were grateful to receive donations of a small riding mower, a string trimmer, a brush cutter, and yards of watering hoses.

At this time, the landscape is coming back to life! Future projects include another overseeding of the lawn areas, weed mitigation, watering options, and developing an ongoing maintenance plan. Options for water supply, development of a utility area outside the new fence on the east side of the property, and other outdoor improvements on the patio and Kesher level are planned. The new benches ordered by the Dedication Task Force should be here this summer and will allow us to enjoy our outdoor space even more!

We are always happy to have helpers to assist with watering, weeding, and tidying. This is a place where many hands make light work, but we need to have an organized approach! If you are interested in joining in the fun, please contact Miriam Schwartz at Miriam.Schwartz@bethisraelbellingham.org.

SAFETY AND SECURITY

Chair: Brooke Kassen

Members: Dan Ohms, Kevin Donner, Tammy Dixon, Isaac Konikoff, Josh Greenberg, David Zimmerman, Steven Garfinkle

The committee is tasked with developing and monitoring safety and security procedures for the staff, congregants, and students of CBI. This involves a review of existing infrastructure, procedures, and training.

Past year accomplishments (July 2021 - current)

- Additional lighting on the back patio
- Additional perimeter fencing
- Security grade window glazing in the sanctuary
- Revised emergency response protocols
- Development of radio procedures for ushers to liaise between each other and paid security staff
- Developed a more robust plan for bomb threats
- Promoted on-line training related to threats
- Installed key safes for improved key control of staff
- Installed the “stop the bleed kits”

- Self-defense training for ushers and board members
- Emergency response training for ushers and board members
- Reviewed the security incident at a synagogue in Texas and developed action plans including integrating our existing electronic infrastructure to assist police agencies if required to do so.

Plans for the coming year include:

- Install 1 additional key safe
- Develop more robust relationships with criminal justice partners and first responders
- Additional training in the area of self defense and emergency response for ushers and board members
- Facilitate first aid, CPR, AED training for Kesher instructors prior to the start of the school year

TECHNOLOGY

Chair: Isaac Konikoff

Committee Members: Jeff LaPlante, Josh Shupack, Erik Hammerstrom

Our main highlight from this year is that we hired Davin Tech Group to migrate our email users and data from Microsoft 365 to Google Workspace. A special thanks to Harriet Markell, Tammy Dixon and Josh Greenberg for assisting the Tech Committee in getting Google Workspace adopted by CBI. The main reason for this migration was to have an organized place for the Records and Retention Task Force to store electronic documentation related to CBI business. Instead of using two non-profit status accounts for email and document storage, we decided to stop using Microsoft 365 and start using Google Workspace for both email and documentation storage. Another benefit to the Google Workspace setup is that all CBI committees can now have access to an organized repository for their electronic documents and related files. In the coming months, we plan to organize information sessions to help committee members and volunteers get trained on how to best use the workspace.

This year we also upgraded our in-building internet connection with Comcast to support the growing bandwidth needs of hybrid services and events that use Zoom for streaming. In partnership with the Audio/Visual Task Force, we installed the necessary network equipment to allow for high-definition video to be broadcast from CBI during services and other events. In addition to adding network equipment, we have been maintaining the existing network equipment with software upgrades that allow the in-building wireless to function throughout the building, so that members and visitors have access to the internet when needed.

If you have any questions or would like to volunteer to help the Tech Committee, please feel free to email us at technology@bethisraelbellingham.org Your feedback and suggestions are always welcome!

COMMITTEES

ARCHIVES

Tim Baker currently manages our archives and this past year has completed the transfer to WWU for preservation. He also responds to infrequent inquiries of descendants of past members.

Tim is interested in finding someone who would like to take on this role. If you are interested in learning more, please contact him at tbaker875@gmail.com

CARE COMMITTEE

Co-Chairs: Harriet Markell, Else Sokol

Committee Members: Sylvia Williams, Geraldine Reitz, Joan Wayne, Corinne Gimbel-Levine, Becky Van Glubt, Tracey Levine, Jodi Litt, Jerome Rosen, and Sarah Witte. Sadly, we lost Ruth Evans (z"l) earlier this year and miss her greatly.

