

**PENINSULA TEMPLE SHOLOM**  
**ANNULA CONGREGATIONAL MEETING**  
**May 20, 2009**

1. **Call to Order** – The meeting was called to order by President Keith Tandowsky at 7:00 p.m..
2. **Attendees** – Please refer to sign-in sheet.
3. **Opening Song** – Cantor Barry Reich led the congregation in Hine Ma Tovv.
4. **D'var Torah** – Rabbi Kim Ettlinger gave a Torah Commentary on Parashat Bemidbar.
5. **Approval of Minutes from 2008 Annual Meeting** – Sarae Miller moved and Steve Barkoff seconded a motion to approve the minutes from the 2008 Annual Meeting. The minutes were approved unanimously.
6. **President's Comments** – Keith Tandowsky gave the following report:

Keith introduced himself and thanked everyone for attending the annual meeting. Keith also invited everyone to come to the monthly Board meetings as well.

Keith reflected on the Board's goals he outlined in his September 2008 Rosh Hashanah speech when the world looked a lot differently. Clearly, because of all of the uncertainty in the economy, our pre-set goals for the year had to be re-evaluated and the focus of our work took a somewhat different course. But, the overall message is that, we're working hard to manage through these difficult economic times, and our Temple remains strong with a very bright future. The congregation continues to make the transition from the brilliance of our first 50 years to the great promise of our next 50 years. Truly, our past is something special and the great work that's being done with the PTS History Project. We have a very strong clergy team – with Rabbi Dan Feder, Rabbi Kim Ettlinger and Cantor Barry Reich who continue to get better and better as a team. At a recent gathering of about 100 Temple Presidents from across the country, we each explained our temple's recent history. When Keith explained how we had a Rabbi for 50 years and then had a transition to a new Senior Rabbi, a relatively new Assistant Rabbi, two new educators and a new executive director they were surprised that our Temple was still standing. Keith told them it was not only standing but continuing to thrive and prosper because of the strong foundation our Temple community has built.

Keith also spoke about the Temple staff which continues to shine:

Pre-School Director, Cindy Common, leads a school which is consistently filled to its max and provides a great place for our young families to become active with our Temple and acts a source of new members. New Director of Education, Eran Vaisben, has added a tremendous vitality and vision to the Religious School with his wonderful teaching staff. Our office and facilities staff led by Executive Director, Amy Mallor, provides a great environment in which all these

things can come together. Our new Youth Group Director, Nufar Inbar-Valko, is giving guidance and structure to help our PARTY teen group continue to evolve and become our future leaders. Amy, Eran and Nufar have already made strong contributions in their short time with us. We are also blessed with our tremendous membership which is at our highest level ever: over 800, and Sholom Women and Brotherhood who volunteer so much to make this a special place.

Keith spoke of the goals he described last September:

First, the Board created a New Strategic Plan. Led by Gail Shak, the strategic planning effort has been fully engaged with the PTS community as we have asked for feedback through focus groups. Linda Korth is leading the focus group effort and we expect to be able to report on our findings in this next year.

Second, we said we would be looking to ensure the continued financial strength of PTS. Our goals were to launch two fundraising campaigns: one to fund our newly created Endowment Fund and the other to try to retire the Temple's mortgage. But as the economic uncertainties set in, we realized those campaigns would have to wait and we needed to focus on making ends meet during what we hope is a relatively short-term economic downturn. As you know from our recent membership dues letter, we have cut next year's budget and are hoping the congregation will do all it can through membership dues to help us make it through the recession. One bright spot was that our Back to the Future fundraiser, led by April Glatt, exceeded our expectations and helped us preserve some programming.

Thirdly, there were some areas we wanted to build up or improve on our current offerings. On the religious school front, PTS was selected as one of only 5 synagogues in the Bay Area for the Bureau of Jewish Education's NESS program. NESS is a 3 year initiative to support synagogues in developing and maintaining excellence in Jewish education. Thanks to Stacie Hershman and Eran Vaisben who are leading the initiative for PTS, the NESS committee has drafted a set of goals and objectives, received input from a variety of congregants and teachers and received a school assessment. The work has been quite good and we expect to begin enacting some new ideas for next year.

