



Congregation Beth Shalom

Annual Meeting

May 24, 2022

Alan Kopolow
President

Rabbi Seth Adelson
Senior Rabbi

Robert Gleiberman
Executive Director

ANNUAL MEETING ENCLOSED DOCUMENTS

- Official Meeting Notice
- Meeting Agenda
- Meeting Minutes May 25, 2021
- Budget Review Virtual Open House Notice
- Budget Review In Person Notice
- Proposed Budget Pie Charts and Budget for 2022–2023

Reports for Fiscal Year 2021–2022

- Nominating
 - Constitution and Bylaws
 - Finance
 - Development
 - Philanthropic
 - Strategic Plan
 - Personnel
 - Membership
 - Legacy Circle
 - Men's Club
 - Sisterhood
 - Religious Services
 - High Holiday Congregational Survey
 - Rabbi's Assistant
 - Assistant Rabbi Search
 - Derekh (Adult Education and Programming)
 - Racial Justice
 - ELC (Early Learning Center)
 - Youth Tefillah
 - J-JEP (Joint Jewish Education Program)
 - Youth
 - House
 - Cemetery
 - IT (Information Technology)
 - COVID-19
-
- Rabbi Mark Asher Goodman, Associate Rabbi Bio

CONGREGATION BETH SHALOM
OFFICIAL NOTICE
ANNUAL CONGREGATIONAL MEETING

This letter serves as the OFFICIAL NOTICE that Congregation Beth Shalom
is having its ANNUAL CONGREGATIONAL MEETING

TUESDAY, MAY 24, 2022

7:45pm

CONGREGATION BETH SHALOM
5915 BEACON STREET

The PURPOSE of the Annual Meeting is to:

- Approve the May 2021 Annual Meeting minutes
- Review Committee & Auxiliary reports
- Elect open Board of Trustee positions
- Adopt the FY 2022-2023 Congregational Budget
- Approve the hire of Rabbi Mark Goodman as Associate Rabbi
- Discuss other business as may be necessary

This year's Annual Meeting will be conducted IN PERSON at Congregation Beth Shalom.

We will provide a zoom link for members that are not able to join in person.

ONLY MEMBERS THAT ARE IN PERSON AND ARE IN GOOD STANDING WILL BE ABLE TO FULLY PARTICIPATE BY COUNTING TOWARDS A QUORUM AND VOTING.

Members online via zoom will only be able to view and hear the proceedings.

We strongly encourage all members who are able to join us in person as we have important business to conduct.

Congregational Annual Meeting

Tuesday, May 24, 2022 at 7:45pm

Agenda

1. Welcome
2. Rabbi's Message and Devar Torah
3. Approval of the 2021 Annual Meeting Minutes
4. Review of Committee & Auxiliary Reports
5. President's Message
6. Adoption of the Congregational Budget for FY22 (2022-2023)
7. Discharge of outgoing Trustees
8. Election of incoming Trustees
9. Installation of incoming Trustees
10. Approve the hire of Rabbi Mark Goodman as Associate Rabbi
11. Other business as may be necessary
12. In Memoriam
13. Adjournment

Enriching lives through community, lifelong learning, and spiritual growth

Congregation Beth Shalom
Annual Congregational Meeting
May 25, 2021

Attendance via zoom only: While attendance numbers fluctuated, the number went as high as 82 and a quorum was achieved.

- I. Devar – Rabbi Seth Adelson
- II. Introduction – Debby Firestone, President
 - A. Debby welcomed everyone to the meeting.
 - B. Debby noted that everyone should have three sets of minutes which will be voted on during this meeting.
 - C. Debby thanked Yael Silk and Jordan Fischbach for helping to coordinate the meeting.
 - D. Voting will be done electronically and verified tomorrow.
- III. Approval of Minutes – Paul Teplitz, Secretary
 - A. Paul Teplitz made a motion to approve the minutes of the May 26, 2020 Annual Spring meeting. Debby Gillman seconded. Yes 76 No 0 Abstain 0.
 - B. Paul Teplitz made a motion to approve the minutes of the September 29, 2020 Special Congregational meeting. Seconded by Ira Frank. Yes 60 No 0 Abstain 0.
 - C. Paul Teplitz made a motion to approve the minutes of the March 30, 2021 Special Congregational meeting as amended. Seconded by Diane Samuels. Yes 55 No 0 Abstain 0.
 - 1. Minutes were amended to reflect the omission of Steve Hecht from 3.B.5 which lists the members of the Executive Director Search committee.
- IV. Committee Reports
 - A. Debby Firestone noted that all Committee reports were posted online in advance of the meeting for everyone to review.
 - B. Debby thanked Committee Chairs and Committee Members for volunteering their time.
- V. Strategic Plan Review – Jordan Fischbach, Vice President Synagogue Life
 - A. As a reminder, the Board of Trustees approved the Strategic Plan in November 2019.
 - B. Beth Shalom is currently 1.5 years into the five-year strategic plan.
 - C. The Strategic Plan has five areas of focus – financial sustainability, culture of giving, synagogue leadership structure, creating a welcoming synagogue environment and working on member engagement.
 - D. 35 specific actions were identified within these areas of focus.
 - E. Jordan presented a dashboard that gives an overview of the progress within these areas of focus.
 - F. In the first year and one half, 6 of 35 projects have been completed and 7 additional projects are in progress or nearly completed.
 - G. Jordan highlighted the hiring of a Development Director, restructuring the Executive Committee and Board of Trustees and rewriting the bylaws as some of the major achievements.
- VI. Presentation by Debby Gillman, Chairperson of the Nominating Committee
 - A. Debby stated the Nominating Committee was charged with recommending nominees to fill forthcoming vacancies in the Executive Committee and Board of Trustees.
 - B. The Nominating Committee consisted of 10 voting congregants selected in accordance with the Beth Shalom constitution.

- C. Members of the Nominating Committee are – Debby Gillman, Ari Chester, Robert Garvin, Shiri Friedman, Beth Jacobs, Rhoda Judd, Elisa Recht Marlin, Barbara Rosenstein, Betsy Schwartz and Robbie Zaremborg.
- D. In accordance with the Beth Shalom constitution, the names were solicited from members at large and in consultation with lay leaders and professional members of the Congregation.
- E. Debby Gillman presented the slate of Officers:
 - 1. Alan Kopelow – President
 - 2. Paul Teplitz – Executive Vice President
 - 3. Jordan Fischbach – Vice President Synagogue Life
 - 4. Joseph Jolson – Vice President Operations
 - 5. Adam Kolko – Vice President Youth
 - 6. Mindy Shreve – Vice President Member Engagement
 - 7. Roger Zimmerman – Vice President Finance
 - 8. Fred Newman – Treasurer
 - 9. Tammy Hepps – Secretary
 - 10. Debby Firestone – Immediate Past President
- F. Debby Gillman presented the slate of Trustees for a term ending in June 2023
 - 1. Boaz Frankel
 - 2. Linda Safyan
 - 3. Arthur Goldberg
 - 4. Alex Kiderman
 - 5. Adam Resnick
 - 6. Lisa Steindel
 - 7. Pat Weiss
 - 8. Erica Fox-Zabusky
- G. Debby Gillman made a motion to accept the slate of nominees for Officers and Board of Trustees members for June 1, 2021 through May 31, 2023 for Congregation Beth Shalom as presented by the Nominating Committee. Seconded by Bernice Meyers
Yes 51 No 0 Abstain 0.
- H. Debby Firestone thanked Debby Gillman and her committee for their hard work and congratulated the newly elected Board of Trustees members.
- VII. Debby Firestone addressed the Congregation, noting the challenges faced during the pandemic.
 - A. Debby thanked Ken Turkewitz for helping us to meet and overcome the many challenges Congregation Beth Shalom has faced.
 - B. Debby noted that Beth Shalom has restructured its leadership responsibilities, applied for, and received, several grants and received two Paycheck Protection Program loans. We also have several outstanding grant applications.
 - C. Debby noted the implementation of the Strategic Plan, installation of the solar panels, and the addition of new tenants.
 - D. Debby highlighted the hiring of Robert Gleiberman as the new Executive Director and Rabbi Andy Shugerman as the new Development Director.
 - E. Debby noted the adoption of the new Constitution and rules as well as many small, unnoticed things that have made us a healthier institution.
 - F. Debby thanked her family, extended family and, in particular, her husband, Nate.
 - G. Debby thanked the dedicated Beth Shalom staff and all the volunteers who served with her including Executive Vice President Kate Rothstein and the many lay leaders.

- H. Debby thanked Rabbi Adelson for the great strength he exhibited throughout the last year.
 - I. Debby thanked the outgoing members of Board of Trustees and congratulated the incoming members.
 - J. Finally, Debby congratulated the incoming members of the Executive Committee, led by Alan Kopolow, and stated that she was sure the group would lead Congregation Beth Shalom from strength to strength.
- VIII. Review of proposed budget – Alan Kopolow
- A. Alan reviewed the thought process and difficulty of preparing a budget due to COVID-19.
 - B. The main budget assumption is that the building will be open for in-person events by October 1, 2021.
 - C. Alan noted that the budget includes a Development Director, which is a new position for Congregation Beth Shalom, and that Rabbi Andy Shugerman has been hired to fill it.
 - D. We were granted a second PPP loan in the amount of \$357,000.
 - E. The collection rate for Annual Contributions has been increased from 75% to 80%.
 - F. We are going to begin to set aside up to \$30,000 in a cash reserve for equipment replacement and building repairs.
 - G. The budget does show a surplus, but this is due mainly to the PPP loan.
 - H. Included in the budget is money both to freshen up the ballroom to make it more marketable and to upgrade the ELC elevator.
 - I. The budget was recommended by the Finance Committee, Executive Committee and Board of Trustees.
 - J. Alan Kopolow thanked the members of the Budget Committee – Fred Newman, Arthur Goldberg, Paul Teplitz, Roger Zimmerman, Ken Turkewitz, Dale Caprara and Debby Firestone.
 - K. Alan Kopolow made a motion to approve the budget as presented. Seconded by Lisa Steindel. Yes 67 No 2 Abstain 0.
- IX. Debby Firestone shared financial gifts to Beth Shalom:
- A. The Beth Shalom Judaica shop, with a special thanks to Barbara Kaiserman, donated \$800.00;
 - B. Beth Shalom Sisterhood, with a special thanks to Judy Kobell, donated \$2500.00.
 - C. Debby thanked Ira Frank and the Men's Club for their contributions.
- X. Other Business
- A. Debby congratulated Marissa Tait and the USY for winning four regional awards and wished a Mazel Tov to the incoming USY Board.
- XI. Rabbi Adelson offered a prayer and a moment of silence for all the members Beth Shalom lost in the past year, including family members of congregational members.
- XII. Adjournment.

Prepared and submitted by Paul M. Teplitz, Secretary

BUDGET REVIEW CONGREGATIONAL OPEN HOUSE

SUNDAY, MAY 22, 2022

4pm

VIA ZOOM

**EVERY MEMBER IN GOOD STANDING WILL HAVE THE OPPORTUNITY
TO MEET VIA ZOOM FOR THE PRESENTATION AND DISCUSSION
OF OUR 2022-2023 BUDGET**