The Care Committee has engaged in another full and meaningful year of practicing G'milut Hasadim and Rachamim. The restrictions related to the pandemic limited our activity slightly, but we continued to provide meal trains, cards, and check-in calls to those in need.

This past year we have accomplished the following:

- Provided ongoing phone and other support for those on our Chavurim list: congregants and greater Jewish community members who are at risk for adverse emotional, spiritual and physical health consequences due to physical ailments, social isolation, or mental or physical disability.
- Conducted three End of Life workshops, including a new one this year: Voluntary Stopping Eating and Drinking (VSED) and Death with Dignity within Jewish law and tradition (presented by Rabbi Samuels).
- Organized meal trains for multiple congregants with temporary needs for support.
- Provided our expertise/participation in the Covid Reopening taskforce.
- Assisted with the delivery of the *mishloach manot* for Purim.
- Made and delivered Pesach cookies to those on our Chavurim list.

Sylvia and Else completed the Healthy Heart Ambassador training through the YMCA in January. Sylvia has since volunteered in the community to do BP checks and has also staffed some Health Ministries Network-sponsored Covid immunization clinics in the county. By staying connected with the Health Ministries Network, we build a strong and positive place for CBI in Whatcom County and learn from and help each other optimize our congregations' wellness.

Plans for the coming year include continuation of our routine and COVID-19-related support for the community, including advocating for those still unable to return in-person. We encourage congregants who want or need support to contact us at carecommittee@bethisraelbellingham.org.

CEMETERY COMMITTEE & CHEVRA KADDISHA SUBCOMMITTEE

Chair: Janis Ban

Chair of Finances: Marcy Probst

Cemetery Committee Members: Diane Garmo, Dan Ohms, Cora Boothby

Chevra Kaddisha Members: Women: Diane Garmo, Barbara Boothby, Janis Ban, Corinne Gimbel-Levine, Marcy Probst, Geraldine Reitz, Sarah Bauman, Miriam Schwartz, Andrea Shupack, Teresa Sommers; Men: Emil Hecht, Steve Ban, Hank Levine, Barry Landau, Dan Ohms, Mark Weinstein, Miles Bryant

Cemetery Committee Activities This Year:

- continued ongoing work of maintaining the cemetery, responding to inquiries, helping families buy plots and deal with burial issues at time of death, facilitating details related to setting headstones, and arranging for Chevra Kaddisha services
- We performed 6 Tahara, 6 burials, sold 8 plots, and had 2 headstones installed.
- We moved a waterline that sat under some gravesites.
- We developed a policy for cremains.
- We turned a number of headstones that were installed backwards.
- We ordered and now have a casket in case of need for a rapid burial.

COMMUNICATIONS COMMITTEE

Chair: Melissa Schapiro

Committee Members: The nature of the committee is to call on members with expertise as needed. Included: Isaac Konikoff, Nora Mazonson, Vermeda Fred, Mary Somerville, Andrea Shupack, Rabbi Samuels.

Charge: To ensure that all members of the congregation are accurately and fully informed, in a timely manner, about new initiatives, activities, and decisions that relate to congregational life.

From July 2021 to June 2022: Maintaining the web site and keeping it up to date has been the primary activity. We've had limited activity due to Covid restrictions, but have created registration forms for CBI events. The committee helped set up new Google calendar system on the web site.

For the coming year, plans are to evaluate and update the website and look for ways to integrate Zoom and Videos onto the platform.

