

**Kehillat Beth Israel
Board of Directors
June 7, 2023
Zoom
DRAFT Minutes**

Present:

Norm Ferkin
Jeff Greenberg
Gillian Koh
Adina Libin

David Lyman
Jaimee Mitzmacher
Victor Rabinovitch
David Roytenberg

Jeremy Rudin
Judah Silverman
Olga Strelchenko

Secretary:

Jodi Gitter

Clergy Present:

Cantor Jason Green

Staff Present:

Jeremy Rosenberg

Regrets:

Sarah Beutel

1.0 PRELIMINARY MATTERS

1.1 Call to Order

Victor Rabinovitch

The meeting was called to order at 7:06 PM.

1.2 Call for Declaration of Conflict of Interest

Victor Rabinovitch

None of the members present declared a conflict of interest.

1.3 Approval of Agenda

All

The agenda for June 7, 2023 was approved.

1.4 D'Var Torah

Cantor Jason Green

1.5 Moment of Silence to Commemorate Those Congregants Who Have Passed Away Since the Last Board Meeting

Victor Rabinovitch

Susan Landau-Chark
Beulah Adler

1.6 Approval of Board Minutes from Board meeting held on April 27, 2023
All

A motion was made by Jodi Gitter and seconded by Judah Silverman to approve the Board minutes from the meeting held on April 27, 2023.

All were in favour. The motion was carried.

1.7 Business Arising From Previous Minutes **All**

There will be an update about the Rabbi search in Section 3.2 of the Board Meeting.

2.0 FINANCIAL MATTERS

2.1 Executive Director's Written Statement Respecting the Status of Staff Salaries and Remittances to Government

Jeremy Rosenberg

Jeremy presented the statement for employee wages to the Board.

3.0 REPORTING WITH DISCUSSION AND VOTE

3.1 Proposed Budget for 2023-24

Adina Libin, Jeremy Rosenberg

Adina informed the Board that she received a call from the CRA to say that they will be doing an examination of KBI's HST return. This seems routine.

Adina introduced the proposed budget for 2023-24, which she described as "rational and sustainable".

The results of the 2022-23 fiscal year have been better than expected. We have taken a conservative approach to spending and the savings have meant that some overdue repairs have been possible.

Looking ahead, the 2023-24 budget aims at sustainability, careful on proposed expenditures while also not exaggerating revenues. This should help ensure a stable future for KBI. She presented the proposed budget and invited questions.

HIGHLIGHTS:

- There will be a small increase in membership dues, reflecting inflation
- We do not expect a big change in membership numbers, as we have returned to closed to 2019 numbers
- Donated monies and fundraising monies have been budgeted at about the same as last year, which had been slightly ahead of the previous year.
- Hall and kitchen rentals are budgeted at slightly higher
- We are expecting less money from CBSO Legacy Fund in the next fiscal year
- We are proposing a small increase in OTT tuition fees, similar to shul fees
- We are expecting a small increase from bingo revenues
- Our salary expenses will be greater than recent years, with the new Education and Youth Director, and with Interim Rabbi expenses adding up to similar total as a full-time Senior Rabbi.

Discussion ensued about a suggestion made by David L. to increase the fundraising budget in order to promote more fundraising efforts. He would like KBI to be more ambitious in its fundraising endeavours. Jaimee asked what the strategic plan is at KBI in terms of fundraising. At this time, there is not a Fundraising Committee at KBI.

Jeremy Rudin said ambitious fundraising targets don't lead to more successful general fundraising. This is a budget that needs to be realistic. He noted on the positive side that we have had unexpected successes with "targeted" fundraising initiatives. For example, the B'nai Mitzvah event in the autumn garnered many donations.

There is a proposed 3% increase planned for membership dues and OTT tuition. However, Jeremy Rudin reported that two members of the OTT Committee objected to the increase of 3% for tuition, explaining that there was no compelling need for an increase and expressing concerns that people may go to other Hebrew supplementary schools if our tuition fees increase too much.