Another area we hoped to improve was our social hall kitchen. Luckily, the project was fully-funded before the economic downturn hit and we expect to begin work on the kitchen upgrade in the next couple of months.

We would also like to improve our offerings in a few other key areas: social action, interfaith outreach and member involvement. We are putting more attention toward these areas and you will be hearing and seeing more activity in the coming months.

So we continue to make great strides amidst the turmoil of the economy. We have so much to feel blessed about PTS and many opportunities to enhance our strength even more. Your participation is important to our entire synagogue family. Keith said that if you're not already involved, get involved.

Keith concluded his remarks that he looks forward to working with everyone to meet the spiritual, social and intellectual needs of our congregants.

## **7. Rabbi Feder's Report – Rabbi Feder gave the following report:**

Rabbi Feder said that tonight's annual meeting gave him a special opportunity to look back at what he has learned in his first three years at PTS and to look ahead of what he hoped we will accomplish together.

One, PTS is an inspiring and spiritually uplifting place to be as a congregant and as a rabbi. We have created a real community in the best sense of the word. This is a magnificent campus that makes a person feel good. Our architects fashioned it in that way, our congregants fill it with a beautiful spirit and Rabbi Raiskin, of blessed memory, built this congregation with his warmth and sense of fun. Rabbi Raiskin was an inviting and gracious man, and our synagogue reflects that personality.

Two, I know that PTS has terrific lay leaders that the clergy can rely on as partners. We are blessed to have a board and so many active participants in our congregational life that bring high level organizational, business and people skills to our synagogue.

Third, we have an excellent staff. With the addition of Amy Mallor and Eran Vaisben to the batting order, I feel that we have the key positions here filled with extraordinary talented people who are constantly striving to make PTS even better with their hard work and creativity. Preschool Director, Cindy Common, continues to run a world class preschool that makes us the envy of other Bay Area institutions. Each year, she finds new ways to improve the quality of education of the school and the connection of the parents to the preschool and to PTS as a whole. This year, she added parent education programs with the clergy throughout the year.

We also have an excellent clergy team that works together, prays together and supports each other and continually learn from each other. I am blessed by Cantor Barry's voice, his musical knowledge, his spirituality, his lifelong love of Judaism and his history at PTS. Rabbi Ettlinger continues to grow as a rabbi, to inspire our members with her love of learning, her compassion and her sense of humor. Over the past three years, we have learned together and to challenge each other and ourselves because of our strong desire to serve our congregation.

Rabbi Feder spoke of three areas that inspire him:

First, he spoke of our PTS community. Recently, his family went on the PTS family trip to Israel. When they departed for Israel they were a group of forty individuals and when they returned home, they were a family. During these uncertain times, members crave more opportunities to connect with each other. We also are an open community, but I would like us to do more. One of my goals in the coming years will be to facilitate even more welcoming opportunities. I would like us to develop pathways into the synagogue for new members to connect with each other and existing members, more opportunities for hanging out together, for sharing our experiences as Jews and for learning from each other. I am continually considering

how best to reach out to families whose lives have been touched by interfaith relationships. We want this synagogue to be warm and welcoming as our leaders grapple with this issue.

Another aspect of community is involving ourselves more fully in the community around us. We are working to develop social action projects that will make bolder differences in the community and will give our members opportunities to express their desire to do tikkun olam.

I would like to create some kind of job listing site for PTS members so that those looking for opportunities could access that information and those who might be hiring could look here first. These are difficult times, and every way that we can find to help each other is wonderful. Also, such a site could prove helpful for recent college graduates.

Rabbi Feder also spoke of education and of our religious school families that are passionate in their support of our school and the new program, NESS (Nurturing Excellence in Synagogue Schools). The religious families and school are working together to improve our students' education. Rabbi Feder spoke of the Adult Education program which begun under Rabbi Raiskin and has continued to flourish under the excellent leadership of Lorne Rosenfield. To date, we have been so successful with adult education program that people are asking for even more, and we will be looking at ways of expanding our program.