FUNDRAISING COMMITTEE

Chair: Karen Sloss

Committee Members: Steven Garfinkle, John Schapiro

The CBI Fundraising Committee oversees all fundraising for CBI and stands ready to assist other committees in any fundraising aspects of their activities. For the past 22 years, fundraising at CBI has mainly consisted of the Capital Campaign for the New Synagogue, the occasional fundraising event for a specific project, and CBI's Scrip Program under the management of Joan Wayne. Please see the separate Scrip Report in this packet. Additionally, Keshet runs a successful annual fundraiser (Happy Purim!) to support Keshet tuition scholarships.

During the past fiscal year, the Capital Campaign for the New Synagogue was officially disbanded. However, fundraising for the new building will continue as a significant sum is still needed to complete the project and furnish the building. The final Capital Campaign efforts brought in enough money to complete the extensive landscaping installed in 2021, and to build out and equip the commercial kitchen in the near future. Funds for a few smaller items including acoustical panels for meeting spaces and Bimah furniture to match the new Ark were also secured.

We encourage all members to ultimately join in supporting our New Synagogue Project to the extent they can. The success of our effort is directly related to the breadth of congregational participation. Aside from a few grants from the Homeland Security Administration to enhance security measures, the New Synagogue Project has been solely funded by members and friends of CBI. We deeply appreciate all those who have supported the project over the years!

As a result of the Board's "Strategic Initiatives" effort and related to fundraising, an Endowment Fund will soon be set up by the newly chartered Endowment Committee. The Endowment Fund will be guided by an investment policy to be developed by the Committee and is intended to benefit from both lifetime donations and bequests.

Another fundraising initiative under development is the establishment of "circles of giving" that offer a way for congregants to provide extra financial support for Beth Israel's expanding programs and operations. More details on this new philanthropic opportunity at CBI will be shared in the coming months.

The Fundraising Committee plans to eventually add an annual fundraising event to support operations. The Committee is actively seeking new members who either have or want to gain skills in fundraising, marketing, or business development.

GOVERNANCE COMMITTEE

Co-chairs: Mitch Press and Rena Ziegler

Committee Members: Roby Blecker, Ken Levinson, Harriet Markell, Bruce VanGlubt, Ray Wolpow

The Governance Committee makes recommendations to the Board regarding ways to improve the organizational structure, communication flow, and operations of the synagogue. The

Committee is sometimes tasked by the Board to update an existing Board position description or CBI policy or to develop a specific policy if there is no existing policy document. Our overall goal is to make sure that we have consistent, fair, and consensual governance guidelines for CBI.

Our work in the past year focused on creating a Grievance Policy and Procedure at the request of the Board. This policy addresses potential violations of a proposed Code of Conduct for all CBI members and staff.

Plans for the coming year include analyzing and developing policies regarding CBI committee formation and structure and a procedure for establishing goals and a charter for each of our CBI committees.

Beginning July 1, 2002, Ken Levinson will step in as co-chair with Rena Ziegler, allowing Mitch his well-earned retirement.

HUMAN RESOURCES COMMITTEE

Chair: Paul Blum

Committee Members: Roby Blecker, Dan Ohms, Kayla Schott-Bresler, Ellen Smith, Bruce Van Glubt, and Josh Greenberg (ex-officio).

The past year was eventful for the Human Resources Committee, highlighted by the welcome addition of 2 new members to the Committee: Ellen Smith and Kayla Schott-Bresler and the return of former member Bruce Van Glubt. Unfortunately, the Committee no longer has the services of long-time Chairperson Joan Sager, who has moved to Hawaii. We will miss Joan's energy and devotion and wish her well in retirement.

The HR Committee participated in staff performance reviews using the recently developed procedures, and were pleased with the results of the review process. We are also pleased with the ongoing creation of the Administrative Assistant Handbook, a monumental task undertaken by Mary Somerville. The completion of this handbook is a major goal for this year, as is the negotiation of Rabbi Samuel's employment agreement.

We look forward to continuing our work ensuring that employees of CBI are treated professionally, fairly, and consistently in all phases of employment, and to be a resource for staff and the Board as needed.

