

The background of the entire image is a photograph of a large, ornate dome, likely the dome of the Temple Mount in Jerusalem. The dome is made of light-colored stone or brick and features intricate carvings and patterns. A large, semi-circular archway is visible in the center of the dome. The image is overlaid with a solid blue rectangular area that covers most of the frame. The text is white and centered within this blue area.

165TH ANNUAL MEETING OF

# CONGREGATION BETH ISRAEL

Wednesday, May 31 2023  
11 Sivan 5783



# Agenda for Congregation Beth Israel's 165th Annual Meeting

- I.Welcome.....Libby Schwartz
- II.Opening Prayer.....Rabbi Cahana
- III.Approval of Minutes from 164th Annual Meeting.....Libby Schwartz
- IV.CBI Year in Review.....Josh Kashinsky
- V.President's Remarks.....Libby Schwartz
- VI.Honoring Retiring Board Members.....Libby Schwartz
  - a.Jeff Capen, Janet Hoffman, Sally Rosenfeld
- VII.Nominating Committee Report.....Libby Schwartz
  - a.For Election to a new Two Year Term for 2023-2025
    - i.Kathleen Voboril Kahl, Loren Koplan, Judith Pakosinski, Ava Schoen
  - b.For Reelection to a Two Year Term from 2023-2025
    - i.Christie Moore, Josh Remick, Libby Schwartz
  - c.Continuing in their existing term for 2022-2024
    - i.Susan Berniker, Naomi Derner, Meryl Haber, Bill June, Shoshanna Lansberg, Sandy Lewis, Gail Mandel, Susan Milstein, Elana Pirtle-Guiney, Sarah Pitman
- VIII. Rabbi Emanuel Rose Tikkun Olam Award
- IX. Review of Proposed Bylaw changes .....Libby Schwartz
- X.Blessing of the CBI Board.....CBI Clergy
- XI.Closing