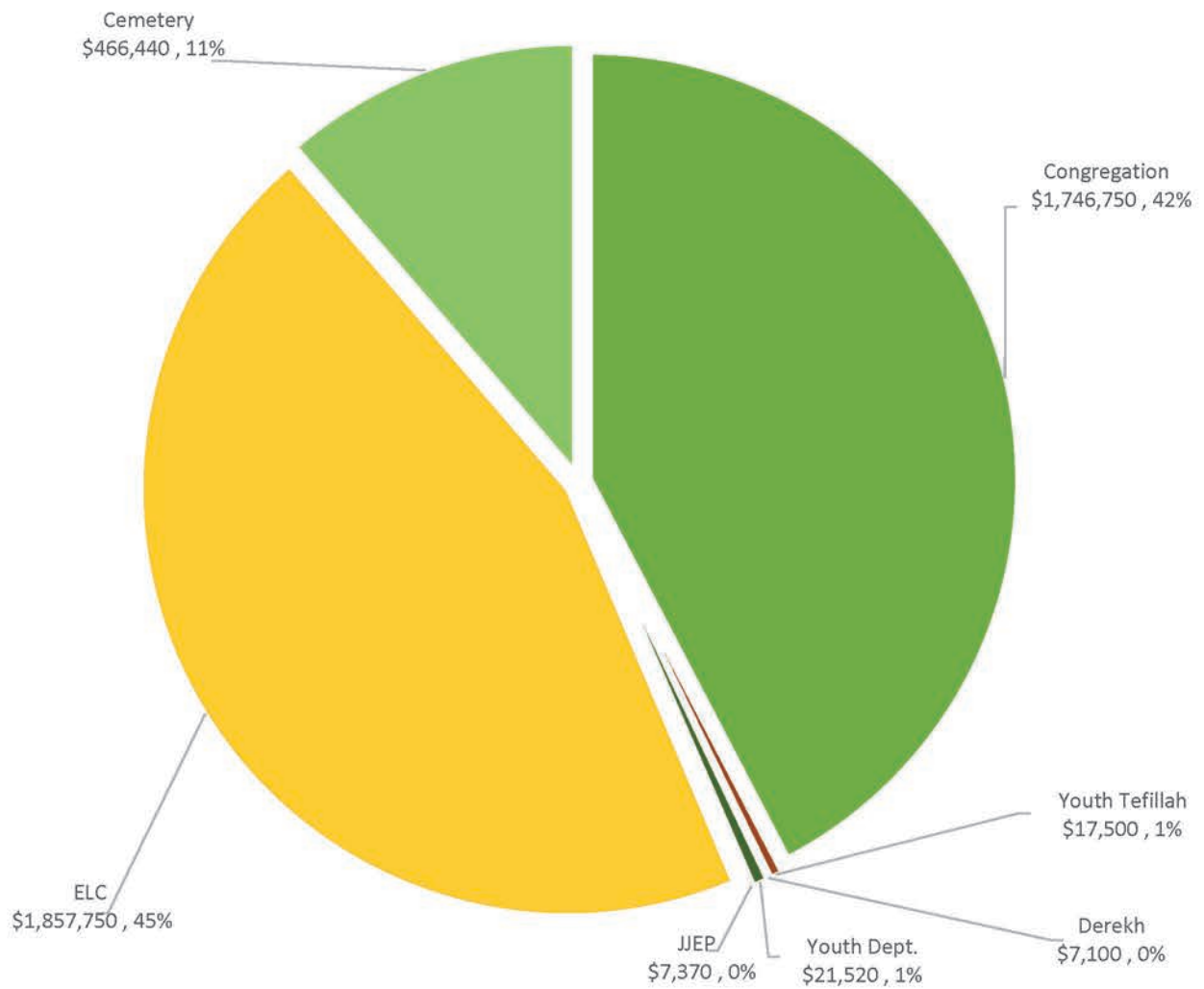
**A REMINDER OF THE VIRTUAL OPEN HOUSE, ALONG WITH THE
ZOOM INFORMATION, WILL BE SENT OUT ONE WEEK PRIOR**

**TO COME TO BETH SHALOM IN PERSON
TO REVIEW THE 2022-2023 BUDGET
*THE WEEK OF MAY 16-20, 2022***

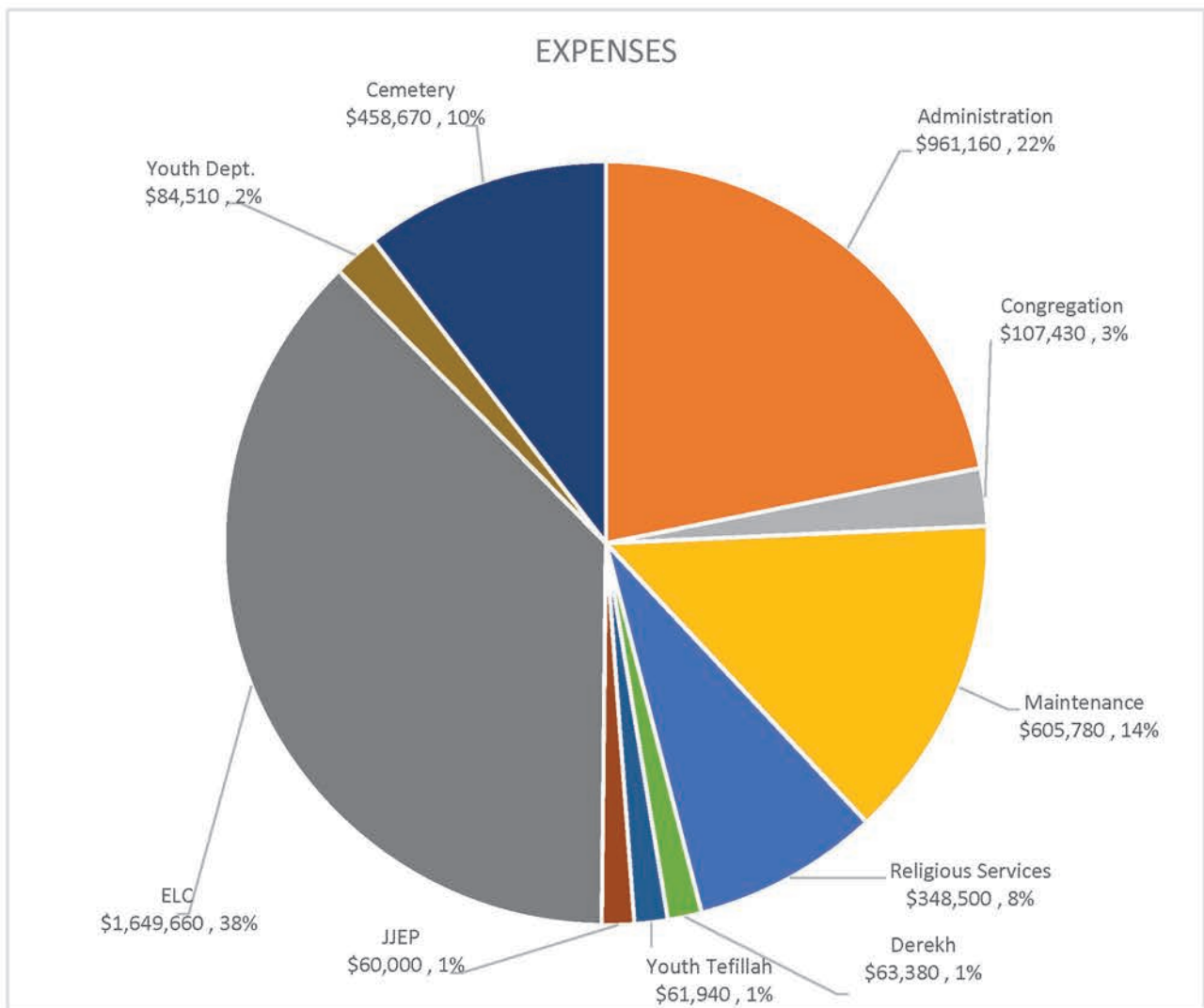
**PLEASE CONTACT OUR CONTROLLER, DALE CAPRARA, AT
412.421.2288 x109 OR
EMAIL DALE AT CONTROLLER@BETHSHALOMPGH.ORG**

**DALE WILL SET UP A DATE AND TIME FOR YOU TO
COME IN TO REVIEW AND ASK QUESTIONS**

REVENUE



<u>REVENUE</u>	
Congregation	\$ 1,746,750
Youth Tefillah	\$ 17,500
Derekh	\$ 7,100
Youth Dept.	\$ 21,520
JJEP	\$ 7,370
ELC	\$ 1,857,750
Cemetery	\$ 466,440
Total Revenue	\$ 4,124,430



EXPENSES	
Administration	\$ 961,160
Congregation	\$ 107,430
Maintenance	\$ 605,780
Religious Services	\$ 348,500
Derekh	\$ 63,380
Youth Tefillah	\$ 61,940
JJEP	\$ 60,000
ELC	\$ 1,649,660
Youth Dept.	\$ 84,510
Cemetery	\$ 458,670
Total Expenses	\$ 4,401,030
Net Income (Loss)	\$ (276,600)

Nominating Committee Report Fiscal Year 2021 – 2022

The Nominating Committee was charged with recommending nominees to fill up to five upcoming vacancies on the Board of Trustees, all to be elected by the Congregation at the Annual Spring Congregational Meeting on May 24, 2022. Our committee consisted of a group of 10 voting congregants that were elected by the Board of Trustees for this task. Consideration was given to every name presented by a committee member for a possible position on the Board of Trustees.

The Nominating Committee met several times and spent many hours discussing the strengths and skillsets of possible nominees. The following are our nominees, each having agreed to serve if elected:

Board of Trustees, Term Ending 2024

Natasha Berman

Chris Hall

Alan Himmel

Jean Reznick

Evan Stein

Beth Shalom is blessed with a great number of smart, passionate members who possess strong leadership qualities and who have a sincere desire to share their time and expertise helping the Congregation grow and prosper. We feel confident that these candidates will help lead us into our next chapter with their collective wisdom and optimism, and we hope these leaders inspire others among us to follow in their footsteps.

Nominating Committee

Arthur Goldberg (Chair), Rachel Albert, Debby Firestone, Boaz Frankel, Abby Morrison, Connie Pollack, Diane Samuels, Lisa Steindel, Richard Sweet, Robert Zaremborg

***Prepared and submitted by Arthur Goldberg
Nominating Committee Chair***

Constitution and Bylaws Committee Report Fiscal Year 2021 - 2022

The Constitution and Bylaws committee met twice this year; there are no recommended revisions to the Amended and Restated Constitution and Bylaws that were approved by the Congregation on May 26, 2020, for the Congregation to consider at this Annual Congregational Meeting.

*Prepared and submitted by Elisa Recht Marlin
Constitution and Bylaws Chair*

Finance Committee Report Fiscal Year 2021 - 2022

The past year has been a very busy and rewarding year for the Finance Committee in terms of accomplishment, participation, and structural change but more work is needed. Let me begin with some of our accomplishments which have helped sustain Congregation Beth Shalom during the financially challenging COVID-19 virus pandemic/endemic. I will then follow with Participation and Structure.

Accomplishments

Our second PPP loan (Payroll Protection Plan) for \$350,000 was forgiven in full. The Early Learning Center applied for and received a Pennsylvania state funded grant of \$315,000. As a result of these additional funds, we were able to maintain full staff, the ELC remained open throughout the year, and we will have more than ample cash available for operations at the start of FY 2022 in July.

Refinancing of the maturing mortgage was finalized at a negotiated lower rate. Financing also included resource funding for much needed building facade and roof repairs, which work began on in March.

Although the FY 2021 budget deficit was sizable, (as was budgeted), the grant funding erased all of it, and there will be enough cash available to also cover the projected shortfalls of FY 2022.

An outside accountant is being retained to compile an audit of our Financials, which will include providing guidance for setting up compliance policies for the process of applying for future federal grant funding.

Human resources issues were addressed specific to providing health benefit options to the entire staff, addressing payment of IRS penalties from previous years of not offering health benefits, as well as adjusting up hourly worker wages to maintain quality employees and hire additional ones when needed.

Participation

As in the past year, we have been successful in adding a number of very talented members to our committee to supplement our existing committee to provide help in exploring a number of issues we have been unable to do in the past. Emphasis was placed on adding members with younger families who have a stake in the current and future financial health of our community. A huge thank you to President Alan Kopolow, Treasurer Fred Newman, Controller Dale Caprara, and Executive Director Robert Gleiberman who made much of this possible.

Structure

As a result of the restructuring of the Finance Committee into a number of subcommittees by the previous VP of Financing, extensive analysis and review was done on the following: The Early Learning Center tuition revenue and expense structure; JJEP expense allocation costs; Long term investment; Capital Budgeting; Leases and Building Use; IT support; and Budget preparation and Refinancing. Each of these subcommittees made significant contributions, but their work will be continuing as many of these areas are complex and involve other areas of Congregation Beth Shalom.

My sincerest thanks to a great committee!

***Prepared and submitted by Roger Zimmerman
Finance Committee Chair***

Development Committee Report Fiscal Year 2021 - 2022

I am thrilled to offer this brief summary of my inaugural year as the first-ever Development Director for Congregation Beth Shalom, and if there's one thing I wish for someone to take away from these remarks, I'd want it to be how grateful we should be for all that we've accomplished through these ongoing pandemic challenges.

Here are some highlights:

- a) Just under a half million dollars in grant funding was awarded to Beth Shalom during this fiscal year - each grant tells a unique story, but one constant is that my own efforts always involve a team comprising various synagogue staff and veteran lay leaders.
- b) Almost all our 40 largest donors and donor prospects, who we identified through our own records and basic initial research, have had multiple significant "touches" from Rabbi Adelson and/or me since last July, when I first began to produce that high-level cultivation list.
- c) Chiefly among those prospects, a few pledged new major gifts during my February trip to Florida with Rabbi Adelson, so we have early votes of confidence from several of our multi-generational families with uniquely combined membership history and philanthropic capacity.
- d) We've exceeded expectations for Legacy Circle recruitment numbers ahead of time, and we now need more stewardship of our planned-gift donors, so please join me in thanking them!
- e) As we've begun to get our capital improvement needs organized into a compelling vision around 5 principles (Safety, Security, Accessibility, Sustainability, Resilience), a new team of lay leaders and senior staff has met with all of our local elected leaders and relevant staff to thank them for their support of the Solar Roof Initiative and to ask for their guidance and support for upcoming grant applications. I thank Debby Firestone, our immediate past president; Dr. Bruce Rollman and Rich Feder, the co-chairs of our Solar Roof Initiative dedicated last Earth Day; Joe Jolson, our VP for Operations; and Executive Director Robert Gleiberman for all the time and effort they have given to this process both individually and collectively.