Lastly, Rabbi Feder brought a copy of our new prayer book, Mishkan T'filah. Rabbi Feder spoke of how as Reform Jews we are constantly evolving and adapting to meet the new reality of the times we are living in. As Reform Jews, we are encouraged to question, to change and to try new ways of doing things. This new prayer book is tangible evidence that we are a vibrant and continually growing movement. This is important to Rabbi Feder because as our religious leader he wants us to be engaged in our worship services. The new prayer book is a step in that direction. The clergy team will be looking at ways to provide worship experiences that meet the needs of our different constituent groups.

Feedback from the exciting strategic planning process now underway will impact many areas of our congregational life over the next several years. Some of the changes that come out of that process may push all of our comfort levels, but I know that a congregation that is continually challenging itself and growing is a healthy congregation.

On a personal note, he thanked all of us for the kindness, support and affection shown him and his entire family. He feels that he hit the rabbi jackpot when he became our senior rabbi. This is a remarkable community and he is excited to come to work, to part of this community and to continue to dream about our future together.

Rabbi Feder concluded his remarks by asking God for the wisdom to guide this holy congregation and pray that God will continue to bestow upon us bountiful blessings in the years to come.

**8. Treasurer's Report** – Ed Fineman gave the following report:

Ed Fineman introduced himself. He has just completed his first year as the Treasurer of the Board of Trustees. Ed reported that our Fiscal Year 2008-2009 was filled with the challenges associated with general and local economic downturn. All in all, PTS has fared well considering these challenges. Before Ed presented the charts to represent our Fiscal Year 2008-09 income and expenses through April, and our Board-accepted Budget for Fiscal Year 2009-10, Ed acknowledged those within the congregation who have been helpful to him. Ed also thanked the Staff of PTS, along with the members of the various committees and subcommittees that support our ongoing efforts.

Ed presented a chart representing the overall income for the Fiscal Year 2008-2009. The total figure of \$2,622,000 has been collected during the first 10 months of the year. The two largest sources of income came from Membership dues at 37 percent, and Preschool fees at 36 percent.

In comparison, the Temple's cash expenses, which exclude depreciation, for the same period are \$2,542,000. This represents a balance of \$80,000 of income over expenses for the period.

Ed reported that at the April Board of Trustees' Meeting, the Board approved the Fiscal Year 2009-2010 Budget. This was a balanced budget with expenses remaining essentially flat from the current year. The total income budgeted is \$2,971,000. The budgeted cash expenses, again excluding depreciation, is also \$2,971,000.

We anticipate that Fiscal Year 2009-10 will be another challenging year, but we feel that we have a budget in place that will allow the congregation to maintain its level of programming and excellence.

**9. Preschool Director's Report -- Cindy Common gave the following report:**

Cindy reported that the past year, 155 students were enrolled in our preschool. The preschool continues to flourish and grow. Cindy also praised the qualified staff and teachers. Two new developments at Preschool are the (1) Family Ed Programs where students and their parents have learned together and celebrated the Jewish holidays; and (2) the construction of the Preschool garden. Many of the vegetables that are growing in the new garden will supplement the snacks for the students. The preschool recently completed its NAYC annual review. Cindy thanked the preschool committee's chair, Katie Levine, for all of her support and help the past year. She also thanked Keith Tandowsky, the clergy and the temple staff.

**10. Religious School Report – Eran Vaisben gave the following report:**

Eran Vaisben, the new religious school director introduced himself. He showed a film of the students that he created over the past year. The film was of the students celebrating Jewish holidays, families learning during family education days, planting a garden for the 7<sup>th</sup> grade mitzvah project, singing on the bimah, dancing, praying and studying at PTS. Eran said that our students learned much about Jewish values, traditions and heritage, and our task as educators was also to provide them with the tools to practice and act as Jews. Eran announced that there will be a barbeque on the last day of school. New programs that are in the works are (1) Rosh Hodesh program for 6<sup>th</sup> and 7<sup>th</sup> grade girls next year, and (2) opportunity for 11<sup>th</sup> grade students to

continue learning at PTS, and (3) Weekend Shabbaton for families. Eran thanked everyone for their support and Stacie Hershman, chair of the religious school committee, for her guidance and help the past year.

**11. Cantor's Report -- Cantor Barry Reich gave the following report:**

Cantor Barry praised all of the teachers and staff who run our religious school. He also thanked our clergy and lay leaders.