# WELCOME

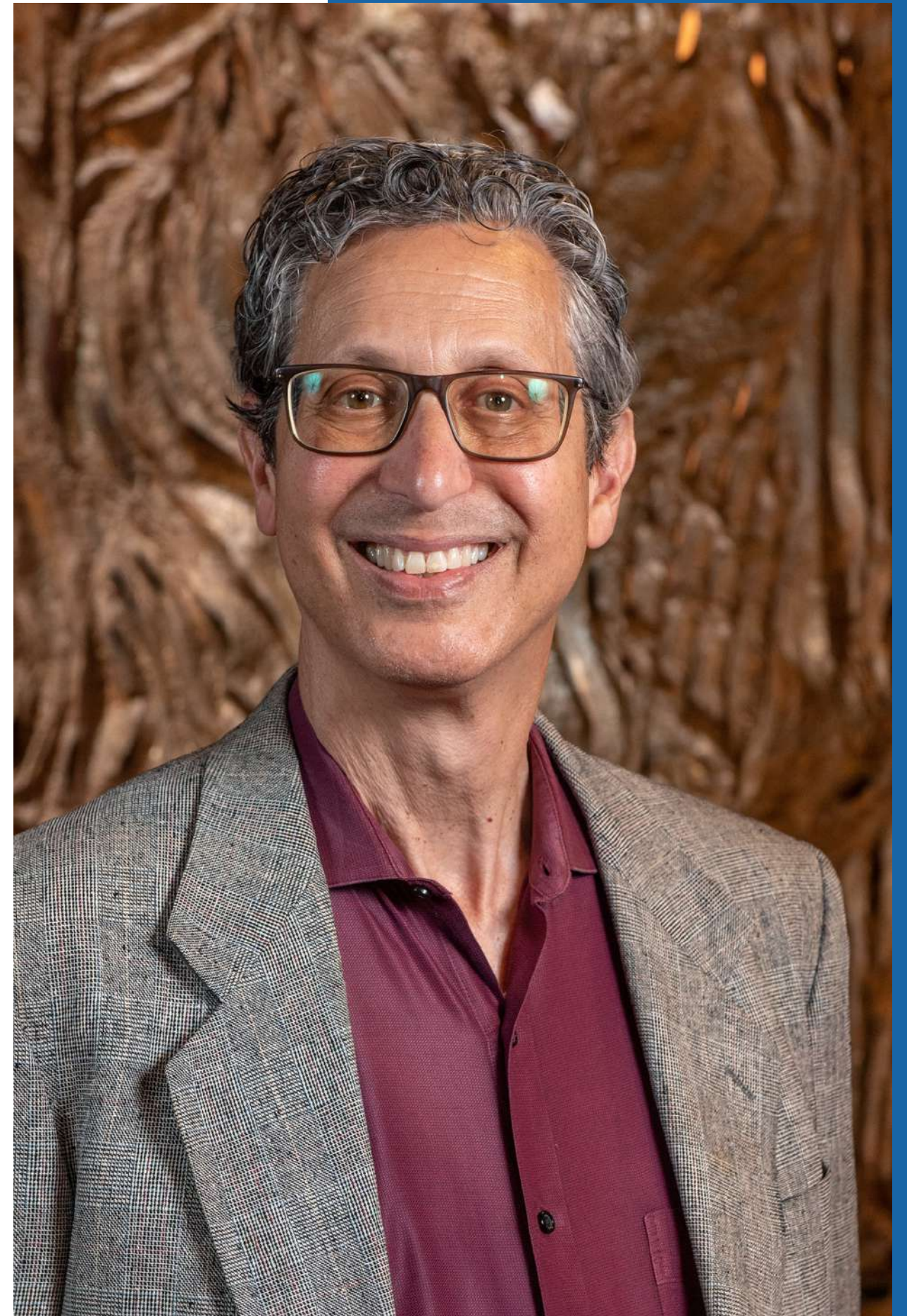
# LIBBY SCHWARTZ





# OPENING PRAYER

RABBI MICHAEL  
Z. CAHANA





# APPROVAL OF MINUTES FROM 164TH ANNUAL MEETING

CONGREGATION BETH ISRAEL

164TH ANNUAL MEETING OF THE CONGREGATION

MAY 26TH, 2022

Josh Kashinsky, Executive Director, call the Annual Meeting of Congregation Beth Israel to order at 6:05 PM. We met the quorum with over 10 membership units present.

Rabbi Cahana led the group with a prayer and welcome.

Clergy led the group in azkara, remembrance, of former board members who had died this past year: Eric Flamm, Dan Hurwitz, and Mark Peterman. We ended with Rabbi Cahana leading us in the Kaddish.

Upon a motion made by Christie Moore and seconded by Michael Simon the minutes from the 163rd Annual meeting were unanimously approved as submitted.

Josh Kashinsky presented an overview of the past year. He summarized the financial status and our fundraising efforts, membership numbers and Religious School enrollment, and highlights from the past year's programming.

Tony Urdes thanked the trustees for their service this past year and honored those whose terms were ending- Bonnie Davis and David Goldwyn for their dedication and years of service. Josh also thanked Tony Urdes for his years of service on the Board and his leadership as president these past two years.



# APPROVAL OF MINUTES FROM 164TH ANNUAL MEETING (CONTINUED)

Libby Schwartz advised the members that the Nominating Committee has recommended the following slate of trustees for two year terms 2022-2024:

- New to the Board: Susan Millstein, Susan Berniker, Gail Mandel, and Elana Pirtle-Guiney.

- For re-election to the Board: Naomi Derner, Meryl Haber, Bill June, Shoshanna Lansberg, Sandy Lewis, and Sarah Pitman.

Michael Simon made a motion to approve the above slate for election to the Board of Trustees. Anna Epstein seconded. The motion passed unanimously. The clergy offered a blessing for the new Board of Trustees.

Tony Urdes, outgoing President, addressed the group. He spoke of his gratitude in having the opportunity to participate in the Board in this way and thanked the clergy team, staff and board for their support and leadership throughout this tumultuous year.

