



# 2023 Annual Report to the Congregation

## Temple Beth Torah Holliston, Massachusetts

*14 August, 2023*

Dear Congregants,

In this Annual Report to the Congregation, you will find financial statements for fiscal year 2022-23, a summary of the approved budget for FY 2023-24, meeting minutes from our Annual Congregation Meeting, and annual reports from each committee chair.

**Financial Position.** We closed FY 2022-23 with a net operating income of \$1,791. Our approved budget for FY 2023-24 builds on our track record of operating against a balanced budget. For any synagogue in these times, this financial position is a great achievement, so please join me in appreciation and gratitude to all of the TBT staff and volunteers for their hard work and determination, and especially the financial leadership team of Adam Miller as Finance Chair and Mary Ann Oppenheimer as Treasurer. This financial situation is also due to our members, both in person and remote, who continue to support our mission through dues and donations. Thank you.

**50th Anniversary.** We continued to celebrate Temple Beth Torah's 50th anniversary with a fun November dinner dance at Holliston Town Hall. Many Founders were there and TBT's own Ben Donovan played all the music from the 60's, 70's and 80's. The dance floor stayed busy all night! This past year the Board of Directors prioritized projects for the use of the 50th Funds to breathe life back into the bones of TBT this year. Included were painting of the interior and exterior, new furniture for the foyer, new blinds in the sanctuary, carpeting in the School wing and a special project for the foyer that honors our Founders. We expect to have that project completed for the High Holidays! Your contributions in honor of TBT's founding and continued presence as a Jewish community in MetroWest were overwhelming. Our members' love for all that TBT represents was evident. Thank you again for your support.

**Administrative Losses and Changes.** In November of 2022, our congregation lost a friend, a leader and a smiling, familiar face. Michael Fishbein, who had served as our part-time Temple Administrator since 2019 passed away suddenly. The loss has resonated for so many of us and we continue to miss his work ethic, his laughter and his deep thoughts and ideas. He took care of a lot of things that kept TBT running smoothly and that met the needs of our members. Our search for a Temple Administrator in early spring was unsuccessful. The Temple President, Rabbi Mimi, Debka Janak, Nikki Glick and, subsequently, the Board, parceled out aspects of the Temple Administrator's role that needed attention. Seeing the Religious School as most in need of direct leadership in order to grow, the Board approved the establishment of a part-time School Principal for the year 2023-24 and that position was advertised and ultimately filled by Jane Kohuth, a teacher in the school. We will continue to work this coming year without a Temple Administrator, relying on our large crew of energetic volunteers.

**Zoom and In-person Services:** We have continued to provide both ZOOM and in-person Shabbat services. Our congregants appreciate the ability to ZOOM into services and we plan to continue this practice. Many of our activities have continued to be ZOOM only and this is very efficient for everyone's busy schedules. You will see in the upcoming year more in-person event offerings and we hope that, if able, you will join us in-person. (There is really nothing better than a conversation over a bagel and a cup of coffee, and maybe even a shared hug!) Once a month, the Kabbalat Shabbat service (Friday night) and the Shabbat morning service are held ZOOM only and are led by a congregant. These Community-led services are well-attended and include lots of participation by those attending (Thank you Reva Tankle for laying out the Friday night, and to Charli Bernstein for laying out the Saturday services.) In-person B'nai Mitzvahs occurred this past year and have filled the social hall with confident young people, their proud parents and families, good food and laughter. What a gift that has been!

**Clergy Updates.** Rabbi Mimi continues to shine in leadership, thoughtful Torah study and d'vars and regular, engaging Zoom Adult Education. She is so engaged in every aspect of our congregation that I won't try to list it all here. (Please see her report below for an outline of her activities.) Her style, her capacity for compassion for those in need and her engaging way with our congregation are a gift for all of us to enjoy!

**Religious School Leadership.** This past year, Nikki Glick, our Education Chair, again served in the volunteer capacity of School Coordinator, sharing responsibilities with the Education Chairs, the Rabbi and the teachers. Our enrollment in the Religious School remained static this past year, while the attendance at our Preschool level, in the Tots and Parents Program (once a month) and Torah Tots (once a month) grew. These young children and families represent an important area of growth for both membership and religious school enrollment.