While there is so much more to the story of this past fiscal year, this report would be incomplete without recognizing two major recent milestones (the 25th anniversary of the terrible October 1996 fire here, and the tremendous centennial anniversary of the ground-breaking and cornerstone-laying ceremonies in 1922 for Beth Shalom's initial "Community House" building). That history will be a major focus of our upcoming Gala this November 19th – so save the date for the Saturday night before this Thanksgiving!

***Prepared and submitted by Rabbi Andy Shugerman
Endowment Director***

Philanthropic Committee Report Fiscal Year 2021 – 2022

The Philanthropic Fund was established to help those individuals or organizations in need of assistance. The recipients of this assistance do not have to be affiliated with the Jewish Community.

The Philanthropic Committee welcomed two new members this year; Judy Kobell and Aaron Smuckler. We are pleased to be able to access their talents and expertise moving forward.

The balance at the beginning of this fiscal year was \$47,113.18.
We have had donations totaling \$286.00 and two disbursements totaling \$3,500.00.

The current balance in the Philanthropic Fund is \$43,899.18.

***Prepared and submitted by Julian Elbling
Philanthropic Committee Chair***

Strategic Plan Implementation Report Fiscal Year 2021 – 2022

Congregation Beth Shalom's 5-year Strategic Plan was finalized and passed unanimously by the Board of Trustees in November 2019, just months prior to the COVID-19 pandemic. After approving the plan, Beth Shalom formed an Implementation Team tasked with ensuring that actions identified in the Strategic Plan are implemented as intended while providing transparency and accountability throughout the process. Specifically, the Implementation Team is responsible for guiding key actions; tracking progress; reporting to the clergy, board, and congregation; motivating continued progress; and celebrating key milestones and successes.

The priority recommendations in the plan can be summarized as follows:

1. Make Financial Sustainability a Priority
2. Cultivate a Culture of Giving
3. Modernize the Synagogue's Leadership Structure
4. Expand the Profile of Youth and Families in Institutional Planning
5. Make the Synagogue More Welcoming
6. Improve Member Engagement

The Plan identifies approximately 35 discrete actions associated with these priority recommendations. (Note that several actions were merged for tracking purposes in the past year.) Of these, nine actions have been completed (26%). Actions newly completed in Year 2 of implementation include re-establishing the accounting oversight review committee, identifying and securing appropriate financing to support near-term capital improvements to the building, and designing a member onboarding process. An additional three actions are in progress ahead of their targeted due dates, and six actions have been delayed but are currently in progress, for a total of nine actions actively in progress (26%). Three actions are delayed and have not yet started (9%), and fourteen actions are upcoming in the remaining 2.5 years of implementation (39%).

We are proud of the progress to date despite the unprecedented pandemic conditions we have experienced during the implementation period.

The table attached to this report shows a more detailed breakdown of implementation status by recommendation and action. We look forward to supporting the synagogue's leadership and staff in carrying forward the Strategic Plan in the years to come.

***Prepared and submitted by Jordan Fischbach
Strategic Plan Committee***

Recommendation	Action	Due Date	Status
Financial Sustainability	Refinance the mortgage	Feb 2021	COMPLETED ON TIME
Financial Sustainability	Attempt to reinstate our line of credit	May 2021	COMPLETED ON TIME
Financial Sustainability	Re-establish the accounting oversight review committee	Nov 2020	COMPLETED ON TIME
Culture of Giving	Hire a Director of Development	Feb 2021	COMPLETED ON TIME
Culture of Giving	Establish a successful legacy giving program	Nov 2021	COMPLETED ON TIME
Modernize Leadership	Develop a new Board and Executive Committee Structure	Sep 2022	COMPLETED ON TIME
Modernize Leadership	Write new bylaws	May 2020	COMPLETED ON TIME
Expand Youth Profile	Establish executive representation for youth and families	May 2020	COMPLETED ON TIME
Make Synagogue More Welcoming	Design a member onboarding process	Jun 2021	COMPLETED LATE
Financial Sustainability	Establish multi-year operating and capital budgets	May 2022	DELAYED
Financial Sustainability	Identify one or more new tenants	Feb 2022	DELAYED
Expand Youth Profile	Establish a new Youth Committee	Dec 2022	DELAYED
Financial Sustainability	Complete capital repairs to sanctuary exterior	Jan 2022	DELAYED BUT IN PROGRESS
Culture of Giving	Create fully functional development committee	Jun 2021	DELAYED BUT IN PROGRESS
Culture of Giving	Develop a new dues structure	May 2021	DELAYED BUT IN PROGRESS
Expand Youth Profile	Establish a 'playground' w/books & toys	Aug 2021	DELAYED BUT IN PROGRESS
Make Synagogue More Welcoming	Create a fully functional membership committee	Jun 2021	DELAYED BUT IN PROGRESS
Improve Member Engagement	Improve access to member engagement-related information	Mar 2021	DELAYED BUT IN PROGRESS

Recommendation	Action	Due Date	Status
Financial Sustainability	Create a balanced budget	May 2024	IN PROGRESS
Culture of Giving	Establish an annual giving campaign	Dec 2024	IN PROGRESS
Modernize Leadership	Restructure committees	Sep 2022	IN PROGRESS
Modernize Leadership	Establish new protocols for Board transparency	Sep 2022	UPCOMING
Modernize Leadership	Write volunteer leadership guidebook	Jul 2022	UPCOMING
Expand Youth Profile	Enhance youth programming	Dec 2023	UPCOMING
Expand Youth Profile	Renovate appropriate, designated space for youth	Dec 2024	UPCOMING
Expand Youth Profile	Adapt staffing to bridge Shabbat/general youth programming	Dec 2024	UPCOMING
Make Synagogue More Welcoming	Host parlor meetings at the rabbi's home	Dec 2022	UPCOMING
Make Synagogue More Welcoming	Improve the experience of entering the synagogue	Oct 2022	UPCOMING
Make Synagogue More Welcoming	Improve signage in building	Oct 2022	UPCOMING
Make Synagogue More Welcoming	Improve the comfort and welcome of physical space	Dec 2024	UPCOMING
Make Synagogue More Welcoming	Connect less-engaged & highly engaged members	Dec 2024	UPCOMING
Improve Member Engagement	Increase targeted communications to membership	Nov 2022	UPCOMING
Improve Member Engagement	Develop a new "volunteer matchmaker" position/subcommittee	Oct 2022	UPCOMING
Improve Member Engagement	Provide more casual communication opportunities	Dec 2024	UPCOMING
Improve Member Engagement	Engage people when they are in the building for other reasons	Dec 2024	UPCOMING

Personnel Committee Report Fiscal Year 2021 – 2022

The Personnel Committee is comprised of the following individuals:

Mike Yoffee
Nancy Zions
Gerry Sperling
David Horvitz
Kate Rothstein
Alan Kopolow
Debby Firestone
Paul Teplitz

Since the last Annual Congregational Meeting, the Personnel Committee has continued work to update the Beth Shalom Employee Handbook. It has assisted, as needed in the hiring and evaluation of clergy and staff.

***Prepared and submitted by Mike Yoffee
Personnel Chair***

Membership Committee Report Fiscal Year 2021 - 2022

The full Membership Committee met formally during this year on a couple of occasions and sub-groups of the Committee met many times to work on particular projects. The current members are Elaine Beck, Natasha Berman, Boaz Frankel, Sandy Hirsch, Linda Newman, Natalie Rosenbloom, Linda Safyan, Pat Weiss, Elinor & Sandy Zaremborg and Mindy Shreve (Chair).

The Membership Committee continues to focus on the critical priorities (as identified in the Strategic Plan) of making the synagogue more welcoming and improving member engagement. We endeavor to connect members to the right programs for them, foster relationships between community members, and communicate the numerous opportunities in which our members can be a part of and enjoy the Beth Shalom experience.

Many improvements have been made on the prospective and new member fronts. We have a better system in place for on-line and phone inquiries for people who may be interested in joining and/or learning more about Beth Shalom. The Executive Director fields these inquiries first and the VP of Member Engagement is also made aware when possible to assure that we have prompt response and follow-up.

We have improved the on-line application process both in the content requested and in the prompt relay to the Executive Director and the VP of Member Engagement when an application is received. Applications are processed expeditiously and with rare exception are placed on the agenda for the very next Board meeting. Following approval of a new member's application, communications are made by the VP of Member Engagement, Rabbi and the Executive Director and/or Controller. In addition, each new member receives a Welcome Bag upon joining (as opposed to prior practice of waiting until the New Member Welcome Event not typically held until November). The Committee has implemented further outreach to new members (particularly, Natasha Berman & Boaz Frankel) whereby they request new members to submit photos and short bios so that new members can be introduced to the Congregation via the Bulletin, weekly emails, Mishpachtenu and possibly the electronic display board.

We held our New Member Welcome Event on November 7, in person and virtually, for the approximately 19 new member units as of that date. Following a program with Rabbi Adelson, the members were able to enjoy brunch with several officers and other Board members as well as staff. Thanks to volunteers Gail Neft, Natalie Rosenbloom and staff Michelle Vines and Tika Bonner for helping with the event and Welcome Bags. Thanks to Men's Club and Sisterhood for initiating the Mezuzah Project whereby Mezuzahs from the Sisterhood Judaica Shop now are included in each new member's Welcome Bag. Mezuzahs will be given to newlyweds whose weddings are held at Beth Shalom.

Since the onset of the pandemic, on at least seven separate occasions, volunteers through the Community & Connection Taskforce, volunteers generally, the Board of Trustees and/or the Membership Committee made calls and/or sent emails to the membership to check in to say hello, to learn any needs and to keep a personal connection. More recently, calls have been made to encourage #ComeBackToShul. To all who have participated, a hearty thanks for your time!

On the volunteer front, we have updated the volunteer information on the web site so that if someone indicates an interest in volunteering, those inquiries are automatically forwarded to the VP of Member Engagement. We have begun to add “Volunteer Opportunities” on an ongoing basis in synagogue communications such as the Shabbat Bulletin. Correlative efforts are in process to create readily available lists of people who can be called to volunteer when needs arise.

The Volunteer Awards Brunch (with brunch available for pick-up) took place virtually in October. Mazel Tov to this year’s honorees: Lester A. Hamburg Member of the Year Award: COVID-19 Task Force Doctors - Micah Jacobs, Steven M. Albert, Daniel Kass, Jane Liebschutz and Jonathan Weinkle; Nathan E. Snader Distinguished Service Award: Elisa Recht Marlin; Ethel & Bernard Halpern Young Leadership Award: Ilanit Helfand; Pittsburgh Jewish Chronicle Volunteer of the Year: David Horvitz; and Youth Member of the Year: Ori Cohen. Approximately, \$1000 was raised after expenses. Thanks to staff members Amira Walker, Michelle Vines & Kristin Zappone for all of the help with this event. Thanks also to the Awards Brunch Committee (Dorothy Greenfield, Sandra Hirsch, Linda S. Newman, Natalie Rosenbloom, Linda Safyan, Pat Weiss, Elinor Young, Sandy Zaremborg (Emcee), Debby Firestone and Mindy Shreve, Co-Chairs).

The second year of our Mishloah Manot program was once again a tremendous success not only in engaging members and providing connection, but also a terrific fundraiser. A Mishloah Manot bag was delivered to every member in the Allegheny County delivery area and letters with warm wishes were sent to others who were located elsewhere. A huge thank you to all of our members who participated, as well as the Mishloah Manot Committee (Ira Frank and Sharon Guttman, Co-Chairs, Rachel Albert, Steven Albert, Frayda Cohen, Paula Eger, Rebecca Elhassid, Helen Feder, Richard Feder, Boaz Frankel, Rebecca Gamble, Robert Gleiberman, Judy Kobell, Natalie Rosenbloom, Mindy Shreve, Marissa Tait, Ken Turkewitz, Michelle Vines and Robbie Zaremborg) and the over 40 volunteers and staff who assisted with the planning, packing and delivery of the bags. We exceeded our fundraising goal and raised over \$25,000 after expenses. We look forward to continuing this program in future years.

We restarted the Greeters program in January to welcome people attending Shabbat morning services. Currently, Board members are serving as the greeters.

We are always looking to add members to the Membership Committee and leadership. We hope you will consider joining us – it’s fun, it’s rewarding, and it helps make Congregation Beth Shalom special for everyone!