Libby Schwartz, incoming President, addressed the group. She thanked Tony for his leadership over the past two years.

Rabbi Joseph led us in a closing prayer and blessing. Cantor Green chanted a prayer for strength.

There being no further business, the meeting was adjourned at 6:55 PM.

Respectfully submitted by Chelsea Ferguson.



# CBI YEAR IN REVIEW

JOSH  
KASHINSKY





Thank you for  
being part of a  
year for the record  
books (and we  
don't just mean  
February's storm)





Thank you for  
being part of a  
year for the record  
books (and we  
don't just mean  
February's storm)







This year,  
thanks to  
**YOUR**  
support, our  
community



Gained  
thirty-nine  
Membership  
units





### Statement of Financial Position

	3/31/20223	June 30, 2022
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	\$ 1,758,334	\$ 1,320,130
Employee Retention Tax Credit	293,061	-
Accounts receivables		
Unrestricted, net of allowance	236,558	49,101
Temporarily restricted, net of allowance	-	66,960
Prepaid expenses	75,041	56,093
<b>Total current assets</b>	<b>2,362,994</b>	<b>1,492,284</b>
<b>Noncurrent assets</b>		
Note receivable	-	-
Other	26,876	26,876
Long-term investments	11,383,860	10,744,410
Beneficial Interest in perpetual trust	538,043	538,043
Land, property and furnishings, net	3,276,635	3,276,635
<b>Total noncurrent assets</b>	<b>15,225,414</b>	<b>14,585,964</b>
<b>Total assets</b>	<b>\$ 17,588,408</b>	<b>\$ 16,078,248</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current Liabilities</b>		
Line of credit	\$ -	\$ -
Accounts payable and accrued expenses	154,025	126,778
<b>Total current liabilities</b>	<b>154,025</b>	<b>126,778</b>
<b>Deferred compensation</b>	<b>96,302</b>	<b>96,302</b>
<b>Deferred revenue</b>	<b>35,927</b>	<b>92,649</b>
<b>Total liabilities and deferred income</b>	<b>286,254</b>	<b>315,729</b>
<b>Net assets</b>		
Net assets, Beginning	15,762,519	17,533,987
Change in net assets	1,539,635	(1,771,468)
<b>Total net assets</b>	<b>17,302,154</b>	<b>15,762,519</b>
<b>Total liabilities and net assets</b>	<b>\$ 17,588,408</b>	<b>\$ 16,078,248</b>

### Statement of Activities and Changes in Net Assets

	Nine months ending March 31, 2023	Budget for fiscal year ending June 30, 2023	Prior fiscal year ending June 30, 2022
<b>Revenues, gains, and other support</b>			
Annual Membership Dues	1,493,388	1,517,500	1,374,071
Tuition, fees and sales, net income	254,869	293,147	211,659
Fundraisers, Events, & EFI - net income	178,386	234,500	215,648
Other Use fees and special event income	47,471	27,200	58,606
Rental (Elite Apts), net income	38,087	92,060	80,842
Emerson	127,049	71,901	164,518
CARES Act (ERTC Credits/PPP Loan forgiveness)	293,061	-	309,284
Emerson			
Investment Income	614,450	-	(1,740,534)
Other unrestricted income	75,746	-	59,993
Net change in beneficial interest in perpetual trust	22,000	24,000	24,000
<b>Total unrestricted support</b>	<b>3,144,507</b>	<b>2,260,308</b>	<b>758,087</b>
<b>Net assets released from restrictions:</b>			
Endowment support	0	302,025	254,039
Tribute and other temporarily restricted fund donations	1,113,681	204,420	570,454
Temp restricted funds support released into operations	516,550		763,446
Temp restricted funds support released from restrictions	(516,550)		(763,446)
<b>Total restricted support</b>	<b>1,113,681</b>	<b>506,445</b>	<b>824,493</b>
<b>Total revenues, gains and other support</b>	<b>4,258,188</b>	<b>2,766,753</b>	<b>1,582,580</b>
<b>Expenses</b>			
Salaries, Benefits & Related Expenses	1,389,992	1,981,641	1,837,106
URJ Dues	67,500	90,000	90,000
Program Related Expenses	265,119	177,314	132,144
Building and Grounds & Maintenance and Major Care	337,827	169,880	451,407
General Office & Admin Expenses	60,598	90,359	79,734
Insurance	67,371	73,886	72,875
Utilities	91,803	121,757	104,764
Security	18,585	26,040	22,358
Emerson	93,899	43,298	100,807
Other	316,447	38,975	219,363
Depreciation	-	-	243,490
Cemetery	9,412	-	-
<b>Total expenses</b>	<b>2,718,553</b>	<b>2,813,150</b>	<b>3,354,048</b>
<b>Total change in net assets</b>	<b>1,539,635</b>	<b>(46,397)</b>	<b>(1,771,468)</b>
<b>Net assets at beginning of year</b>	<b>15,762,519</b>		<b>17,533,987</b>
<b>Net assets at end of the period</b>	<b>17,302,154</b>		<b>15,762,519</b>