**Governance.** The reconfiguration of the Board of Directors to consist of four officers, three members-at-large, and five department directors was an effective model during the past year. Unfortunately, we operated the entire year without a Director of Congregational Growth, a Vice-President and one Member-at-Large. The Department Directors worked with chairpeople to engage, guide and to promote collaboration across the Departments. This past spring, following several congregational focus groups to envision a leadership model for TBT, the Board of Directors approved a new model that sets the terms of the President, 1st and 2nd VP's, and immediate Past President to one year each. The Congregation approved this new leadership model at the Annual Meeting and also approved waiving the By-Laws governing the Board structure for one more year. The Board intends to assess the efficacy of the model this year and bring a proposal to the Congregation, including By-Laws changes, if needed, to the Annual Meeting in 2024. The roles of Community Life Department Director, 1st and 2nd Vice President and Member-at-Large are vacant at this time.

**Always Improving.** There are so many things, large and small, that our staff and volunteers have been taking care of. Without our staff: Debka, Rabbi Mimi, teachers, tutors and our many volunteers, TBT would not be able to operate. The staff and volunteers meet the needs of all of our congregants, making our community vibrant and welcoming. If you have ideas for how to improve what is going on at TBT, or would like to volunteer for any of our committees, please contact me. I would love to guide you towards a volunteer opportunity! And I would like to hear your suggestions. We need everyone's input to make our community the best it can be.

Wishing you all a healthy and happy year ahead,

Chris Brumbach  
President, Temple Beth Torah  
[president@bethtorah.org](mailto:president@bethtorah.org)

<b>2023 Annual Report to the Congregation Summary</b>	<b>1</b>
<b>Approved Budget Summary 2023-24</b>	<b>5</b>
<b>Financial Statements 2022-23, Adam Miller, Director of Operations</b>	<b>6</b>
<b>Congregation Meeting Minutes 2023, Judy Leavey, Secretary</b>	<b>9</b>
<b>TBT Board of Directors Annual Reports, 2022-2023</b>	<b>10</b>
Rabbi's Annual Report - Rabbi Mimi Micner	<b>10</b>
Treasurer's Annual Report - Mary Ann Oppenheimer	<b>11</b>
Facilities and Security Annual Reports - Adam Miller, Charli Bernstein	<b>11</b>
Religious Life Annual Report - Charli Bernstein, Director	<b>12</b>
Education Annual Report - Nicole Glick, Director	<b>13</b>
Community Life Annual Report - Chris Brumbach, Director	<b>14</b>

<b>Approved Budget Summary 2023-2024</b>			
	<b>Adult Dues</b>	<b>Senior Dues</b>	<b>Children</b>
<b>New Dues for 23/24</b>	<b>\$1,108</b>	<b>\$942</b>	<b>\$554</b>
<b>Previous Yr Dues for 22/23</b>	\$1,066	\$907	\$533
<b>Increase</b>	\$42	\$35	\$21
<b>% Increase</b>	<b>3.9%</b>	<b>3.9%</b>	<b>3.9%</b>
<b>Committee</b>	<b>Revenue</b>	<b>Expense</b>	<b>Net (defecit)</b>
Dues Income	\$194,749	\$0	\$194,749
Administration	\$0	(\$194,972)	(\$194,972)
Marketing	\$0	(\$500)	(\$500)
B'nai Mitzvot	\$5,425	(\$2,275)	\$3,150
Education	\$39,820	(\$48,794)	(\$8,974)
Facilities	\$6,000	(\$49,588)	(\$43,588)
Fund Raising	\$26,400	(\$625)	\$25,775
High Holiday	\$27,500	(\$5,540)	\$21,960
Kitchen	\$750	(\$750)	\$0
Membership	\$3,600	(\$300)	\$3,300
Programming	\$1,000	(\$500)	\$500
Ritual	\$0	(\$650)	(\$650)
Tikkun Olam	\$0	(\$300)	(\$300)
Youth	\$0	(\$250)	(\$250)
Brotherhood	\$0	\$0	\$0
Caring Committee	\$0	(\$200)	(\$200)
<b>Operating Income (Loss)</b>	<b>\$305,244</b>	<b>(\$305,244)</b>	<b>\$0</b>

## Financial Statements 2022-2023

### Account Balances

Account	Balance
Rockland Trust - Checking	\$ 28,095
Rockland Trust - Money Market	\$ 167,144
Special Purpose Funds	\$ 130,596
<b>Cash on Hand (Checking + MM - SPFs)</b>	<b>\$ 64,643</b>