KESHER ADVISORY GROUP

Co-Chairs: Katie Edelstein, Rita Spitzer

Committee Members: Nicky Neiman, Robin Curtis, Tammy Dixon, Sharona Feller, Darcie Donegan, Miriam Schwartz, Rabbi Samuels, Andrea Shupack, Victoria Mayers

The Keshet Advisory Group (KAG) is a standing committee responsible for providing guidance and support to the Keshet Center for Learning. KAG provides additional support by:

- Assisting the Keshet Director and Assistant Director in matters of curriculum, programming, financial planning, administrative issues, and strategic planning.
- Updating the Keshet Parent Handbook
- Planning for opening day for “in-person” classes

In order to ensure the Keshet program continues to meet parents’ expectations for their child’s Jewish Education, KAG will once again provide parents with an opportunity to give feedback. A link for an online survey will be sent to all Keshet parents towards the end of the Keshet school year. This feedback will be helpful in planning for the upcoming year.

Working closely with Rabbi Samuels, Andrea, and Victoria, KAG has been instrumental in developing two grants that were recently submitted to the SAMIS Foundation. The SAMIS Foundation is a non-profit group based in Seattle that provides funding to foster Jewish enrichment for youth. The first grant proposal, titled Massa: A Teen Journey Towards Israel and Jewish Self-Discovery is in collaboration with Temple Beth Or in Everett. This grant provides students (grades 9th thru 12th) an opportunity to learn about Israel in-depth over a two year time period and culminates with a trip to Israel.

The second grant proposal is focused on bringing the Moving Traditions program to CBI. This program builds on our commitment to our teen youth and their parents. The Moving Traditions curriculum provides the structure through a Jewish lens in creating a safe space for teens as they navigate the journey into adulthood.

We are thrilled to announce that we have been awarded full funding for both grant proposals.

LIBRARY COMMITTEE

Committee Members: Rob Lopresti, Joan Wayne, Tamar Clarke

The adult library space is now being used as a classroom for Keshet. We are not accepting donations of adult books at this time.

Many new titles have been suggested and purchased for the children’s library. Keshet teachers have been using the children’s library as a resource, though we’re not sure how many kids are checking out books. We’d like to offer a special thank you to Tamar for suggesting new titles.

As the building reopens, we’re sure that both libraries will be used more. We encourage all members to see what we have to offer.

MEMBERSHIP COMMITTEE

Co-chairs: Sue Mahar and Ann Suloway

Committee Members: Becki Van Glubt, Joan Wayne, Erin Cohen, Michelle Beller-Siegfried, Rita Spitzer, and Sarah Witte

Board Liaison: Jodi Litt

Events: Due to Covid-19, there have been no membership events held during the past fiscal year. However, there were some things that we were able to do: we greeted everyone at the High Holiday services in person; we sent a signed high holiday greeting card to the entire membership; and we made personal calls to everyone who joined the synagogue since October 2019 to check in.

Ongoing: We are just beginning to be an occasional live presence at services inside the synagogue, which means that sometimes we have opportunities to connect with visitors, interested people and new members. The committee stays in touch with those who are interested and follows up with new members after they join to help them integrate into the community. A committee member delivers a welcome bag to each new member. They also receive a welcome email and written information about how things work and who to contact for more information. New members who indicate interest in committee work are referred to committee chairs. We also connect new members with other interests while getting to know them, for example, the Sisterhood book group. New members are listed in the Shofar.

Since it's much harder to meet new people during the pandemic, if you know anyone with interest in our community, please share our contact info, ask them if they'd like a call from us, direct them to the website, and let them know that they can call the office.

The committee has been pleased to welcome fifteen new member families into our CBI community in the past year, and thanks Mary Somerville, Rabbi Samuels, and members of the board for their support in the welcoming process. Total membership as of 5/2/22 is 264. Fifteen memberships were lost during the year. Six moved away, four died, and five chose to discontinue their membership for various reasons.