***Prepared and submitted by Mindy Shreve
Membership Committee Chair***



Legacy Circle Committee Report Fiscal Year 2021 – 2022

The Legacy Circle is a community of people who are committed to sustaining Congregation Beth Shalom and our families. Members of all ages and at all financial levels are participating in our Legacy Circle. The Legacy Circle is for everyone.

The Legacy Circle is a *commit now, provide later* planned giving mechanism that gives you control over the course of your life to decide levels of giving that are appropriate for you. Planned giving is any gift, made in lifetime or at death as part of a donor's overall financial and/or estate planning. These include gifts of equity, life insurance, real estate, personal property, or cash, including appreciated securities/stock, real estate, artwork, partnership interests, personal property, a retirement plan, etc.

Through the relationship between the Harold Grinspoon Foundation, Jewish Federation of Greater Pittsburgh, Congregation Beth Shalom has joined the dozens of other local Jewish organizations in the Life & Legacy Program. The Life & Legacy program is an intergenerational four year program that will ensure that Jewish institutions, like Congregation Beth Shalom are around for decades to come. Through this program, over the next several years, we have some incentives and opportunities for extra funding. We are happy to report that we have achieved and exceeded our goal of Legacy Circle donors for both of the first two years of the program. This means we will be receiving another \$5,000 paid by Federation. But far more important than counting the number of "Declarations of Intent" we have received is creating a culture at Beth Shalom where everyone wants to participate and be a part of the Legacy Circle to ensure that the things you value are sustained for the future. We all want Beth Shalom to be around for the next 100 years and beyond.

The Legacy Circle committee includes clergy, congregants and staff. We have attended numerous training sessions offered by the Life & Legacy Program, have held regular internal meetings of either the full committee or sub-groups, gave informal presentations and updates to the Executive Committee and Board of Trustees, and engaged in individual conversations with several congregation members as well as past officers of the shul.

We have begun to promote the "Each One/Reach One" campaign whereby current Legacy Circle members reach out to at least one other member to discuss legacy giving opportunities. We hope to plan more in-person activities in the coming year both as a way of thanking our current Legacy Circle members and educating all of our congregants on the long-term impact of this type of giving and to ask that you consider making a legacy commitment.

Where can you learn about Legacy Circle? The Legacy Circle has its own page on Beth Shalom's website where there is and/or will be, among other things, informational content, a listing of and testimonials from congregants who have made legacy commitments and links to the Declaration of Intent form to become a part of Beth Shalom's Legacy Circle. We publish articles in the Mishpachtenu and we have information in the Annual Guide. We developed an overall detailed Legacy Plan which includes a management plan for our Legacy Circle, Target Audiences, Marketing Plan, Stewardship of Donors, Goals and implementation checklists.

We sent High Holiday cards to our Legacy Circle Members, delivered Hanukkah candles and have continually remained connected through calls and other communications this past year.

A heartfelt thank you to our current Legacy Circle Members: Anonymous(1), Moshe Baran, Dr. Elaine Berkowitz, Ari and May Chester, Milton Eisner (z"l), Sarita Eisner, Julian Elbling, Jay Fingeret, Deborah & Nathan Firestone, Ira Frank, Eva Friedman, Gary Friedman, Shiri & Josh Friedman, Gloria Elbling Gottlieb, Robert Gleiberman, Jessica Hammer & Chris Hall, David S. Horvitz, Gerald Kobell, Carl Krasik, Elaine Krasik (z"l), Gina Levine, Jack & Bernice Meyers, Bunny Morris, Paul Munro, Gail Neft, Fred & Linda Newman, Harvey & Beverly Robins, Jane & Bruce Rollman, Yale (z"l) & Barbara Rosenstein, Sharon & Steven Schwartz, Mindy Shreve, Ellen Siegel, Mike Siegel, Joel Smalley, Lisa Steindel, Richard & Sharon Sweet, Paul M. Teplitz and Nancy & Gary Tuckfelt.

We hope you will join with us to secure a strong Jewish future by making a legacy gift to Congregation Beth Shalom. If you already have included Beth Shalom in your estate planning, please let us know so we can acknowledge you as part of our Legacy Circle. Please feel free to call any of us if you have questions or want to learn more. Thank you for teaming with the Legacy Circle and helping to ensure that Beth Shalom will be a thriving community for future generations.

Legacy Circle Committee

Ira Frank & Mindy Shreve, Co-Chairs

Rabbi Seth Adelson

Julian Elbling

Debby Firestone

Robert Gleiberman, Executive Director

Carl Krasik

Bernice Meyers

Bunny Morris

Harvey Robins

Kate Rothstein

Rabbi Andy Shugerman, Development Director

Kristine Zappone, Marketing & Communications Specialist

Prepared and submitted by Mindy Shreve

Legacy Circle Co-Chair

Men's Club Report Fiscal Year 2021 - 2022

Men's Club is proud of the year we had at Beth Shalom
In these difficult times we were very active in our support of our Congregation

Many of our activities continued (not as normal).

We returned to duty as Ushers for the High Holidays.

Our Sweepstakes was very successful in its new format. This is our major Fundraiser for the year. Tickets remain at \$50.00 each. We had to cancel the Party and drawing and switched to it being based on the PA lottery on the eight days of Hanukkah! We had 16 winners and every ticket had 16 chances to win. It was so successful that we are changing the program moving forward to keep these rules. We have renamed this as our Hanukkah Gelt Program. We continue to have weekly winners April-November. We have a few tickets left at the new lower price of \$50.00 each! We did hold a Hanukkah Party with Sisterhood in December.

We joined with the congregation and delivered the Yellow Yom HaShoah candles along with the Purim Bags. We have had a great response and we thank all of our sponsors and supporters.

We held our annual World Wide Wrap with J-JEP. This allows students and their parents to learn or relearn how to wear tefillin. We have both men and women, boys and girls participate in this fun learning experience. We also had a special minyan Sunday morning at Beth Shalom, to teach about tefillin, followed by a light breakfast.

Our Men's Club Shabbat was as successful as always and we had a special guest speaker: Reverend Canon Natalie Hall, followed by a kiddush luncheon co-sponsored by the Silk-Fischbach family in belated celebration of Jacob Fischbach's Bar Mitzvah one year prior.

We had pizza with the congregation both during Sukkot outside and before Passover inside, with cost overruns being paid for by Men's Club.

On May 22nd, we will hold our annual morning at Beth Shalom Cemetery, when we place US flags at the graves of our veterans.

All of this Fun and Fund-raising allows us to support the Shul.

We are paying to repair and kosher one of our Torahs that we have not been able to use for several years.

We support our USY and Youth Fundraisers along with any program that needs us at Beth Shalom.

We continue to sponsor Shabbat meals with Sisterhood at least once a quarter.

Please join us in supporting our Shul. Let me know what things we can do that you would like to join.

***Prepared and submitted by Ira Frank
Men's Club President***

Sisterhood Report Fiscal Year 2021 – 2022

Despite the pandemic, Beth Shalom Sisterhood has had a busy year.

Sisterhood hosted a successful Hanukkah party and a well-attended Sisterhood Shabbat. Our speaker for Shabbat was Dr. Barbara Burstin, a well-known author and educator. We were pleased to honor Torah readers Lauren Coblenz, Diane Silberg and Joan Wagman at that Shabbat.

We continue with an active Book Club and weekly Latin Cardio classes with Connie Pollack. Our Judaica Shop is fully stocked with fresh merchandise for the holidays and year round. Sisterhood has provided floral arrangements for our rabbi and for the Faye Rubinstein Weiss Sanctuary for the major holidays throughout the year.

Over the year, we have been sponsors of Latkepalooza, Purim Carnival, Mishloah Manot, Community Blood Drive and the “Come Together” party. Sisterhood has also contributed to Torah repair for some Torahs that would otherwise be unusable. Along with Men’s Club, we have supported several Shabbat dinners.

This year Sisterhood is pleased to make a contribution of \$1000 to the Congregation at the Annual Meeting.

***Prepared and submitted by Judy Kornblith Kobell
Sisterhood President***

Religious Services Committee Report Fiscal Year 2021 - 2022

Picking up from where we left off last year, we have continued to hold services in various formats to maintain community while observing safety. Over the summer of 2021, services were held in the tent outside in the parking lot, which worked very well.

High Holiday services were held in the Sanctuary, with a Zoom option. Although we did not have pre-pandemic level attendance, many people did come in person. We had open seating to allow for people to socially distance and this worked well. According to the results of a recent survey, most members preferred open seating to the prior practice of sending in seating requests. In addition, most respondents were comfortable with Rabbi Adelson and lay leaders being responsible for leading the singing of the services, as opposed to hiring a cantor. (The third survey question, about how honors are assigned, did not generate much interest or provide clear results.)

Sukkot and Simhat Torah services were held in the tent. During the winter, there was a brief break during which people could remove their masks inside for Kiddush, but then the omicron wave eliminated this leniency.

Purim (March 16) was held in the Sanctuary. Everyone was still masked at this point, but we had a good turnout. Rabbi Goodman showed a video to accompany the Megillah reading. Many children joined the festivities. The next morning, the Megillah reading took place at CDS, as it had prior to the pandemic.

In the spring, the doctors on the Taskforce notified us that we could make masking optional; this occurred for the first time on Men's Club Shabbat on April 2, 2022. Kiddushes returned, as did the Second Seder on April 16, 2022.

We are currently in a transition phase, not with the services themselves but in how we will count the minyan. At Rabbi Adelson's request, the Committee set a date (Monday, May 2, 2022) for a return to counting only those people in the room toward the minyan, although we will continue to offer access by Zoom or some other platform. This will coincide with the return of morning breakfast on weekdays and a return to the Homestead Hebrew Chapel for all services other than the 9:30am Shabbat morning. As of this writing, it remains to be seen whether we can sustain a minyan, particularly on weekday evenings, which presented a challenge even before the pandemic.

We look forward to this return to our prior practices. We know that it's possible that masking may return and possibly even other measures, but we intend to take advantage of the opportunity to join together in person for as many activities as possible.

***Prepared and submitted by Sheldon Catz
Religious Services Committee Chair***

High Holiday Congregational Survey Report Fiscal Year 2021 – 2022

Recently, a survey was sent to the congregation containing three questions relating to High Holiday services at Congregation Beth Shalom. We received responses from 134 people (there are 135 respondents listed, but by way of transparency, I must point out that my name appears twice, apparently as a result of having sent in a test response which I did not know would be counted.) A few people voted anonymously, but most provided their names and email addresses.

Here is a brief summary of the results. On the question of High Holiday service leadership, a majority of the respondents (112) were in favor of continuing to utilize Rabbi Adelson and lay leaders and against the idea of hiring a cantor (82), while a much smaller number of respondents were opposed to continuing with Rabbi Adelson and lay leaders (11) and wanted to hire a cantor (29). I recommend that we accept these results and continue our current practice of utilizing Rabbi Adelson and lay leaders.

On the question of seating, a majority of respondents (87) were in favor of open seating and opposed to returning to a previous practice of sending in seating requests (72), while a much smaller number of respondents (31) were against open seating and wanted to send in seating requests (33). I recommend that we accept these results and offer open seating moving forward.

Finally, on the question of honors assignments, the results were mixed. Indeed, the take-home message from this question appeared to be that people were not very interested in the issue, because the respondents who voted in favor of continuing honors assignments as in the past (64) was almost equal to the number who said no (19) plus the number who had no preference (46). Similarly, in response to the proposal about assigning honors alphabetically, 57 people said no, but 55 said no preference and only 21 said yes. My recommendation on this topic is that we leave it in the hands of the appropriate committees and executives to decide.

Interestingly, the largest group of respondents were those who come only for High Holidays (45), followed by those who come once a week (34), then those who come more than once a week (21) and those who come once or twice a month (6).

***Prepared and submitted by Sheldon Catz
High Holiday Survey Committee Co-chair***

Rabbi's Assistant Annual Report Fiscal Year 2021-2022

This year has been no less busy a year than previously in the Rabbi's Assistant's jurisdiction. COVID possibly reduced setting up for services, but made outreach for contact more pressing. We once again have ushered families through various rites of passage, and have cycled through a web of electronic interconnectedness while we alternatively sequester and rejoin. This web has proven at times both less intimate and more inclusive.

What has Rabbi Adelson offered this year?

- Lunch & Learn on Zoom this year covering Jewish Music,
- The various functions with our *benei mitzvah* students and families,
- *Hod veHadar* Instrumental *Kabbalat Shabbat* Friday evening services,
- *Shabbat Baboker* with the ELC students on Friday mornings,
- Shababababa with the young families,
- Various learning opportunities, including Shabbat afternoons,
- Interfaith discussions,
- Meetings with congregants,
- Counseling of young prenuptial couples,
- Meetings with potential new members,
- Discussion with those interested in conversion, and
- Online and then in-person and online services keeping folks connected, and also the continuation of the much appreciated intercongregational morning minyan.