### Actual Income vs. Expenses

Income YTD	\$ 263,553
Expenses YTD	\$ 261,763
<b>Net YTD</b>	<b>\$ 1,791</b>

### Income Summary from ShulCloud

Category	Collected	Budget	%Budget
Membership Dues	\$ 148,570	\$ 185,898	80%
Building Fund	\$ 6,624	\$ 9,200	72%
Tuition	\$ 39,501	\$ 47,900	82%
B'nai Mitzvot	\$ 4,645	\$ 4,940	94%
High Holiday	\$ 27,212	\$ 26,800	102%
Donations (not HH)	\$ 12,202	\$ 12,000	102%
Fundraising & Grants	\$ 18,506	\$ 31,200	59%
Lev Shalem	\$ 3,848	\$ -	-
Social & Other	\$ 2,445	\$ 3,500	70%
<b>Total Income</b>	<b>\$ 263,553</b>	<b>\$ 321,438</b>	<b>82%</b>

<b>Expense Summary from QuickBooks</b>			
<b>Category</b>	<b>Paid</b>	<b>Budget</b>	<b>%Budget</b>
Administrative	\$ 163,646	\$ 216,635	76%
Facilities	\$ 61,056	\$ 50,013	122%
Education	\$ 24,704	\$ 40,155	62%
B'nai Mitzvot	\$ -	\$ 1,820	0%
High Holiday	\$ 2,540	\$ 5,540	46%
Ritual	\$ 2,850	\$ 1,650	173%
Holiday Programming	\$ 392	\$ 1,000	
Marketing	\$ -	\$ 1,000	0%
Social / Kitchen	\$ 805	\$ 2,700	30%
Fundraising	\$ 257	\$ 625	41%
Lev Shalem	\$ 3,754	\$ -	-
Membership & Other	\$ 1,758	\$ 300	586%
TBT @ 50	\$ -	\$ -	-
<b>Total Expenses</b>	<b>\$ 261,763</b>	<b>\$ 321,438</b>	<b>81%</b>

<b>High Holiday Summary</b>		
<b>Account</b>	<b>Collected</b>	<b>Budget</b>
HH Seats	\$ 4,000	\$ 2,500
HH Pledges	\$ 21,952	\$ 20,000
Yizkor Book	\$ 945	\$ 1,800
High Holiday Sponsors	\$ -	\$ 2,000
HH Parking	\$ 300	\$ 500
Babysitting	\$ 15	\$ -
<b>HH Income</b>	<b>\$ 27,212</b>	<b>\$ 26,800</b>
<b>Account</b>	<b>Expenses Paid</b>	<b>Budget</b>
Cantorial Soloist	\$ 2,000	\$ 5,000
Babysitting	\$ -	\$ -
Youth Services	\$ 540	\$ 540
<b>HH Expenses</b>	<b>\$ 2,540</b>	<b>\$ 5,540</b>
<b>High Holiday Net</b>	<b>\$ 24,672</b>	<b>\$ 21,260</b>
<b>% HH Total vs. Budget</b>	<b>116%</b>	

## Fundraising & Donation Income Summary (not HH)

Account	Collected	Budget
Unrestricted Donations	\$ 12,202	\$ 12,000
Major Fundraising	\$ -	\$ 10,000
TBT @ 50 Donations	\$ 108	\$ -
TBT @ 50 Gala	\$ 5,076	\$ 10,000
Mishloach Manot (Income w/o expenses)	\$ 9,370	\$ 8,500
Brotherhood/Teen Events	\$ -	\$ 1,000
Tree of Life / Yahrzeit Plaques	\$ 952	\$ 700
Amazon Smile	\$ -	\$ 1,000
<b>Fundraising &amp; Donations Total</b>	<b>\$ 27,708</b>	<b>\$ 43,200</b>
<b>% Total vs. Budget</b>	<b>64%</b>	

### TBT@50 Funds - (across FY 22 and FY23)

Beautification Funds additional to TBT @ 50 Donations	\$ 1,217
<b>Total TBT @ 50 Revenue</b>	<b>\$ 47,510</b>
<b>Net Before Projects</b>	<b>\$ 48,727</b>
50th Gala & Kiddush Expenses	\$ (4,712)
Carpeting in Education Wing	\$ (13,738)
Indoor Painting	\$ (12,675)
Main Lobby Furniture	\$ (1,272)
Blinds in Sanctuary	\$ (2,384)
Building Outdoor Power Wash & Painting	\$ (10,250)
Mosaic (cost after donation)	\$ (3,150)
<b>Total Spent</b>	<b>\$ (48,181)</b>
<b>Net TBT @ 50 Remaining</b>	<b>\$ 546</b>