# FINANCIAL HIGHLIGHTS

- Year End 6/30/22 resulted in a decrease of net assets of \$1,771,468 and an operational budget surplus of \$119,922.
- Our FY23 membership revenue is projected to be a 9% increase over FY22.
- We are receiving \$293,061 in Employee Retention Tax Credits.
- An operational surplus of \$150,000–\$200,000 is anticipated for FY24, driven predominately by the tax credits.



# DEVELOPMENT

- Taste of Temple raised approximately \$160,000 and netted \$127,000. We received \$104,000 in sponsorships from 42 donors and 57 donors participated in our Mitzvah Moment, raising \$45,000.
- Social Action has raised over \$44,000 and distributed close to \$43,000 to organizations in need.
- Thanks to several major donors, our funds have provided close to \$44,000 in religious school scholarships to 75 students and helped fund \$60,000 in camps and trips for 50 kids.
- So far this year, we have raised over \$845,000 for specific projects on campus, including The Jennifer Barnum Luria Early Childhood Center



In addition to our weekly Shabbat Evening and Morning Service, with YOUR support we celebrated

- Pride Shabbat
- Reproductive Justice Shabbat





- Refugee Shabbat
- Petition Signing Shabbat
- Sisterhood Shabbat



- Twice-monthly Tot Shabbats





- Shabbat on the Plaza, and...



...introduced a  
monthly  
musical Oneg!  
Shabbat  
Service.