Of course, there have been the special services including Baby *Bikkurim* on *Shavu'ot*, disposing of *hametz* (or, as I call it, the selling of bread futures), the second *Pesah seder*, sales of *Lulav* and *Etrog*, *aufrufs* and weddings, baby namings and *brits*, conversions, visiting those in need or in hospital, counseling those in need, funerals, gravestone creation, *yahrzeit* notifications, *yahrzeit* plaques, all manner of questions, and – of course – the religious services themselves, including participation of lay leaders and *darshanim*. Folks have joined our services from far and wide.

Benei Mitzvah

One of the pleasures of this work is ushering families through the bar/bat mitzvah process.

Beginning with fourth graders and their families, we offer Fourth Graders' Families Orientation, including the Benei Mitzvah Handbook, and the assignment of dates (we are now working on 2025).

For families of sixth graders, we offer three consecutive workshops through winter and spring, and for families of fifth and sixth graders we are planning the return of the Pre-Benei Mitzvah Family Retreat this year both inside Beth Shalom and at the Frick Environmental Center. (The last two years the Retreat was canceled due to the pandemic.) We are also inviting seventh graders' families this year.

Of course, preparation for becoming a bar or bat mitzvah is the goal, which involves far more than just a performance on a particular day – **this is about becoming a responsible member of this congregation and the Jewish people**. Rabbi Adelson gears these participatory events toward building a solid community, in which each student may grow into an active member of the congregation and the world of Judaism.

Students, by the way, are each encouraged to write an individual *devar Torah* under Rabbi Adelson's tutelage, and to learn to lead parts of the service, and then to come back on subsequent weeks to lead again, and to keep returning. **We encourage students (families) to attend the adult Shabbat services religiously (so to speak) for at least the year prior to the student's date.**

Since last year's Annual Meeting, we have had 10 young persons celebrate becoming benei mitzvah here at Beth Shalom, and a couple others who celebrated out of town or elsewhere.

The outcomes of this work in conjunction with so many other initiatives are apparent – the teenagers and their families so often are involved in the congregation.

Yahrzeits

Yahrzeits are very important to congregants and members of the greater community. We send letters reminding folks of coming Yahrzeits and offering to place the loved one's name in the Shabbat Bulletin as an upcoming Yahrzeit. (Dee Selekman volunteers to call congregants with upcoming yahrzeits each month.) We also offer yahrzeit plaques for perpetual remembrance.

Each week we send an average of 200 Yahrzeit letters, and the estimated return is over \$60,000 each year.

Other Life-Affirming Involvements, Life-Cycle Events and Calendar Control

Of course, Rabbi Adelson has been involved with keeping in touch with the ailing, *aufrufs* and weddings, baby namings, brits, funerals, and conversions. Additionally, he is involved with counseling persons in need, charitable activities, meeting with potential new members, rabbinical organizations, teaching, participating in events in the greater community – Jewish and interfaith initiatives, among others, working internally with committee heads and officers, following up on any issues or initiatives arising from meetings, and meeting with staff members.

We spend a good bit of time managing Rabbi Adelson's time. Congregants are busy, and their schedules may not coincide with other congregants' schedules. Rabbi Adelson is busy, and we often schedule and reschedule to smoothly accommodate congregant needs that arise, and also the various initiatives in which we are involved.

We have a very busy Rabbi. Tending his schedule is a challenge and a pleasure.

Books and Religious Items

Thanks to Ira Frank's leadership in having folks "sponsor" virtual kiddushim and third meals, we have had two *Sifrei Torah* undergo major repair, and two have minor repairs locally.

Other Initiatives

We schedule and help people remember to attend various meetings, study sessions, and classes, and prepare materials and supplies for Rabbi Adelson and the participants. Additionally, we work with various groups to provide as full and varied a congregational experience as possible.

Interacting with the Religious Services Committee and its very active subcommittees and volunteer coordinators and volunteers, and with the elite group who have the fortitude to proofread the Shabbat Bulletin and Service Sheet each week, is a delight – they are very thorough and also very kind.

Of course, researching when folks call with questions about their predecessors or needing information about events at the shul that happened decades ago is always a pleasure to tackle.

We have become intimately involved with the Cemeteries since November 2021. The Beth Shalom Cemetery is very busy – the majority of those buried there were/are not members of Beth Shalom at the time of their passing. Eagerly looking forward to passing the job along to someone who has more time to spend doing it.

We have had the pleasure of serving so many in so many capacities, it is an honor, and very humbling.

Other Goings-On

We keep production of the Shabbat Bulletin going smoothly each week (this year we moved back to print editions from the online-only of the pandemic).

We have also continued our column in the Shabbat Bulletin meant to answer questions that a congregant may be too shy to ask. (Questions may be slipped under the Rabbi's Assistant's door anonymously or emailed outright.)

Setting up and otherwise preparing for religious services is ongoing, of course, and has been ramping back up after having been greatly reduced by the pandemic. Also we continue to maintain an ear to the ground as to congregants and their needs (finding out who is planning what, who is in need, who has passed away, who has been born), maintaining the *Mi Shebeirakh* list, creation and installation of Yahrzeit plaques, handling correspondence, and answering the more esoteric questions.

We encourage congregants to provide information. We cannot publish news about a family unless that family requests us to do so and gives us the details. For instance, if a congregant is planning a wedding we do not automatically announce it. But the happy news that so-and-so congregant or congregant's son or daughter is engaged or recently was wed, as reported by that congregant, is always welcome in the Shabbat Bulletin.

There is one note that I would like to emphasize: folks should tell us their and their parents' and their children's and other family members' **Hebrew names**, written in Hebrew - if they can - as they wish them to be spelled. That way, when it comes time for them to get married, or to become benei mitzvah, or for any other life cycle event, or even just to be called to the Torah for an Aliyah, we will already have their full Hebrew names (including their parents' names). So many call us, asking us to track down their own Hebrew names.

Speaking of information, each year I hope to catch up on filing, both of current goings-on and of previous records, such that we will be able to go to a centralized location and look up what we need. That would be approximately a week's worth of time well spent, against the future questions that we would be able to answer more easily. This year I still hope to get to accomplish that task.

Prepared and submitted by Audrey Glickman
Rabbi's Assistant

Assistant Rabbi Search Committee Report Fiscal Year 2021 - 2022

While the Assistant Rabbi Search Committee did not recommend hiring a candidate for the Assistant Rabbi position to the congregation, we would like to share the process we went through.

Process

The committee consisted of Shiri Friedman, Lauren Coblenz, Pat Weiss, Debby Gillman, Debby Firestone, Ilanit Helfand, Sheldon Catz, Jordan Fischbach, Steve Albert, Chris Hall, Dave Horvitz, and Paul Teplitz. Alan Kopolow, Robert Gleiberman, and Rabbi Seth Adelson served on the committee in an Ex Officio capacity.

Congregation Beth Shalom, as a member of the United Synagogue of Conservative Judaism (USCJ), is obligated to search for, interview, and ultimately hire candidates for rabbinic positions through the USCJ and the Rabbinical Assembly. The Search Committee was tasked with completing an extensive questionnaire which was then posted on the Rabbinical Assembly website. The committee also held online (via ZOOM) and in person informational sessions for congregants to attend to ask questions and give feedback about the Assistant Rabbi position.

If a candidate did answer our job posting, there were three steps. The first step was an initial fifteen-minute interview with the candidate that was conducted by Paul Teplitz, Rabbi Adelson, and Debby Gillman or Debby Firestone. The next step, if recommended by the group who conducted the initial interview, was an interview with the candidate over zoom that was conducted by the entire search committee. If the search committee agreed, the final step was extending an invitation to the candidate to visit Beth Shalom over a weekend to lead services, deliver devars and sermons, and interact with the congregation.

Due to the small number of graduates (approximately fifteen) from the Jewish Theological Seminary seeking pulpit positions and the large number of Synagogues (approximately forty) seeking Rabbis for either senior, assistant, or associate positions, the USCJ granted waivers allowing USCJ members to look outside of the Rabbinical Assembly to hire Rabbis. Beth Shalom was granted such a waiver.

Results

Congregation Beth Shalom received four applications. Of the four applicants, two were graduates of the Zeigler School/JTS and two were graduates of Hebrew College, a rabbinic graduate school that graduates students from different denominations.

The group that conducted the initial interviews recommended three of the four applicants for an interview with the entire search committee. Of the three recommended, two interviewed with the entire search committee. The third accepted a position with another synagogue and cancelled his interview.

Two candidates interviewed with the entire search committee. The first candidate, Rabbi Zari Sussman, visited Congregation Beth Shalom on the weekend of March 4, 2022. The second candidate, Rabbi Sara Blumenthal, was scheduled for a weekend visit, but accepted a position with another synagogue and cancelled.

Ultimately, after feedback from the congregation and internal deliberations, the Assistant Rabbi Search Committee did not recommend Rabbi Zari Sussman to the Congregation.

As stated above, this was an extremely difficult year for hiring a Rabbi. The imbalance between the paucity of graduates and the large number of congregations seeking Rabbis left many synagogues, including ours, with unfilled positions at the end of the process. It is also worth noting that, due to this imbalance, salaries were extremely competitive. While we know that Beth Shalom is an amazing congregation with much to offer, it was difficult to compete against the financial packages being offered by other synagogues.

The Assistant Rabbi Search Committee would like to thank the congregants who attended the informational sessions, attended services or the Q&A session to get to know Rabbi Sussman, or provided confidential feedback after Rabbi Sussman's visit.

***Prepared and submitted by Paul Teplitz
Assistant Rabbi Search Committee Chair***

Derekh Committee Report Fiscal Year 2021 - 2022

Derekh is Congregation Beth Shalom's adult programming department. We employ the ideas of targeted programming and engaging learning to provide fantastic experiences. We see ourselves as an engine for innovation, experimenting with new programs, new ideas, and striving for creativity.

Programming

Derekh is now completing its fifth year of programming. This year, of course, we continued to deal with the challenge of coronavirus. The virus has not gone away, but has changed and evolved, as has our response to it. We are grateful that vaccines have become available to the general public, but are conscious that some members of the congregation are unable to be vaccinated, such as those under five. As well, some members are at elevated risk from the virus and are not yet able to participate in person.

As such, while we are returning to in-person events, we have endeavored to make them available on Zoom when possible. In addition, some events remain entirely virtual and some members have appreciated being able to connect with the community online.

Virtual events have allowed us to bring nationally recognized speakers to Beth Shalom, for example Rachel Beanland and Dr. Laura Arnold Liebman through the Speaker Series. As well, a partnership with AJU's Maven has brought Hebrew education to Beth Shalom in addition to many speakers and programs. Virtual programs have also allowed us to learn with our sister congregation in Israel, Kehilat HaKerem.

In person, we ran our first in-person event on Shavu'ot of 2021, during the pre-delta lull. Our first in-person Shabbat shi'ur was in April of 2022. As well, those programs not run on Shabbat or hag have been hybrid, allowing participation on Zoom and in person, such as our series on the death penalty.

As well, Derekh has supported hesed work by members of our congregation. For the last year Derekh members have been running a Medical Gemah, a medical device sharing service. We lend devices like wheelchairs and walkers to those in need, and accept donations from the community.

Overall, even under the stresses of coronavirus, Derekh continues to run hundreds of programs every year, serving Beth Shalom, the larger Pittsburgh Jewish community, and our partners in Israel.

Process and Philosophy

As the adult programming arm of Congregation Beth Shalom, Derekh's programs focus on learning and community, but they can take almost any form. In the past Derekh has hosted lectures, discussion groups, communal art projects, trivia nights, and much more. Despite the diversity in what kinds of programs Derekh runs, there are some common threads that unite all Derekh programs:

Derekh programs are for adults.

Derekh programs let participants be their whole selves.

Derekh programs are targeted to a specific audience.

Derekh programs have a goal.
Derekh programs are run by a team.
Derekh programs gather data so they can be evaluated.
Derekh programs are Jewish.

Leadership for most Derekh programs is provided by teams of three lay leaders. Teams are project driven - a team will assemble to run a Derekh program and will disband when the program is over. Not all team members need to be members of Beth Shalom, though at least one person on the team should be. Team members are not expected to commit their time to other Derekh programs or other Congregational projects. That said, leaders are welcome to expand their participation in Derekh and Beth Shalom - Derekh teams offer a starting point for people interested in dipping their toe into synagogue leadership and volunteerism.

Derekh programs start with a person and an idea. Anyone who has an idea for a program can lead a team to bring it fruition. Derekh asks the progenitor of the program to assemble a team of three people (to include themselves) who are going to take responsibility for the program. The team then defines the program, including the target audience for the program and how the team will know if the project is successful. Then the team contacts Derekh's leadership who will help them further refine their program, execute it, and bring the program to a successful close.

This philosophy of program creation allows Derekh to create new programs quickly and in an agile fashion. A team can come together with an idea and execute a simple new program, from start to finish, in a month.