Discussion ensued about OTT tuition. The Board agreed to a one-year freeze on tuition because of Rabbi Kenter's departure. Long-term, the Board may plan for modest tuition increases to compensate for inflation.

Regarding payment of membership dues, Jeremy Rosenberg said that he would look into e-transfer options for payment.

Jaimee asked for more transparency in the financial reporting of fundraising and of revenues ear-marked for specific programs.

Jeremy Rudin agreed that KBI needs to change its accounting practices regarding donations to make them more clear as to which category has received what monies. He also noted that our current practice is to recognize earmarked donations as revenue in the year in which they are received even if the money is not spent that year. A better practice, which we should work towards, would be to defer recognizing earmarked donations as revenue until there is an expenditure that satisfies the conditions of the donation.

Some other key points:

- \$18 000 has been budgeted for the Rabbi recruitment
- Clergy salaries will remain unchanged, including contracted increases
- There will be no dramatic shifts in maintenance staff salaries as their salaries were increased recently. There is a slight increase to cover the additional costs when extra staff are required to assist with large events
- Building Occupancy costs are budgeted at approximately \$40 000 lower, due to less projected major maintenance.
- There is an increase in Programming costs, including Youth Programming

A motion was made by Adina Libin and seconded by Jeremy Rudin to adopt the proposed budget for the fiscal 2023-24 year.

All were in favour. The motion was carried.

3.2 Recommended Interim Senior Rabbi and Visiting Rabbi

**Victor Rabinovitch,
Jeremy Rudin**

Victor reported on positive feedback from the Congregation to the message on our Interim Rabbi search process. He is being advised by an ad hoc Search Committee is comprised of: Helen Zioes and Judah Silverman, both former Presidents of KBI, and Jeremy Rudin as Vice President. Victor Rabinovitch has sought advice from United Synagogue staff, and from other experienced synagogue people. A job description was prepared by Jeremy and himself, and was posted on the Rabbinical Assembly site, which is the open approach to professional clergy recruiting.

After discussions with possible candidates, and detailed discussion with two very interested and experienced individuals, Victor brought a proposal to the Finance

and Audit Committee and to the Personnel Committee. Both Committees agreed with supporting the proposal, which he is now bringing to the Board.

The proposal is for Rabbi Baruch Frydman-Kohl of Toronto to lead KBI during Rosh Hashana, Yom Kippur, Pesach and Shavuot, altogether covering a 6-month period of time. Rabbi Adina Lewittes is proposed to lead during Purim and the winter months, covering a 3-month period of time. Victor spoke about the two Rabbis, their eminent qualifications, and the balance of approaches they will bring to KBI congregants. Many compliments were voiced.

Jaimee asked for clarity who will supervise and guide the new Director of Youth Education and Programming, Sasha Kathron. Victor said the Cantor is responsible for guiding Sasha in her Youth responsibilities. There will be guidance for her in her Education responsibilities, and the actual detail on her appraisal during this transitional year will be worked out.

A motion was made by David Lyman and seconded by Adina Libin to approve the appointments of two individuals: Rabbi Baruch Frydman-Kohl, CM, and Rabbi Adina Lewittes who will, combined, serve in the role of Interim Senior Rabbis at KBI.

All were in favour. The motion was carried.

Victor thanked the Board and he expressed his appreciation to Cantor Green who is currently leading our Clergy work.

Jaimee asked what the start-date would be. Victor replied that it is Shabbat Slichot.

4.0 REPORTING WITH DISCUSSION BUT WITHOUT VOTE

This section of the meeting was moved to In-Camera.

5.0 REPORTING WITHOUT DISCUSSION OR VOTE

5.1 Committee Reports As Circulated

6.0 IN CAMERA

The in-camera session focused on a briefing on the Senior Rabbi search, which is being organized by Jeremy Rudin

7.0 ADJOURNMENT

The meeting was adjourned at 9:17 PM.

The next board meeting will be held on Tuesday, June 27, 2023.