Thirty-eight  
of our  
students  
became B'nei  
Mitzvah,

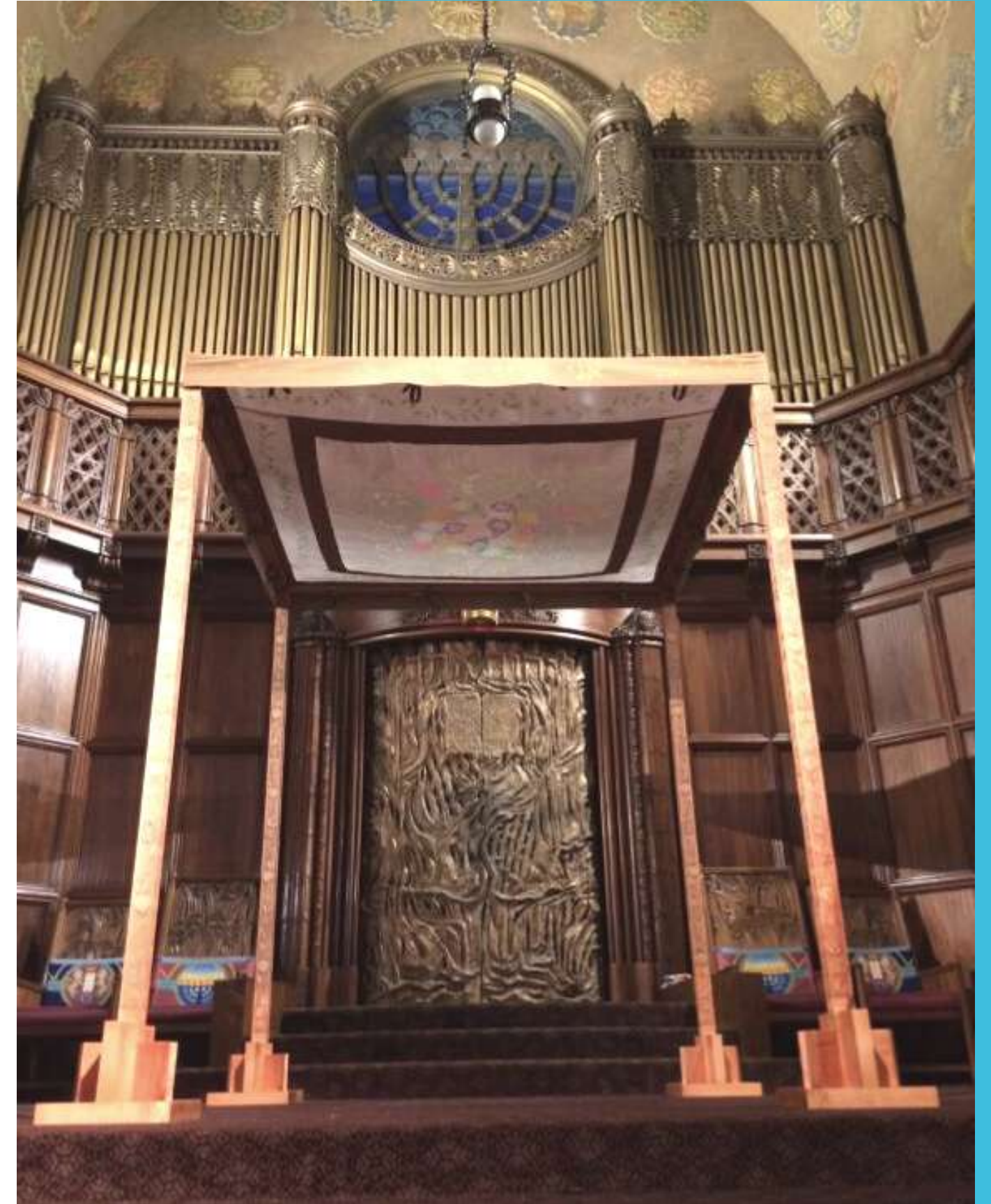


As did the  
participants in  
Cantor Cahana's  
Adult B'nei  
Mitzvah class





We celebrated  
ten weddings  
and twelve  
baby namings



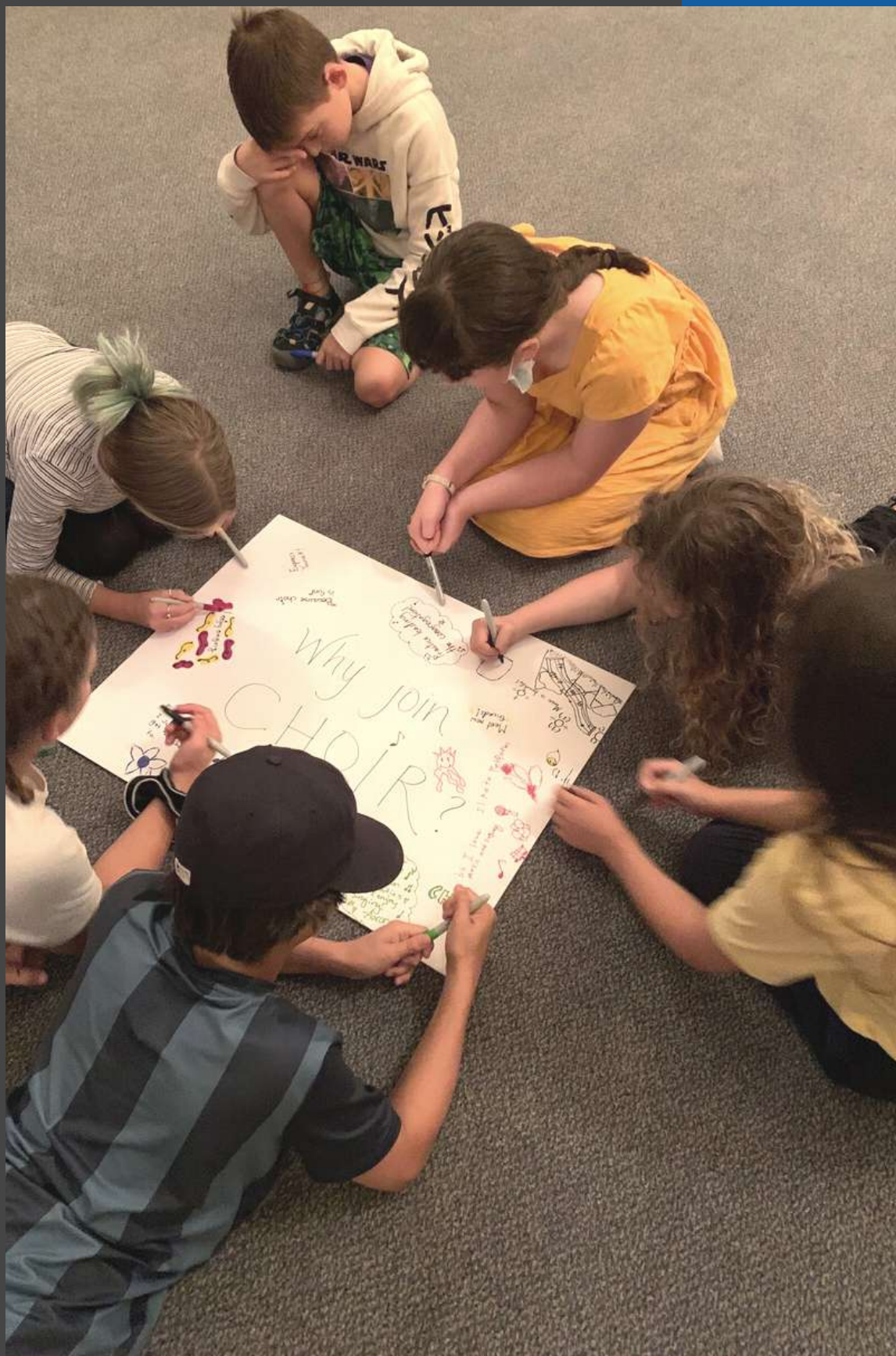
We celebrated ten conversions  
for babies born to gay Israeli  
dads via gestational surrogacy  
—something which until very  
recently was not legal for them  
at home!





Our arts-  
integrated  
Religious  
School  
continues to  
thrive!





With YOUR generous support, anyone who wishes to can fully participate in our Religious School, regardless of financial their circumstances





We have  
two  
hundred  
eighty-  
three  
enrolled  
students





We offer extra  
online Hebrew  
classes for  
students in  
third through  
seventh grade