Strategic Challenges

As we enter our fifth year of programming we recognize some of the challenges that Derekh still faces. Through interviews and surveys we have identified four areas where Derekh is not meeting the needs of the congregation.

Some members don't know what Derekh is. Our brand within the synagogue gets applied to so many diverse kinds of programming that members can't necessarily connect the word Derekh to our core mission of adult programming.

Members are overwhelmed by Derekh's offerings. Derekh offers between fifteen and thirty programs every month. These are targeted events - some focus on learning, others on culture, some are targeted to retirees and some to young adults. The challenge of marketing this volume of events to members means that some members can't find the one event out of thirty that is particularly right for them.

There are gaps in our targeting of events that leave some members out. This challenge is exacerbated by coronavirus, as some members are unable to engage with virtual events.

Our programming has a strong emphasis on learning to the exclusion of less Torah focused and more cultural or action based programming. This is a natural outgrowth of our organizing philosophy of lay lead teams creating programming, in that the lay lead teams at Beth Shalom are most interested in learning programs. But this is also the challenge we have had the most success in overcoming in recent months, with the formation of a Hesed/Tzedek team inside of Derekh.

Leadership Growth and Change

The last year has seen the expansion of Derekh's lay leadership team. Our team now includes six lay leaders who bring their valuable insight as Derekh participants and program leads. This team works in tight coordination with Rabbi Mark Goodman, whose staff responsibilities at Beth Shalom include overseeing Derekh.

Our lay program leaders are also extremely valuable to Derekh as well. These members volunteer their own time to bring programming to Beth Shalom in a way that they find fulfilling and provides great value to our community.

Rabbi Goodman has served as the interim staff member for Derekh for the last year. He has taken over for Rabbi Jeremy Markiz since the latter's departure in June of 2021.

In Conclusion

Over the last year - during a global pandemic! - Derekh ran more than two hundred events involving dozens of lay leaders and hundreds of attendees across the Pittsburgh Jewish community and around the world. We are excited to see what more can be accomplished in the coming year.

*Prepared and submitted by Chris Hall
Derekh Committee Chair*

Racial Justice Task Force Report Fiscal Year 2021 - 2022

The Racial Justice Task Force formed in 2020 after the deadly season in which many Black Americans were killed in police custody and protests arose around the nation. The Task Force collectively wrote a Vision Statement for Congregation Beth Shalom, which was approved by the Board and Executive Committee in April 2021.

In 2021, the Racial Justice Task Force collaborated with Derekh for two successful programs. The first was a Juneteenth Shabbat. Reverend Tim Smith from Center of Life spoke, Ja'Sonta Roberts read poems by Black authors, and Yael Silk incorporated the melodies from well-known Black spirituals for leading Musaf.

The second successful program was a book club centered on discussing *How the Word is Passed: A Reckoning with the History of Slavery Across America*. The book club met three times and discussed the importance of education and ongoing conversations.

The Racial Justice Task Force also worked to implement racial justice workshops to educate Board members. Yael Silk designed these series and is leading them. These sessions are ongoing.

Congregation Beth Shalom has an increasingly diverse membership base and should work to ensure a welcoming synagogue for all. Long-term, the Racial Justice Task Force seeks to foster productive conversations and organic growth from within the congregation.

The following goals should be considered for 2022-2023:

- Deepening partnership opportunities with Center of Life
- Offering racial justice education sessions to lay leaders in the congregation
- Bringing in speakers or materials from national organizations, such as but not limited to:

Be'chol Lashon

- LUNAR: The Jewish-Asian Film Project

Jewtina y co.

- Leveraging a local issue, such as the Fern Hollow Bridge collapse, to explore how urban development can break down neighborhood divides
- Seeking out additional local partner organizations and to discuss future opportunities for collaboration.

***Prepared and submitted by Esther Terry
Racial Justice Task Force Chair***

ELC Committee Report Fiscal Year 2021 – 2022

The ELC continued to handle the pandemic with the utmost care, ensuring that staff and students were following all safety protocols, including quarantine measures if exposed or diagnosed with COVID-19.

- Pam Stasolla, Acting Director, continues to attend monthly Directors meetings with nine other Jewish early childhood centers. These meetings are facilitated by Carolyn Linder at the Federation.
- Rabbi Adelson leads weekly Shabbat Services with the entire ELC on Friday mornings. Each week, once class attends in person, while the other classes attend virtually. We now have all classrooms with children age two and up, masked join Rabbi Adelson in the sanctuary.
- The PTO has been active under the direction of chairpersons Emily Phan-Gruber and Jeremy Friedman. They have held multiple events, organizing Bagels in the Sukkah, ELC Hanukkah & Purim Parties, Passover Playdates, Teacher Appreciation Week as well as an ELC Parents Night Out. Fundraisers have included Original Works (Fall and Spring), Mabel's Labels, and Apparel.
- The staffing issues that the ELC faced in the 2020/2021 school year have decreased but are still present, particularly if the ELC wants to offer an 11-hour day in the 2022/2023 school year.
- The ELC needs to hire approximately 12 teachers in order to revert to the 11-hour day.
- In the 2021/2022 school year, the ELC increased teachers' wages from approximately \$12/hr to \$14/hr (starting). This salary increase was made possible through American Recovery Program Act (ARPA) Child Care Stabilization Grant.
- Science with Morah Elaine, Music with Morah Debbey, and Art with Morah Julie, continue to provide wonderful and meaningful experiences for our students. Our art program continues its Reggio Emilia approach, and Julie continues to work with each classroom for two weeks at a time to explore and investigate long-term projects. Documentation boards are displayed outside of classrooms and highlighted in the ELC lobby at the completion of each two week exploration.

***Prepared and submitted by Kate Wrenshall
ELC Committee Chair***

Youth Tefillah Committee Report Fiscal Year 2021 – 2022

The past year has been a time of growth for Youth Tefillah at Beth Shalom, as we began to come out of the pandemic restrictions of last year, while we still dealt with challenges related to the fact that many kids ages 5-11 were not vaccinated for much of this time, and kids under five are still unvaccinated. Below is a summary of what has been happening in Youth Tefillah this year.

Shabbat

Location and Attendance:

As Beth Shalom returned to in-person services, the first iteration of in-person youth tefillah last spring and summer were min-hah mini-minyans which happened at Davis Playground. The attendance at the first few sessions was quite high-attracting around 15 kids to pray and play on the playground in the afternoon. Parents seemed very grateful to have in-person options at the shul for their kids for the first time in over a year. When we started also having Shabbat morning services in-person for kids, attendance dropped and we ultimately canceled this program.

A few weeks after the adults started meeting in person, we added in-person Saturday morning Youth Tefillah as well- outside in the tent, or occasionally on the playground if the tent was being used by the adults. Using a rug from the ELC, we created a homey area out in the tent for kids and families to sit and pray on Saturday mornings. A really nice benefit over the summer was that we got permission to use the ELC playground. Having that option for kids to play on after services really made for a welcoming Saturday morning space at Beth Shalom for families. During those summer months, there were frequently 15-25 kids in attendance. At least two families joined Beth Shalom, having previously been attending Orthodox shuls, because we were the only place doing outdoor Shabbat programming for kids.

As the weather got colder and older children began to get vaccinated. Shabbat morning Youth Tefillah moved inside. Some families were initially hesitant, but eventually everyone moved inside. Attendance has gone up and down with the weeks and notably with waves of COVID, but since moving inside, we have seen as few as three to five kids on a Shabbat morning or as many as 15 to 20.

Services:

Throughout this time, we have had two main services: One for elementary school aged kids, which was led by Rabbi Jeremy Markiz for the few months he was here, and then Rabbi Mark Goodman, which was previously known as Mini-Minyan and is now being called Junior Congregation, and one for the younger kids- ages 0-5 led by Manny Theiner, which is known as “Manny’s Service”.

Mini-Minyan/Junior Congregation goes through a shortened version of the Shaeharit service, using a siddur intended for kids. During the service, kids are encouraged to help lead in a low-pressure way. Parts of the service are explained and discussed, and the kids are also encouraged to think about how tefillah is important in their life to make this a meaningful experience for them. This service uses drums and a singing bowl to encourage mindfulness and connection to prayer through a variety of media. One notable addition to this service is that we have started to use Hadar's Devash newsletter for our parashah discussions. The newsletter guides kids to look at the text deeply, and often picks midrashim and rabbinic texts to offer deeper or contrasting looks at the text (without presenting the midrashim as the pshat of the parashah).

Manny's Minyan also includes a short version of Shaeharit, aimed at younger kids with fun songs. They always begin with the "hag rug" where the kids can stand on pictures depicting different holidays and work together to guess the holiday. Manny also always encourages the kids to show the mitzvot they have done in the past week (by adding felt leaves to a felt tree) and reads a story book to finish.

Before the pandemic, services for different age groups happened simultaneously. When we came back last summer, this was not possible because of space concerns, so we shifted to sequential services-first for the older kids, then for the younger kids, and we have kept that sequencing since moving inside.

High Holidays

At a time when kids under 12 were still unvaccinated, and weren't allowed into the building, Rabbi Mark Goodman planned an outdoor High Holiday program for over 80 kids.

This included three different age groups- a babysitting room, Manny's service and activities for 4-6/7-year-olds, a youth High Holiday service for ages 8-12 as well as activity rotations for ages 8-12. Each rotation involved an activity focused on the themes of t'shuvah. While there were some notable staffing challenges associated with the High Holidays this year, one highlight was that the Beth Shalom teens led the High Holiday service for the 8-12 year olds. The younger kids really looked up to the teens and the service went well.

Shababababa and Other Programs

Part of coming back in person was the return of the Shababababa program, targeted towards ELC families and typically including a Shabbat dinner, though there was a brief hiatus on these during the time when no eating was allowed at the shul. One change in Shababababa since before the pandemic is that many of these have been themed events to create excitement, such as Shababa-jama, which was on the same day as ELC's pajama day, when kids were encouraged to come to school in their pajamas. These have attracted between 40-65 participants.

We have had two youth Havdalah programs this year. One was under the umbrella of Shababababa- focused on younger families, and included Havdalah as well as Chanukah candle lighting.

The second was a family Havdalah and craft night aimed at slightly older kids (though many younger kids came as well), which included Havdalah, board games and making afikomen pouches. There were roughly 30 people in attendance.

Funding and Staffing

Rabbi Mark Goodman applied for and received a \$5000 grant from the Jewish Federation to help defray the food costs of Shababababa. This is wonderful because Shababababa brings families who don't otherwise attend regularly into Beth Shalom programming, but high food cost can be a deterrent.

Additionally, we hired another Youth Tefillah staffer, named Ellie Downs. Ellie is able to help with Junior Congregation on weeks that Rabbi Goodman is working in Erie.

Prayground

We are in the final stages of designing an area for kids and families in the sanctuary (currently called the "prayground," but another name may develop) to be intentional about being welcoming to families, not just in kids services, but in the main service as well.

Challenges

As alluded to in previous paragraphs, COVID continued to be a challenge this year. While kids 5-12 were eligible to get vaccines in the late fall, kids under five are still ineligible. One particular challenge occurred when, in the height of the omicron wave, unvaccinated kids were temporarily excluded from the synagogue, and many of the affected families who had been coming regularly were very hurt by this policy and how it was implemented. As a result of this, the shul held two listening sessions with members of the board, kids were allowed to come back for Manny's service and we created a parent google group. The family Havdalah and craft project was a result of the ideas put forth in this group.

Another challenge has been finding the role of the youth tefillah committee and staff relating to general (non-tefillah specific) programming for younger kids. The division between Youth Tefillah and Youth Programming, actually seems to fall more along age lines than how tefillah-focused the programming is. This may be an area to clarify in future months.

***Prepared and submitted by Ilanit Helfand
Youth Tefillah Committee Chair***

J-JEP Committee Report Fiscal Year 2021 – 2022

J-JEP aims to be the premiere religious school in Pittsburgh helping children prepare for Jewish adulthood in an engaging and personal manner. We are always mindful of what we want our graduates to know, the skills needed to live comfortably in the Jewish world, freedom and encouragement to respectfully ask the tough questions of our heritage, a chance to socialize with other Jewish children and in all ways find their place in the world.

J-JEP moved through the 2021-22 school year from strength to strength. We were able to start the school year in person, masked, and end it, highly vaccinated and unmasked. In addition, we moved from outdoor to indoor Tefillah. We are proud of our staff, teachers, students and families for being diligent in doing what they could to limit the spread of COVID.

We had 128 students, K-8, which represented an increase from last year, but was lower than pre-pandemic numbers; we lost several families to CDS, an indictment of PPS during the pandemic. All teachers were vaccinated at the start of school. Thirty enrolled students were from Beth Shalom. This school year was the first using the Shalom Learning curriculum. Cantor Julie Newman will be working to increase the ruah/spirituality of some of the teachings next year.