# Congregation Meeting Minutes 2023

## Temple Beth Torah Annual Congregational Meeting

June 13, 2023

Meeting called to order at 7:36pm

Members in attendance: 39 (Zoom and In Person)

### Call to order

- Review Agenda

### President and Director of Operations year in review

- Overview of Finances 2022-23 - Adam Miller
- State of the Temple 2022-23 and look ahead into 2023-24 - David Asher
- President will send President's Annual Report with a Financial Statement in July/August - Chris Brumbach

### Budget Review 2023-24/Dues Structure - Adam Miller

- Motion to approve proposed budget
- Vote to approve budget as submitted      Yes - 36      No- 3

### Nomination and approval of Board of Directors

- Ask for a one-year continuation of a modified structure of the Board of Directors
- Change in term served by President, 2nd Vice President, 1st Vice President and Past President to 1 year
- Motion to approve 2023-2024 slate

**Position:**

President

Vice President

Secretary

Treasurer

Director of Operations

Director of Religious Life

Director of Education

Director of Community Life

Director of Congregation Growth

Member-at Large

Member-at-Large (Past President)

Member-at-Large (2nd VP)

**Nominee:**

Christine Brumbach

Open

Judy Leavey

Mary Ann Oppenheimer

Adam Miller

Charlene Bernstein

Nicole Glick

Open

Liora Stone

Bonnie Slater-DeMont

David Asher

Open

- Vote on proposed slate      Yes - 36      No - 3

Adjourn meeting - 8:55pm

## TBT Board of Directors Annual Reports

### Rabbi's Annual Report 2022-23 - Rabbi Mimi Micner

- Prepared for and led all High Holiday services and programming
- Prepared for and led all other holiday services and programs, including for Sukkot, Shemini Atzeret, Simchat Torah, Chanukah, Purim, Passover, Shavuot, and Tisha B'Av
- Helped plan and led Metrowest Jewish programs including for Shavuot and Tisha B'Av and Selichot
- Prepared for and led weekly Friday night and Saturday morning services
- Prepared for and led Saturday morning Tot Shabbats
- Planned a large interfaith Yom HaShoah event with the IAC
- Planned a larger interfaith concert with the congregational church
- Ushered families through the B'nai Mitzvah process in partnership with the Bnai Mitzvah Chair
- Ran the B'nai Mitzvah family cohort
- Led all B'nai Mitzvah services
- Offered several adult education opportunities, including Preparing Ourselves for the High Holidays, the Spiritual Power of Darkness and Light, What Do We Owe Each Other, and Preparing for the Passover Seder
- Partnered with the Sisterhood to lead a Mashgiach class
- Taught family workshops for every grade in the school
- Helped plan and lead class participation services
- Guest taught several times over the year in every grade in the Religious School class
- Supported the Tots and Parents program, and built relationships with families there
- Facilitated changes in the Hebrew school curriculum, such as the Israel curriculum for the 7th graders
- Supported our Early Childhood chairs with their tot program
- Worked closely with the Caring Committee and supported their work
- Supported the social justice committee to determine goals and how to actualize them
- Supported to the IAC and helped them make their programs happen
- Continued to bring a relational Judaism approach to all that I do
- Offered pastoral support to members
- Officiated funerals
- Led baby naming rituals for members and prospective members
- Led the process for creating the next iteration of our Kashrut policy
- Met with prospective members
- Brought in new temple members
- Worked with the Religious Life Committee to create new policies such as the new Torah calling policy, technology on Shabbat policies, and policies to promote interfaith inclusion
- Led a ritual for raising the Pride Flag

- Worked closely with the Metrowest Interfaith Dialogue Project
- Co-led the Metrowest Interfaith Refugee Committee and helped set up an apartment for a refugee family

### **Treasurer's Annual Report 2022-23 - Mary Ann Oppenheimer**

- Reviewed bank statements every month for reconciliation.
- Updated authorized signers for bank accounts and credit card as needed.
- Participated in Executive Committee meetings.
- Managed regular invoicing to remind members about outstanding balances.
- Consulted on financial aid process and issues to improve understanding of our members and their needs.
- Consulted with USCJ on dues issues.
- Consulted with the B'nai Mitzvah Chair to ensure B'nai Mitzvah families were in good standing.
- Prepared annual Insurance Premium Audit.
- Consulted with the High Holiday Committee on a plan to acknowledge donations.
- Worked routinely with Bookkeeper and Office Administrator on finance/ShulCloud related customer service issues.
- Worked with Bookkeeper and Office Administrator to distribute 2022 tax letters for members and other donors.
- Initiated reorganization of office financial and personnel files.
- Consulted on 2023-2024 budget and staffing plans.
- Consulted on repainting projects (interior and exterior) as needed.