The committee is grateful to Kristen David for being a member this past year and to Jodi Litt for her support.

ONEG COMMITTEE

Committee Members: Joan Wayne and Sarah Witte

In person services are starting up again. When it is decided that we can have onegs again we will create a schedule and follow the Covid Committee's directions on how to make onegs as safe as possible. The Oneg Committee is committed to using more environmentally friendly paper products for all events.

PROGRAMMING COMMITTEE

Co-Chairs: Emily Weiner and Andrea Shupack (July 1, 2022: Melissa Schapiro will replace Andrea Shupack as co-chair)

Committee Members: Roby Blecker, Erin Cohen, Shira Gold, Dan Raas, Melissa Schapiro, Ann Suloway, Joan Wayne, Terri Weiner.

Liaison with Board of Directors: Harriet Markell (replaced Jane Relin March 2022)

The Programming Committee provides meaningful Jewish learning and experiences through our programs to the CBI and wider communities. We aim to use programming in a variety of ways, depending on the nature of each event, to accomplish one or more of the following:

- build and strengthen the CBI community
- welcome students involved with Hillel
- attract unaffiliated Jews to CBI
- build relationships with the broader community

While pursuing these goals, we also aim for programs to pay for themselves, to the extent possible. Therefore, when a particular program has expenses, we consider whether charging admission would be consistent with the goals for that program. Especially for more expensive events, we ask congregants to consider donating or becoming a sponsor. If you want to be notified when sponsors are needed, please get in touch with one of the committee co-chairs.

The committee meets monthly, usually on the third Monday evening of the month. Any committee member or congregant who wants to propose a program recruits a few people willing to work on it with them and fills out our event proposal form; the committee discusses the proposal, offers suggestions, and typically says: Great, go ahead! Please get in touch with Andrea or Emily if you have an idea.

PROGRAMS SINCE LAST MEMBERSHIP MEETING:

Many of our programs this year were done in collaboration with the Social Action Committee, as part of an ongoing series JEWS, RACE AND JUSTICE. Our goal is to offer educational programs to congregants about racial equity and to advocate for social and policy changes. We want this series to contribute to the shared work of ensuring that Congregation Beth Israel is an inclusive and welcoming community.

- July 1, 2021 (Zoom): Talk by Professor Marc Dollinger about his book *Black Power, Jewish Politics: Reinventing the Alliance in the 1960s*; approximate attendance: 30
- Aug. 16, 2021 (Zoom): Discussion of Dr. Dollinger's book, *Black Power, Jewish Politics: Reinventing the Alliance in the 1960s*, led by Dr. Sarah Zarrow, the endowed chair of Jewish History at WWU and a CBI congregant; approximate attendance: 20
- Aug. 25, 2021 (Zoom): Discussion of Dr. Dollinger's book, *Black Power, Jewish Politics: Reinventing the Alliance in the 1960s*, led by Professor Dollinger; approximate attendance: 20
- Oct. 17, 2021 (Zoom): Presentation by Tema Smith, a diversity advocate, writer and Jewish community builder who works with Jewish organizations "to explore barriers to participation of racially and ethnically diverse Jews;" approximate attendance: 22
- Dec. 12, 2021 (Zoom): Discussion of *Beyond the Count: Perspectives and Lived Experiences of Jews of Color*, a report commissioned by the Jews of Color Initiative; discussion led by Emily Weiner; approximate attendance: 9
- Planned (Zoom): Panel discussion with leaders from other congregations further along in equity work (in collaboration with CBI Board of Directors)

ADDITIONAL PROGRAMS:

- June 6, 2021 (Zoom): Author interview of Jonathan Ned Katz about *The Daring Life and Dangerous Times of Eve Adams*; co-sponsored by Village Books and two units of WWU: Western Libraries' Heritage Resources and The Ray Wolpov Institute for the Study of the Holocaust, Genocide, and Crimes Against Humanity; approximate attendance: 30
- Dec. 11, 2021 (Hybrid): Kevin Donner's author event, *Poopy Fingers; One Person's Account of Working in the Delightfully Strange World of Assisted Living*; approximate attendance: 50 in person, plus 25 Zoom screens
- Feb. 19, 2022 (live): Kulshan Chorus Concert, "Why We Sing" (postponed from Jan. 15 due to COVID surge). Concert was presented by CBI, and we decided donations (after expenses) would go to Kulshan Chorus in appreciation of their years of work in the community spreading messages of hope, social justice, peace, and freedom, and to help them recover from the financial blow COVID dealt to all performing artists. Approximate attendance: 120, plus about 35 performers.
- April 3 (live at Pickford Film Center, CBI co-presented *The Ancient Law*, a 100-year-old silent film with live music by violinist Alicia Svigals and pianist Donald Sosin. Baruch, a shtetl rabbi's son, runs off to Vienna to become an actor, and his parents have to adapt to his transformation; approximate attendance: 40
- May 18 (live): Lag B'Omer/Beit Café, storytelling theme is "Hashiveinu: Stories of Resilience and Renewal;" attendance number not yet available.

UPCOMING PROGRAMS:

- June 10-12 (live): Musician in Residence Noah Aronson will participate in three Shabbat services, lead a Saturday afternoon workshop, give a public concert Saturday evening, and lead music during Keshet.
- July 23 (live): Jewish folk music concert by Andrea Shupack and Turia Stark

The Programming Committee would welcome new members! If you might be interested, please contact Emily or Andrea.

SCRIP

Chair: Joan Wayne

Scrip sales are down over the past few years. When Covid began, many congregants switched to grocery delivery which unfortunately cannot be paid for by scrip. Shofar articles about scrip have garnered little to no response. The scrip program contributes \$500 to \$600 per month to Beth Israel.

SOCIAL ACTION COMMITTEE

Chair: Linda Blackwell

Committee Members: Peggy Hanley, Andrea Shupack, Minda Rae Amiran, Jerome Rosen, Nancy Auerbach, Gloria Lebowitz, Kathi Paluch, Kristin Sykes-David, Sarann Donegan, Wendy Miller, Joan Wayne, and Howard Sharfstein

The social action committee is committed to a focus on Climate Change solutions. This year we explored how the congregation can incorporate the teaching of the Shmita year into our homes and spiritual practices. There is a biweekly article in the Timbrel with suggestions of changes we can make in our homes. Articles were written by Miriam, Kathi, Joan, Linda, Andrea and Corinne. We now meet in a Havurah to support and educate ourselves on why we need a time to rest and seek balance as a community and how to strive for a more equitable society.

With the Programming Committee, the Social Action Committee helped sponsor "The Jews, Race and Justice" series this year

With the Interfaith Coalition the committee was able to continue support for the Family Promise Program by supplying meals on four different weeks this year. This was organized by Joan and Corinne. We collected coats for the Fall Coat Drive. We had food drives for the Bellingham Food Bank in a limited format during the High Holidays and Passover. We encouraged direct donations to this organization as well as to the DVSAS charity during the winter

Mitzvah Day was held at the end of April. We had wonderful attendance with many projects. The cemetery clean-up crew was over 20 people. Conifer seedlings were planted for the Whatcom Million Trees Project (WMTP). There were 95 hygiene kits filled and donated to Northwest Youth Service. The event featured speakers from WMTP and Ridwell.

Earlier this year there was a book club meeting with the sisterhood. The discussion was led by the Rabbi on Letters to My Palestinian Neighbor by Yossi Klein Halevi.

If you have other ideas, if you would like to volunteer with one of our ongoing projects listed above, or you are interested in joining the Social Action Committee, please let us know! You can email the committee/Linda Blackwell, at blackwellbham@gmail.com. If you are interested in The Family Promise Program please contact Joan Wayne or Corinne Gimbel-Levine. We need more volunteers to make all of this happen!