After initially hoping Temple Sinai would join us this year, that didn't happen, and we will inquire again next year. We have several unaffiliated families who attend J-JEP. We will continue to pursue additional synagogues to create a true community school.

In administration news, Rabbi Freedman's contract was renewed. Kate Kim is in need of a raise.

Family Hebrew on Sunday mornings is our most popular offering. Tuesday and Thursday Hebrew has very few students, but not only Beth Shalom members attend. Rabbi recommends that next year, the Tu/Th students meet only one day per week.

This year marks J-JEP's 10th. The end of year Celebration of Learning was well-attended and festive, with recognitions, gratitude and time to play on the lawn after the program ended. As part of the momentous year, we asked the parents to answer some questions about their experience with J-JEP:

- 100% of responding parents said their overall impression was ok-excellent, with none listing poor and nearly 60% listing excellent
- "After talking with older J-JEP students, I thought the warmth, sense of community and love for Jewish traditions that J-JEP cultivated were beautiful and wanted my children to benefit."
- 100% of responding parents said their overall impression of the Judaics teaching was ok-excellent, with none listing poor and 90% listing good or excellent
- "The kids learn something new every time they attend, so that makes me feel like the education is working"
- 100% of responding parents said their overall impression of the Hebrew instruction was ok-excellent, with none listing poor and 36% listing excellent

Rabbi Freedman and others who work with children along with representatives from both congregations have started the Aleinu program to prevent child abuse in Jewish institutional settings.

Some elective options from the past year: a wide variety of electives that gave us a number of fora to talk about Jewish values including: cooking that emphasized the diversity of the Jewish people; art to express values, Israeli culture, and much more. Rabbi Goodman will be teaching Rabbis in a hug section next year. The hug will have a core curriculum component that all kids will cycle through.

Recommendations for next year: the J-JEP Committee has no budget and no decision-making power. For now, there are few people in the pipeline to take on leadership of the Committee. This year, we had been tasked to help oversee Rabbi Freedman's contract renewal, but, as requested by the Rabbi, this was a low-key process that didn't need our input. We were also asked to oversee Temple Sinai onboarding, but that fell through. Covid continues to impact people's lives and complicate their ability to connect and take on additional tasks. This year, our attendance at meetings was very low, and we had little to do.

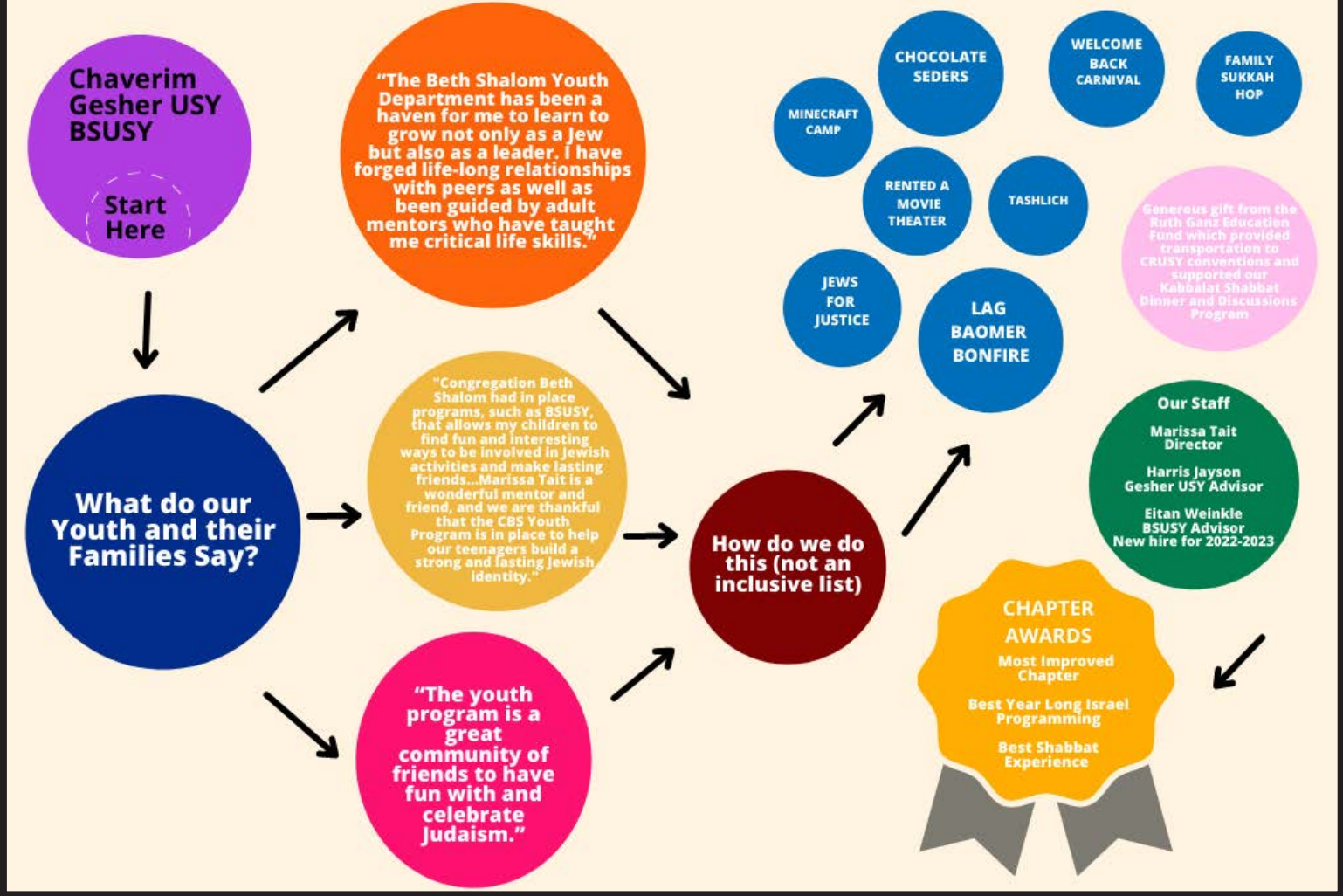
- The Committee needs some input from the Boards and J-JEP administration as to what they want the Committee to accomplish based on congregational goals
- *Committee will be the discussion and planning arm for the Federation-approved Aleinu two-year certification process*
- The Committee will continue to be *an* official liaison between parents and administration/congregations
- Four Committee meetings/year (beginning, end and two in the middle) as required by the J-JEP agreement between the two congregations
 - If additional needs come up, more meetings could be scheduled
- Two presentations (start and end of the school year) to the Boards by Rabbi Freedman
- Kate Rothstein will reach out to three parents who stated they might serve on the Committee next year
- Continue to explore a high school program
 - Rabbi Goodman interested in this area
- Continue to explore Sinai joining our program

***Prepared and submitted by Kate Rothstein
J-JEP Committee Chair***





Beth Shalom Youth Program Annual Report 2021-2022



House Committee Report Fiscal Year 2021 - 2022

During FY21-22, based on previous work, the major capital projects we identified for which we would seek outside funding to supplement Beth Shalom funds are Main Sanctuary cornice repair, Main Sanctuary roof, Main Sanctuary façade and portico repair, other roofs, HVAC rooftop replacement, boilers replacement, and Americans with Disabilities Act related building upgrades. Among these projects, the highest priority are Main Sanctuary cornice repair and Main Sanctuary roof. Having identified these, it is noted that progress is hoped for on all of the projects on the list, over a period of time.

Working with the synagogue's Development Director, immediate past President, managers of the solar project completed in 2021, VP of Operations, and Executive Director, we conducted a series of meetings with elected officials and others to identify such outside funding sources. One funding source is the current focus of interest: the Pennsylvania Redevelopment Assistance Capital Program (RACP). Thanks to the efforts of State Rep. Dan Frankel, Beth Shalom was placed on a list of projects potentially eligible for RACP funding. This is a necessary precursor step to filing a specific grant application, which will take place this year.

An architectural and engineering firm was hired to help CBS plan for the implementation of the highest priority projects (Main Sanctuary cornice and roof) as well as subsequent projects. We issued a solicitation for bids for construction contractors to undertake the cornice project, and after receiving five bids, we selected one firm to do the work. The construction work got underway in April 2022.

Also in April, plans were finalized to replace the HVAC system located on the roof of the Main Sanctuary. Funds to do the project were identified, and the work will be done in May 2022.

A major issue occurred when an outside, underground water valve broke, causing the water at the shul to be cut off, and subsequently internet service went down. This impacted the shul for more than a week, particularly the water issues; and significant repairs were made. Progress continued on implementing security improvements.

Led by the VP of Operations, we created a list of potential restoration and transformational improvements to Beth Shalom's facility, covering the following physical areas of Beth Shalom: cemetery, buildings and grounds, community building, main kitchen, school building, and Main Sanctuary. The projects on the list include continued security improvements, small scale projects such as installation of energy-efficient light fixtures, accessibility improvements, building upgrades, and major infrastructure projects such as the ones listed in the first paragraph.

We revamped the computerized list of ongoing projects, called the Prospective Projects List. The PPL is housed on Google Drive, which allows the members of the Committee, as well as others, to view the list. We took note of the many projects that have been completed in the past few years, and in so doing the list was pared from over 100 projects to close to 50 projects. This is good news in that it documents the continued progress of our capital program, while at the same time highlighting the challenges that remain ahead of us.

***Prepared and submitted by Richard Feder
House Committee Chair***

Cemetery Committee Report Fiscal Year 2021 - 2022

Fiscal year 2021-2022 saw the departure of long-time cemetery manager Lonnie Wolf. Lonnie was honored at a Shabbat service both for his dedication to maintaining the Beth Shalom cemetery and for always being there to support and work with grieving families. In the interim, Audrey Glickman stepped in to handle the cemetery management as Robert Gleiberman initiated a search for a new Cemetery Manager. Robert hopes to have the position filled as soon as possible. The Committee wishes to thank both Audrey Glickman for her tireless work during this transition and Lonnie Wolf for making himself available to answer questions and provide support from Florida.

The cemetery appeal to fund our ongoing cemetery operations was highly successful and yielded donations of \$64,490. The Cemetery Committee wishes to thank the many donors who contributed to the appeal and continue to support the largest Conservative Jewish Cemetery in Western Pennsylvania.

The infrastructure project to improve drainage, install catchment basins and repave a portion of the cemetery roads was completed in the early part of this fiscal year. We anticipate both the completion of a project to repair and/or replace approximately 30 yards of fencing around the perimeter of the cemetery and the replacement of the truck bed for one of the dump trucks by the end of the fiscal year. The total cost for these two projects should not exceed \$20,000.

Sadly, we must report that there was an act of vandalism at the cemetery. This discovery was made on Saturday, December 4, 2021, by our tenant who lives in the house located in the cemetery. Thirteen graves were vandalized - one urn and twelve gravestones were pushed over. Ray Skoff and his team re-set the stones and there was no damage to the headstones. The police report noted that "no anti-Jewish spray painting or symbolism was observed in any of the damaged headstones." Robert Gleiberman did forward a copy of the police report to Shawn Brokos, the Director of Community Security at the Jewish Federation of Pittsburgh.

Cemetery Superintendent Ray Skoff and his team are diligently working on the multi-year plan to reset the overturned headstones in the oldest part of the cemetery. As a reminder, this is due to the fact that the headstones are located in a hilly area. The land has settled over time, causing the headstone foundations to shift and topple the headstones.

There were 37 burials in the Beth Shalom Cemetery through the end of March 2022.

As always, we must thank Cemetery Superintendent Ray Skoff and his team, Rabbi Seth Adelson, Executive Director Robert Gleiberman, Lonnie Wolf and Audrey Glickman for creating a safe, dignified environment for the families who laid loved ones to rest.

***Prepared and submitted by Paul Teplitz
Cemetery Committee Chair***

IT Committee Report Fiscal Year 2021 - 2022

The IT committee was formed in October of 2021 and consists of Robert Gleiberman, Executive Director, Alan Kopolow, President, Paul Teplitz, Executive Vice President, Roger Zimmerman, VP of Finance, Fred Newman, Treasurer, and five lay volunteers with different levels of IT/computer knowledge and expertise. The five lay members are Mitch Dernis, Jamie Forest, Chris Hall, Evan Indianer, and Scott Leib.

Our first assignment was to review our current IT service provider which was Verticle Solutions, and assess our future needs. We decided to put out to bid these services and brought in several highly recommended companies, including our current provider, to make presentations. After three months of deliberation and due diligence we decided to go with Ceeva. The decision was based on presentation, approach, service/workforce, cost and finally just our feel.

The IT committee's second assignment was to decide which membership database to move to as our current software, Chaverware, will be sun-setted December 31, 2022.

After discussing the limited options, we decided to focus on ShulCloud as it is the preeminent synagogue software database on the market. Over 1200 synagogues, worldwide, are currently using it. Chaverware and ShulCloud are owned by the same company Shulware.