### **Operations' Department Annual Report 2022-23- Adam Miller, Director**

#### Facilities - Adam Miller

- July - Parking Lot Line Striping
- August - Replaced Water Heaters
- August - Replaced Water Booster Pump
- August - Passed Building Inspection
- August - Replaced Carrier PTAC Unit in Classroom 1
- September - Installed Lockdown Kits in Education Wing
- February - Refrigerator Repair
- May - Stove/oven Pilot Repair

#### Security and Fire Update - Charli Bernstein

- Conducted the required fire drill for the school and other persons present at that time

- Provided service on the fire alarm system
- Met with the Fire Department and reviewed procedures for their entry to the building when responding
- Updated the access control system that allows us to control the system and users thru a cloud based program. Training still needs to be provided to various members who will be assigned to manage the program
- Reviewed and identified key fob users, programmed and deprogrammed users
- Obtained cell transmitters for the security and fire systems which will allow monitoring via cell in lieu of phone lines. Changing vendors for central station monitoring to accommodate this. Contract cancellation of current vendor will occur in late September.
- The installation cost of the access control system and cell systems were covered by a \$3,000 grant from CJP. David Asher was instrumental in submitting for and obtaining the grant.

### **Religious Life Annual Report 2022-23 - Charli Bernstein, Director**

- Commenced a review of Policies pertaining to us. The majority have been reviewed and modifications made. The remaining few will be reviewed after HH. Once complete, the entire section will be submitted for review to the Board. Full collaboration with the Rabbi
- Some of the significant changes have to do with Kashrut, photography/video use, cell use, number of Aliyot at a B'nai Mitzvah and gender neutral calling for Aliyot
- Filled in for Rabbi on the first Friday of each month (zoom community led); Worked with new lay leaders who have taken on leadership role during these services (Chris Brumbach, Elyse Banak, Judy Leavey in addition to Ruth Grieco and Charli Bernstein)
- Filled in for Rabbi for Shabbat morning services in her absence
- Prepare Shabbat layouts for congregant leadership roles
- Provide shiva minyans for congregational families when Rabbi unavailable
- Work with Education and Rabbi on special programs
- Had representation at the new member gathering
- Provided support for B'nai Mitzvah families and students
- Continuing meetings and discussions with Rabbi re services and other ritual issues
- Ordered a new HH Torah Mantel for the small Torah
- Assignment of HH assignments for Gabbiem, Torah and Haftorah readings; preliminary service, holding of Torot during Yizkor and Kol Nidre
- Work with Rabbi on interview and selection of HH Cantor
- Collaborate with the Rabbi on the rollout of the new Siddur, Lev Shalem
- Hired Cantor Rubenstein for the Purim Megillah reading
- Assisted with Sisterhood Shabbat
- Created recordings for Torah readings for various members

## Education Director Annual Report 2022-23 - Nicole Glick, Director

### Education Committee: Elyse Banak and Elissa Washburn, Co-chairs

- Successful orientation and first day of school
- 30 Students enrolled for K-7
- Successful Simchat Torah program and dinner held on 10/17 with collaboration with Sisterhood and parent volunteers
- Tutoring program began in October with teen volunteers
- Had to re-evaluate division of responsibilities given the devastating loss of Michael Fishbein, Temple Administrator.
- Hanukkah program on 12/20 was very successful - approximately 80 people in attendance; thanks to many parent and Sisterhood volunteers!
- Matt Holman hired in January as regular Hebrew tutor for remainder of the year
- Parent-teacher Conferences held on 1/17
- Tu Bishevat program on 2/5 during school was enjoyed by all students
- Hebrew support continued to be helpful for many students
- Purim program on 3/6 was a huge success! We had over 100 attendees, and a lot of fun was had by all - kids' crafts, engaging Megillah reading, skits, costume contest, hamantashen (generously donated by the Sisterhood) and more
- Continued efforts to re-energize the Education Committee by reaching out to parents for involvement
- Religious School Open House held on 4/30
- Meaningful family workshops and class services held throughout the year
- Based on parent feedback with strong and overwhelming majority support for maintaining virtual sessions on Tuesdays, we will continue to provide remote religious school from 5-6:30 pm on Tuesdays for the 2023-2024 year
- Due to our anticipated class sizes for 2023-2024, we will be combining Vav and K'Sharim (6th and 7th grade) for next year making all classes combined grade classes (Gan/Aleph, Bet/Gimel, Dalet/Hey and Vav/K'Sharim)
- We will also move to level-based Hebrew grouping instead of grade-based instruction in order to provide further opportunity to meet students' language learning needs
- Town Hall for Religious School Families held on 5/7. A few parents attended. None seemed ready to commit to board roles but would be open to smaller projects
- Ongoing planning for new School Principal to oversee the religious school.
- Successful last day of school activities was held on 5/21 - outside games, scavenger hunt and ice cream. Several parents volunteered to help
- Jane Kohuth hired to oversee the religious school as School Principal
- Elyse Banak and Elissa Washburn will be stepping away as chairs of the committee but would like to continue as committee members
- Karla Alfred to serve as new Education Chair