**12. Executive Director – Amy Mallor gave the following report:**

Amy Mallor, the new executive director, said that she feels blessed and honored to work with the PTS lay leaders and clergy the past 11 months. Amy thanked Karen Wisialowski, Keith Tandowsky and the executive committee for their support. The upcoming year will be challenging and we need to protect our financial position. At this time, our foundation is strong and PTS will continue to thrive.

**13. PTS History Project – Marjorie Luxenberg gave the following report:**

Marjorie Luxenberg, who co-chairs the PTS History Committee with Laurie Friedman, presented a PowerPoint presentation of the committee's recent accomplishments. The History Committee was organized in 2007 and began taking oral histories in 2008.

The Oral History Sub-Committee, chaired by Joan Biederman, has taken 17 videotape interviews of 21 individuals. Many of the interviews have been of living founders, charter members and past presidents. The subcommittee began writing individual chapters in 2008 which is ongoing. The chapters focus on the early years, the building and grounds, board of trustees, rabbinate/cantor, auxiliaries, Starr-Stevens Gift Shop, religious services, music programs, education, life cycle events, celebrations, local community and world events, interfaith projects, PTS staff, food, etc.

The Archives Sub-Committee, chaired by Marjorie Luxenberg, has organized and catalogued board minutes, temple bulletins, pictures, plaques and early documents.

Marjorie also referred to the PTS Website which developed a "Decades List" showing important historical events by the decade. Click on "About PTS" then "History of PTS" for a write-up on the original "Decades List."

The History Committee's wish list is the following: Film editor to edit Oral History videos, (2) an archives room, (3) cabinets, (4) scanner and PC, (5) document retention policy and (6) board representative.

**14. Announcement of Trustee of the Year – Keith Tandowsky gave the following report:**

Each spring, the trustees choose from among themselves an individual who stands out, someone who has devoted extraordinary effort and has accomplished a great deal. This year the recipient

is someone who adds great capability and inexhaustible energy to the Board. This year's winner is April Glatt. This was April's first year on the Board. April chaired the Back to the Future fundraiser in March. Under April's leadership, the fundraiser exceeded our forecast by a whopping 75%. She led an outstanding team with amazing diligence and put what seemed like limitless energy into the event. She gave so much of herself and gave so much to all of us. Her presentations to the Board in the months preceding the event were creative and inspired! April does all this along with her major responsibilities as Evan and Taylor's Mom and Dan's wife! It is an honor to serve with her. *Mazal tov*, April, for an honor well deserved!

**15. Acknowledgement of Retiring Trustees, 2009** – Keith gave the following report:

An excellent Board of Trustees is no accident. It is created by a team of individuals working together, who are able to focus on the long-term as well as meet the needs of today.

At the end of June, four of these awesome trustees will retire from the board.

First, Florence Glatt. Florence has served as a trustee for the last 3 years. She also has been a Sholom Women President in the past. Florence did a lot of work as a chair of our welcoming committee, trying to engage members through Chavurot and personal connection! My favorite program she planned was our first-- and very successful-- Zip Shabbat where we had a home Shabbat with congregants from a particular zip code area! I have really valued Florence's work on the Board and will miss her optimistic, wise counsel. Florence's favorite role, I believe, has been sitting on the Board with her daughter-in-law April. Florence, you will be missed.

Eva Klein. Eva has also been on the Board for three years. Eva has been very valuable in Board meetings with her clear views that added great depth to Board conversations. She was always willing to make her points, and they were especially helpful because they made us think of all sides of an issue. This valuable trait I will miss very much. Eva has been actively involved in the welcoming and membership areas. She was always willing to contact new members and deliver welcome packages. As a Board member, Eva is diligent and helpful, always representing PTS as we strive to be. Eva, we will miss you and hope you will continue to let us know your ideas.