After much discussion and considerable due diligence based on the functionality and cost of ShulCloud, as well as demonstrations for the committee and staff, the decision was made to move forward with ShulCloud.

The IT committee will meet periodically to discuss future and existing IT needs. A huge thank you goes to all committee members involved with this very important and ongoing project.

***Prepared and submitted by Robert Gleiberman
IT Committee Chair***

COVID-19 Task Force Report Fiscal Year 2021 - 2022

The COVID-19 Task Force continued to meet regularly, usually every Monday, to evaluate current COVID-19 protocol. We are so grateful and appreciative to all our task force doctors, each and everyone one of them having a different area of expertise.

A special thank you to this past year's doctors, Dr. Micah Jacobs, Dr. Jane Liebschulz, Dr. Jonathan Winkle and Dr. Steve Albert. These wonderful members of our congregation continue to give their time, energy and expertise in helping us to consider all current information when deciding on Congregation Beth Shalom's protocol.

Also, a special thanks to all of our non-doctors, participating stakeholders in the many different areas of our congregation. Your time and energy spent on behalf of the Beth Shalom community is also very much appreciated.

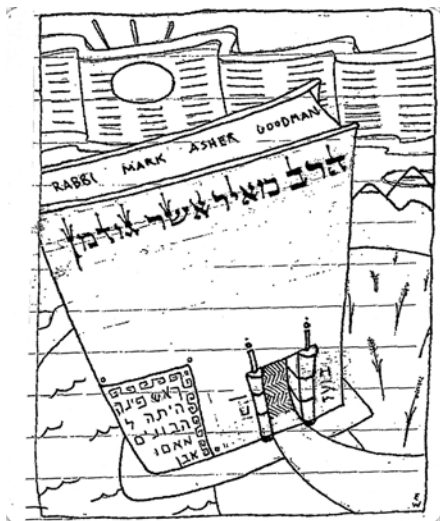
***Prepared and submitted by Robert Gleiberman
Covid-19 Task Force Chair***

ANNOUNCEMENT OF RABBI MARK GOODMAN AS ASSOCIATE RABBI

We are pleased to announce that Rabbi Mark Asher Goodman has agreed to transition from his current position as the Interim Director of Derekh and Youth Tefillah to the new position of Associate Rabbi. The Board of Trustees recently voted to recommend, per the requirement in our constitution, that the congregation vote to approve the hiring of Rabbi Goodman as our Associate Rabbi. While Rabbi Goodman will continue to teach classes and lead the Youth Tefillah program, he will also partner with Rabbi Adelson to assist with pastoral duties and manage the Benei Mitzvah program. We look forward to formally welcoming Rabbi Goodman as Beth Shalom's new Associate Rabbi after the vote at the Annual Congregational Meeting. It is comforting to move forward with a valued friend in a new position.



Rabbi Mark Asher Goodman



Professional Summary

- Professionally educated and trained rabbi with expertise in Torah, Talmud, Hassidut, Jewish Law, Jewish pluralistic education, Israel, Jewish history, prayer, and social justice
- 16 years of rabbinic experience leading congregations and serving in a Jewish professional leadership capacity at a variety of institutions
- 22 years of teaching experience, formal and informal, working with students from 6th grade to 12th grade as well as adults
- Seeking employment as a spiritual leader, chaplain, rabbi, or teacher

Current Employment

Congregation Beth Shalom, Pittsburgh, PA

Interim Director of Derekh and Youth Tefillah, 2021-Present

- ❖ Oversees and directs the Derekh Program of Adult Jewish Learning and Engagement. Program engages CBS members and the broader PGH community in Jewish text, cultural, Israel, and social justice program. Related projects include the Medical Gemach, Racial Justice Taskforce, LGBTQ+ Taskforce.
- ❖ Leads Youth Tefillah department, focused on prayer education for kids 0-18 years old, which includes Saturday morning Jr Cong and Manny's Service, Family Havdalah, and Shababababa.
- ❖ Creates and maintains CBS website. Collaborates and oversees Director of Communications.
- ❖ Teaches Monday Talmud and Life and Text (Hassidut/Parsha) classes. Leads, teaches, and coordinates Intro to Judaism class.
- ❖ Additional duties - pastoral, spiritual, logistical, and rabbinic - are many.

Brith Sholom Jewish Center, Erie, PA

Rabbi, 2018-Present

- ❖ Creates and lead Shabbat services on a monthly basis for a multi-denominational community. Also led all components of High holiday services.
- ❖ Plans and coordinates lifecycle events including funerals, Bnai Mitzvahs, and weddings. Provides ongoing pastoral support and end-of-life care. Teaches courses of Jewish study to both the synagogue and the broader community.
- ❖ Serves as a community liaison, advocate, and representative for Jews in the region.

Recent Employment

Har Mishpacha, Steamboat Springs, CO

Rabbi, 2013-2018

Denver Jewish Day School, Denver, CO

School Rabbi, Upper Division Director of Judaic Studies, 2011-2017

- ❖ Oversaw the spiritual and Jewish educational direction of Denver JDS.
- ❖ Collaborated with fellow administrators to fulfill all aspects of the school's mission.
- ❖ Trained and oversaw a staff of eleven Judaic Studies and Hebrew faculty.
- ❖ Taught courses in History, Talmud, Spirituality, Ethics and Biblical texts to students from 6th to 12th grade.
- ❖ Coordinated, managed and oversaw Israel exchange program.
- ❖ Introduced, educated, and oversaw school's transition to a one-to-one device policy and the use of Google Drive and Google Classroom
- ❖ Created an innovative prayer-education program for all upper division students.
- ❖ Served as kosher-kitchen supervisor ('Mashgiach').
- ❖ Provided pastoral counseling and advising to students of all ages.
- ❖ Middle School Basketball Coach, 2011-13

Jewish Community High School, San Francisco, CA

Judaic Studies Faculty, 2006-2011

Director of Community Outreach, 2006-2010

Moot Beit Din Coach, 2007-2011

- ❖ Created innovative curriculum for 9th and 10th grade Talmud curriculum classes focused on the value of debate and pluralism within Jewish life.
- ❖ Taught courses in Tanakh I (Bible), Talmud I (Jewish Law/Philosophy), Advanced Talmud, Jewish Law, Prayer, and Jewish Ethics to 9th-12th graders.
- ❖ Served as mentor, advisor, and spiritual leader for students from diverse Jewish backgrounds; secular, progressive and traditional.
- ❖ Created and administered a successful community outreach program for students at a pluralistic community Jewish high school in 9th-12th grades.
- ❖ Directed, coached and advised a student Jewish law & debate team that competed nationally against other schools. Our team won the national championship in advanced division in 2008, 2009, and 2010.
- ❖ JV Basketball Coach, 2010-2011

Additional Rabbinic Experience

Teacher, Pittsburgh, PA, 2018 - Present

- ❖ Taught Melton Program for Greater Pittsburgh Jewish Federation adults and seniors survey course about the Jewish religion; in-person and online.

- ❖ Teaches weekly course on Hassidut for Congregation Beth Shalom
- ❖ Taught Jewish prayer class for Community Day School, grades 6-8, 2018-2019

Vice-President, Rocky Mountain Rabbinical Council, Denver, CO, 2014-2018

- ❖ Collaborated with executive board to help respond to community needs and provide professional support for colleagues in Colorado, Utah, and Wyoming.
- ❖ Responsible for planning annual retreat from 2015 to 2018.
- ❖ Lead-teacher for community-wide Israel education program based on the Hartman Institute's 'iEngage' curriculum.

Teacher, RMRC Introduction to Judaism program, Adventures in Judaism program 2011-2018

- ❖ Teacher of adult education courses on topics including but not limited to: Jewish History, philosophy, spirituality, lifecycles, personal religious practice, prayer, Kabbalah, Israel, and Jewish holidays. Students frequently comment on the engaging, fun, and upbeat nature in which I teach to adults.

High Holiday & Shabbat Service Leader and Rabbi, 2006-Present

- **Brith Shalom Jewish Center**, Erie, PA; Present
- **Congregation Har Mishpacha**, Steamboat Springs, CO; 2014-2018
- **Congregation Bnai Shalom**, Walnut Creek, CA; 2007-2009
- **Mission Minyan**, San Francisco, CA; 2006, 2010-11
- ❖ Leader of multiple modes and styles of prayer for several Jewish communities, including: an innovative alternative service combining music, meditation, poetry and creativity; an interactive and energy-filled service full of activities and stories geared for families with kids ages 4-12; and a traditional, Carlebach-infused service at San Francisco's cutting-edge, non-denominational independent minyan.

Professional Experience During Rabbinic School

Rabbinic Intern 2004-2006

- **Surf City Synagogue**, Huntington Beach, CA
- ❖ Spiritual leader for a startup progressive, egalitarian synagogue, meeting bi-weekly for Shabbat services, Torah study, community events and holidays. Led High Holiday services including sermons, chanting Torah and Haftarah, and text study. Successfully blended a diverse range of ages and backgrounds to create integrated, unique family service. Built community by cultivating personal relationships with congregants. Collaborated with board and unified members to create future synagogue vision. Created Bnei Mitzvah program. Grew membership over 200%.

Rosh Tefillah (Prayer Leader) 2004-2005

Camp Ramah Darom, Clayton, GA

- ❖ Responsible for quality, content and programming for 8 daily services and 4 Shabbat services for campers ages 8-17. Managed staff of 22, coordinated Tisha B'Av programming, gave Divrei Torah (sermons). Designed and implemented an accessible

prayer experience through games, activities and programs teaching fundamentals of prayer. Focused program goals on making Torah and Judaism relevant and fun for campers. Taught classes in advanced Jewish Texts to college-aged staff. Also taught archery.

Rabbinic Intern, Weekend Retreats 2004-2005

Los Angeles Hebrew High School, Los Angeles, CA

- ❖ Implemented traditional and creative services, utilizing music, dance, movement, yoga, and meditation for teens aged 13-18.

Organizer 2002

Clergy and Laity United for Economic Justice (CLUE), Los Angeles, CA

- ❖ Trained in Chicago by Interfaith Worker Justice (IWJ), a project of AFL-CIO as part of 'Seminary Summer' interfaith internship. Organized clergy and laypeople to support and pass 'Living Wage' law for hotel workers. Galvanized people of faith to act around issues of workplace abuses and injustice through education and inspiring texts.

Founder and Chairperson 2002-2006

Dror Yikra- (Call for Freedom), Los Angeles, CA

- ❖ Created rabbinical school student organization advocating for greater inclusion and equality for all, including gays & lesbians. Created successful education and advocacy program of speakers, information, and seminars.

Additional Experiences, Skills and Interests

Published journalist and writer, 2013-Present

- credits include Washington Post, Denver Post, The Athletic, Pittsburgh Jewish Chronicle, Pittsburgh Soccer Now, and American Soccer Analysis

Participant 1999-2000, Avodah Jewish Service Corps, New York, NY

- Worked with youth in NYC Foster Care system

Ski Instructor 1998-1999, Taos Ski Valley, Taos, NM

- Named Best Ski Instructor, 1998, Rocky Mountain Region, AMI Ski News

Desert Guide 1997, Kibbutz Yahel, Ma'ayan B'Midbar Tourism, Israel

Assistant to the Executive Directive 1997-1998, The Yitzhak Rabin Alliance

Education

Tichon Program Fellow, 2007-2009

Hartman Institute, Jerusalem, Israel

Part of an elite cohort of Jewish educators learning advanced Jewish texts and curriculum development skills. Developed curriculum for pluralistic community day schools in Talmud I,

focusing on values in tension with one another and using Talmud to negotiate real-world moral dilemmas.

Ziegler School of Rabbinic Studies, Los Angeles, CA, 2001-2006

Received Rabbinic ordination in May 2006. Received M.A. in Rabbinic Studies, 2003. Spent 2003-2004 at Machon Schechter in Jerusalem.

George Washington University, Washington, DC, 1994-1998

Received B.A. in Political Science. Spent Junior year abroad at the Hebrew University of Jerusalem (Israel); completed Middle East Specialization.

Kappa Sigma Fraternity, Community Service Chair 1994-1996, 1997

Teaching-Related Skills

Proficient in Project Based Learning (PBL), Understanding by Design (UBD), Powerschool

Computer Skills:

Zoom, Google Drive (Docs, Forms, Sheets) , Google Classroom, Mellel,

References:

Rabbi Jeremy Markiz, Past President, Greater Pittsburgh Rabbinic Association, 2019-Present
jmarkiz@bethshalompgh.org

Doris Pinski, President, Brith Sholom Jewish Center, Erie, PA, 2007-Present
pinskis3@aol.com

Bryan Hay, Upper Division Principal, Denver JDS, 2001-2016
bry55hay@gmail.com