### Early Childhood: Beth Ecker and Lauren Passier, co-Chairs

- Tots and Parents program taught by Elissa Washburn began in September and was enjoyed by all participants
- Robust and enthusiastic group of Tots and Parents continued to participate throughout the year
- First Tot Shabbat held 10/15
- Successful Winter Tots and Tales held on 1/8
- We welcomed Silly Sally (a bubble show entertainer) on 3/5 with a light lunch beforehand- small group of attendees but all had fun
- Final Tots and Parents met on 4/30. Elissa Washburn has agreed to return as the teacher for this class next year.
- 3 summer events for the young family cohort to be held - June, July and August. The first was an ice cream gathering at T.C. Scoops on 6/25. Second is Tots and Tales on 7/19. Third is a coffee meetup on 8/27.
- Beth and Lauren will continue as co-chairs

### B'nai Mitzvah: Alyssa Silverman, Chair

- There were 5 successful fall b'nai mitzvahs
- 2024 B'nai mitzvah family cohort meetings began in October
- Practice of families selecting Bimah Reps for their b'nai mitzvahs resumed
- Had to re-evaluate role of temple administrator in future b'nai mitzvah planning given devastating loss of Michael Fishbein
- Next round of family cohort meetings to be organized around three themes for each of the three meetings: the meaning of the b'nai mitzvah; the Torah portion reveal; Tikkun Olam/Tikkun Olam projects
- 4 successful spring b'nai mitzvahs held
- Alyssa Silverman will be stepping away from role of Chair
- Heidi Anderson has agreed to serve as new B'nai Mitzvah Chair

## **Community Life Annual Reports 2022-23 - Chris Brumbach, Director**

### Sisterhood Annual Report 2022-23 - Leenie Glickman, President

Sisterhood Board: Anita Gold, Carol Goldstein, Nadine Silver, Bonnie Slater-deMont, Traci Blecher, Beth Ecker, Sandi Edelman, Gabi Lewy, Barbara Kutner, Ronli Merlis, Marsha Sirull

- Catering/Cooking/Kitchen
  - Catered Onegs for Schachter 60th anniversary, Saurday Kiddush to honor Torah Readers, Oneg to welcome new siddur, Lev Shalem, Oneg for Laurie Canning's retirement, Erev sukkot pot luck, as well as Onegs for Bar/Bat Mitzvahs (Oneg Committee- Faith, Sandi, Leenie)
  - Joined with Membership Committee to sponsor and prepare for TBT BBQ
  - Catered Carol Goldstein's Bat Mitzvah (Catering Committee-Bonnie, Nadine, Sandi, Traci, Leenie)
- Programming
- Planned 4 meetups for TBT congregation over the 2022 summer: Kravings, Millis for Ice Cream, Choate Park for picnic, Primavera Restaurant for dinner, Pool party
  - Paid Up Dinner with speaker on Genealogy
  - Sisterhood Membership Brunch
  - Feb 4 – Sisterhood Shabbat Service followed by Kiddush lunch
  - Planned 3 meetup for 2023 summer
  - June 11 – Holliston Trail - Walking the trail and schmooze/snacks afterward on a Sunday morning
  - July 18 – Kravings Ice Cream
  - August 8 – Mazi dinner at 6 p.m.
  - We are joining with the TBT Membership Committee to plan congregational BBQ for Friday, Sept 8, 2023
- Sisterhood donations to Temple Beth Torah
  - We calibrated ovens \$280.
  - Sisterhood replaced both oven thermostats – \$971.80
  - Megillah reading – Sisterhood donated 150 hamantaschen
  - Passover cleaning: Sisterhood authorized \$180 to pay for deep cleaning of the kitchen prior to Passover, arranged by Rabbi Mimi.
  - Sisterhood donated \$100 to help with costs of the Chanukah party
- Assisted others
  - Joined with Rabbi Mimi to prepare a handout and offer Mashgiach Class to TBT congregants on kashrut rules in the kitchen. Gave private Mashgiach class to Bat Mitzvah family.
  - Assisted Caring Committee when they received a request
  - Anita sent cards for sympathy, get well, mazel tov.
  - Bonnie represented Sisterhood on TBT Board as Member-at- Large.
  - Met with Rabbi Mimi regarding Kashrut at TBT
  - Sisterhood is taking Inventory for TBT
  - High Holidays 2022- we delivered and then picked up machzurs for 3 members as well as to Residence Valley Farm in Ashland where we zoomed in the theatre room on both days of Rosh Hashanah and Yom Kippur..
  - Sisterhood created a tracker of Onegs and kiddushes and any other use of Kitchen on google docs and shared the link to help keep everyone in the loop.
  - Took pictures at TBT @50 Celebration at Holliston Town Hall.