We started a  
post-B'nei  
Mitzvah  
Conversational  
Hebrew class



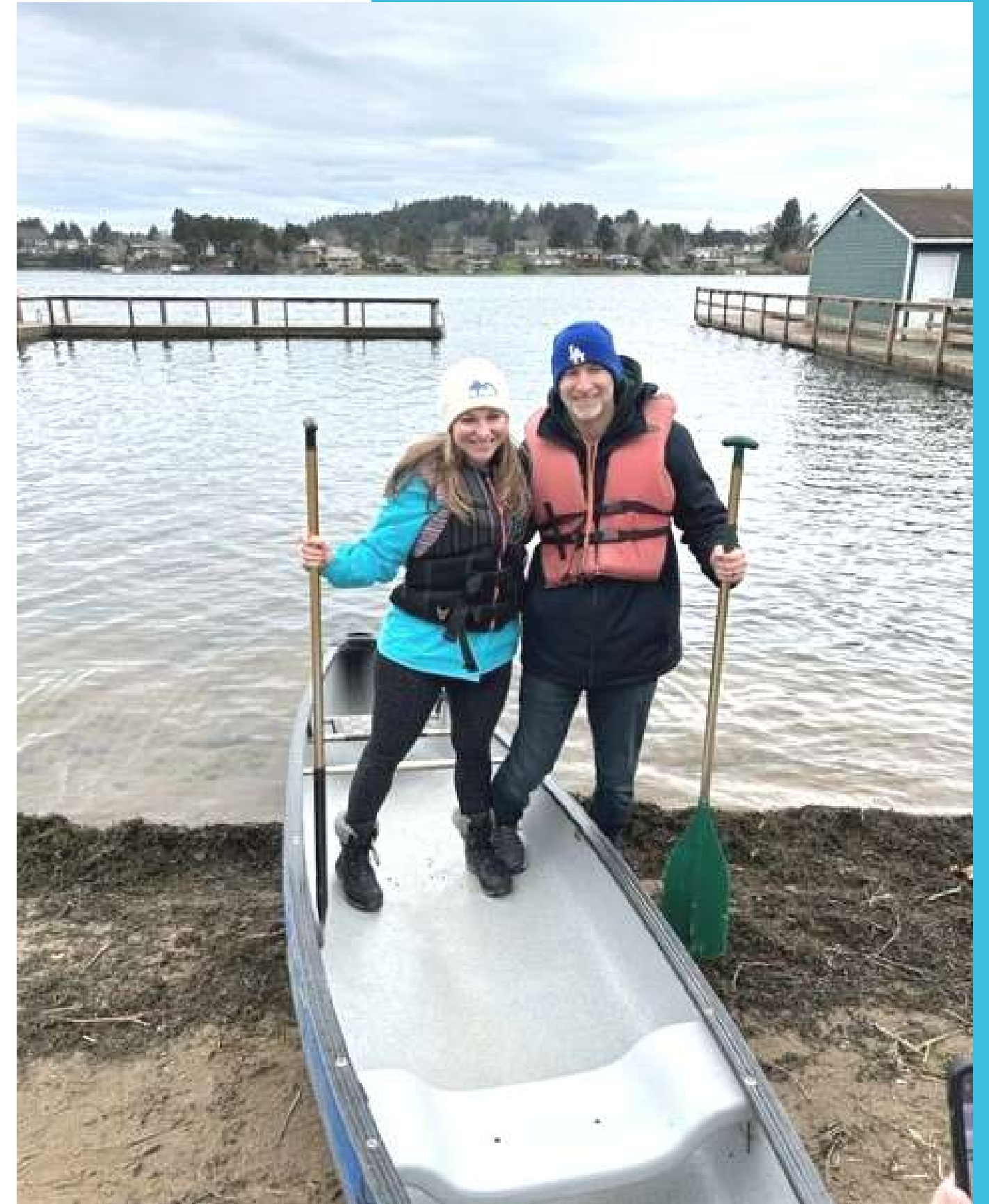
We host a parent-  
led B'nei Mitzvah  
preparation group,  
where families  
build community  
and gear up for the  
big day