Lorne Rosenfield. Lorne Rosenfield has served on the Board for three years like the others and as chair of the Adult Education series, has taken us to a new level. He constantly looked for ways to bring in bigger crowds with quite a selection of speakers and dinners. Lorne has a very active intellect and has had several events with well over 100 participants. He made great use of John Rothmann during the recent election season and on noteworthy Israeli issues and he created a well-attended event before the recent election with a Democratic and Republican debate. He's had such speakers as Dr. Larry Brilliant and Jonathan Rosenberg of Google, Michael Krasny of KQED radio, author Patrick Hunt, Fred Beren on Jewish Humor and has UC President Mark Udoff coming in June. Lorne, you clearly have set a high bar for future Adult Ed programs and we will miss your leadership.

Kathleen Shugar. Kathleen Shugar is very well known to so many people at PTS. She is leaving the Board after several years; first as Sholom Women president and more recently as Secretary of the Executive Committee. Kathleen puts her all into everything she does – there is a strong confidence you have when you know Kathleen is in the lead. She led our Purim Box program

this year, she's developing our master event calendar for next year, she coordinates the Bar/Bat Mitzvah speakers and she takes thorough and valuable notes for the Board. Kathleen is a special person – full of love and devotion and commitment to our synagogue. So many people have said Kathleen is the reason they joined PTS because of her genuine warmth and welcoming spirit! Kathleen, it has been an honor to serve on the Board of Trustees with you.

**16. Nominating Committee's Report – Karen Wisialowski gave the following report:**

The Nominating Committee this year included Andrea Cohn, Beth Gelles, Sandy Monasch, Kathleen Shugar, Scott Urman, Randi Wren, and Karen Wisialowski. Our goal was to maintain the diversity of the board in terms of age and geography, and add board members who were passionate about membership, welcoming, and otherwise enthusiastic about contributing to our community. We are thrilled to present to you an excellent slate of board members, each nominated for two year terms beginning July 1, 2009.

The following individuals are nominated for renewal, each for their 3<sup>rd</sup> and 4<sup>th</sup> years as trustees.

1. Steve Abbot, member of our Finance Committee
2. Ed Fineman, currently serving as Treasurer
3. Stacie Hershman, currently 2<sup>nd</sup> Vice President, member of Personnel Committee, and Chairperson of our Religious School Committee
4. Alan Zeichick, webmaster, chairperson of Publicity & Communications, and member of Strategic Planning and Membership Committees

In addition, the following individuals are nominated for their first 2-year terms.

1. Doris Abouav. Doris and her husband, Dan, are long-time members. In addition to raising her family at PTS, Doris has worked in the preschool and been involved in Membership and Welcoming Committees. Doris hopes to bring creative thinking to make our temple an even more welcoming place.
2. Debbie Kurzrock. Debbie and her husband, David, are parents of four children, from middle school through college. Debbie has served on many committees and events, most recently the Teen Activities Committee. Debbie would love to see our temple be more active in social action projects.
3. Sonny Hurst. Sonny and her husband, Stephen, are long-time PTS members. Sonny has served on many committees and boards over the years, and became at Bat Mitzvah along last year with the adult b'nai mitzvah group. Sonny would like to integrate community Jewish programs with those at PTS.
4. Scott Rodrick. Scott and his wife, Jennifer, have three young children, who have all enjoyed our nurturing preschool. Scott has served on several the boards of several non-profit organizations and hopes to lend his previous experience to PTS. Areas of interest for Scott include financial oversight and the preschool.

**17. New Business** – Karen Wisialowski moved and Fred Sturm seconded the proposed below motion:

Motion 1: Approve the following slate of Trustees for two year terms, beginning July 1, 2009. This slate has been previously approved by the Board of Trustees.

<b>New</b>	<b>Returning</b>
<b>Doris Abouav</b>	<b>Steve Abbott</b>
<b>Sonny Hurst</b>	<b>Ed Fineman</b>
<b>Debbie Kurzrock</b>	<b>Stacie Hershman</b>
<b>Steve Rodrick</b>	<b>Alan Zeichick</b>

The Motion passed with one opposition.

- 18. Public Comments** – The new Board members were introduced and asked to stand up.
- 19. Closing Song** – Cantor Barry Reich led the community in the song, Unbreakable Soul.
- 20. Adjournment** – Keith Tandowsky concluded the meeting at 9:00 p.m. in honor of the PTS staff.

Respectfully submitted,

Kathleen Shugar  
Secretary, Board of Trustees