- Jan- -Mar hamantashen baking, hamantashen sales, mishloach manot, hamantashen for megillah reading
- Chanukah party - helped with planning, the sign ups, made some calls
- Partnered with TBT Fundraising on Mishloach Manot- 123 bags - raised over \$6000 for TBT. Gave \$370 to Yad Chesed and also to JFS.
- Worked with Rabbi Mimi -we now have 2 accommodators approved, Bon Fete and Simply Serving.
- We worked with Debka to firm up the Sisterhood and Kitchen calendars 23-24.
- We reviewed the Bnai Mitzvah handbook
- We are maintaining the TBT Master Kitchen Calendar that's being shared with the religious school, office, Rabbi Mimi & anyone else who wants a link can have it.
- Thank you to David Asher and Chris Brumbach who found Ace Service for the stove and the gas leak was fixed.
- Volunteer Opportunities
  - Sisterhood Shabbat Committee was organized by Carol Goldstein. Please join in...we appreciate your help!
  - Please sign up to help in kitchen throughout the year when we are cooking or baking or preparing oneg/kiddush.
  - Please join in planning events, programs, activities.

#### Brotherhood Annual Report 2022-23 - Eric Bloom, President

- December 25th movie (new Avatar movie)
- Sunday morning Brotherhood Breakfast at TBT
- Dinner at Start Line Brewery in Hopkinton
- Provided assistance for the following TBT events:
  - Annual Member Cook-out
  - Delivered Purim Mishloach Manot gift to congregants
  - Provided door security for multi-faith service

#### Little Food Pantry 2022-2023 - Dianne Asher, Chairperson

- The Little Food Pantry has provided food items for the greater community. The snack items and other food items have been picked up by people driving by TBT. The need has been larger than expected. One person left a heartfelt thank-you note for our provision of food to them and their family.



### Israel Action Committee/Kulanu Committee Annual Report 2022-23 - Barbara Kutner, Chair

- Sunday, October 16 - IAC Israeli Wine, Cheese, Fruit and Desserts- an informal gathering in the Sukkah on the final day of Sukkot. A selection of Israeli wines available for tasting. Shemini Atzeret services.
- Sunday, Jan.22- IAC Israeli Movie Night- 'Maktub'. We showed this 2018 Best Action-Comedy Israeli movie in the social hall. Popcorn/kosher brand & sodas served.
- TBT Kulanu committee members attended:
  - October 26 A virtual Introductory session for Kulanu/ADL
  - December, January, February Virtual Kulanu/ADL Community of Practice meetings for temples in our cohort
- Friday, March 31 Kulanu & IAC co-sponsor:Erev Friday evening Shabbat and Oneg with Guest speaker State Senator Becca Rausch.
  - Topic: "Fighting Hate and Antisemitism, a Conversation with Senator Becca Rausch"
  - Oneg prepared by Joanne Iarussi in the social hall with a Q&A with Sen. Rausch.
- Tuesday, April 18 @ 7:00 p.m. Kulanu & IAC co-sponsor Yom Ha'Shoah Commemoration and YH Observance with guest speaker Janet Applefield- a child Holocaust survivor.
  - Janet shared her personal story of survival (and where we are going today in her conclusion)- her message: we all need to combat the rise in antisemitism and hate- speaks for approx. 25 minutes.
  - Rabbi Mimi- recites the Mourners" Kaddish and chants Elmaleh-following Janet- which honors her story and the memories of all those that were lost in the Holocaust; praying for all souls lost and fighting antisemitism.
  - Invited Interfaith Community in the area, other temples in the area, Holliston Schools Director of Social & Emotional Learning; Diverse Holliston organization- speaker-5 mins; Sikh and Bahai clergy- each offer a prayer
- Our TBT Kulanu/ADL committee also attended scheduled virtual Kulanu/ADL programs in March, April and a closing program in May.
- Our Kulanu committee chair submitted monthly reports to Kulanu New England re our TBT Kulanu program plans (above) to educate our congregants about Antisemitism.

### Caring Committee Annual Report 2022-23 - Lee Packer and Linda Weene, Co-chairs

- There are 28 members of the Caring Committee
- 3 Zoom committee meetings were held this calendar year. 3 are planned for next year
- Updated information on the TBT website to include both how to join the committee and request assistance Committee information in Torah Talk with link to offer and request assistance

- Wrote a description of the Caring Committee to be read during Shabbat announcements bi-monthly.
- Ongoing discussion for how to help people request assistance. Consensus of the committee is to encourage congregants to request assistance for themselves and with congregants permission to ask for assistance for anyone else that they know could benefit from Caring Committee support.
- Ways that we are proactive to ensure that congregants know that we can offer assistance:
  - 12 "thinking of you" cards were sent when we learned of someone with an illness, operation loss, or going through a difficult time. The cards list all of the ways that we can provide support along with a follow up phone number to call
  - 14 calls to congregants as information is shared to learn what we might offer
  - Prepared kugels in the kitchen to have readily available to offer to congregants as needed for Shiva, difficult time, hospitalizations, etc.
  - Offered 6 families a caring card and baked ziti or kugel to let them know that "we care " about them.
  - 2 kugels to families during Shiva
  - Request for a wheelchair. One of our members was able to locate one and it was picked up the same day.
  - Provided rides to a funeral home and from a rehabilitation hospital to member's home
  - Weekly visits for 22 weeks to a TBT congregant
  - 5 Meal Trains for a total of 22 meals
  - House sat during 2 funerals
  - Set up food for 3 Shivas

## Social Justice Committee Annual Report 2022-23 - Madeline Knapp and Judy Leavey.

We had a busy first year educating ourselves, educating our TBT community, and working with other interfaith organizations. Thank you, TBT!

- There were 17 members of the Social Justice Committee (SJC)
- The focus for 2022-23 was immigration and resettlement. We worked with Jewish Alliance for Law and Social Action (JALSA), Massachusetts Immigrant and Refugee Advocacy Coalition (MIRA), and Hebrew Immigrant Aid Society (HIAS) to help us educate ourselves and our community, and as a springboard to actions.
  - David Albright from JALSA spoke at our first meeting to explain the different issues they are working on. We sent postcards through JALSA to encourage people to vote in the November election.
  - Four SJC members virtually attended a training through MIRA to find out more about immigration and resettlement efforts in Massachusetts.
  - An SJC committee worked with HIAS to create TBT's first Refugee Shabbat on Friday, February 3, 2023. Some SJC members shared stories, and a HIAS representative spoke at our Kabbalat Shabbat services.
- An SJC committee selected a book to read as a congregation to learn more about immigration. We read and discussed *Once I Was You* by Maria Hinojosa on Monday, on Monday, Feb. 27, 2023.
- Two SJC members worked with the Religious School staff to select two age-appropriate books to read about immigration and refugee resettlement (Gr.K-3) and (Gr.4-7). Discussions followed, connected with Pesach. The Gr. 4-7 group worked with their teacher to collect money to help set up an apartment for Ukrainian refugees.
- Madeline Knapps niece, who is a DACA recipient, joined the TBT community virtually to discuss her immigration story. A rich Q&A session followed her presentation on April 27, 2023 and Jewish Family Services of Metrowest to collect money for and setting up an apartment in Framingham for a Ukrainian family who moved in May 8, 2023.
- Jane Kohuth submitted our first Public Stance proposal in April, asking to display a Pride flag outside TBT for the month of June. It was approved, and Jane and her husband purchased and donated an Intersex Inclusive Progress Pride Flag to show support of the LGBTQIA+ community. An SJC committee met with Rabbi Mimi to create a ritual ceremony to raise the flag that was held on May 30, 2023.