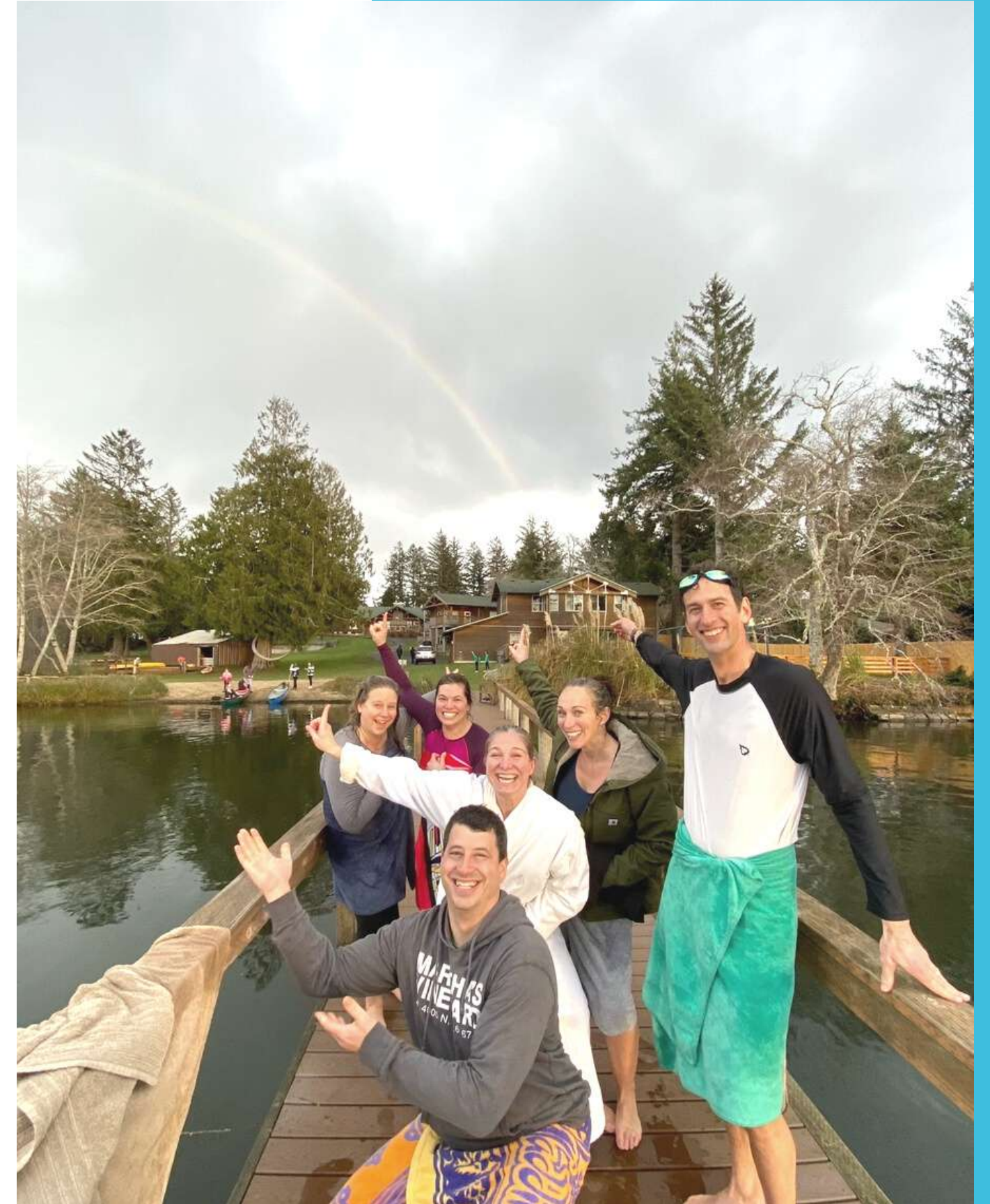
We partnered with  
our Social Action  
Committee for  
Mitzvah 365,  
Mitzvah Projects,  
and more!

In partnership  
with B'nai B'rith  
(BB) Camp, we  
held a **Tu b'Shevat  
Family Camp** on  
the Oregon coast





At Family Camp,  
we connected  
and celebrated  
the birthday of  
the trees!





Through the  
generosity of our  
congregants, our  
students'  
worldviews  
expand!





Our High  
School trips  
saw record  
participation!



Nineteen tenth and eleventh graders went to Washington, D.C. on L'Taken, where they lobbied their congressional representatives





Ten eleventh and  
twelfth graders  
learned the history  
of the Civil Rights  
movement when  
they travelled to  
Mississippi

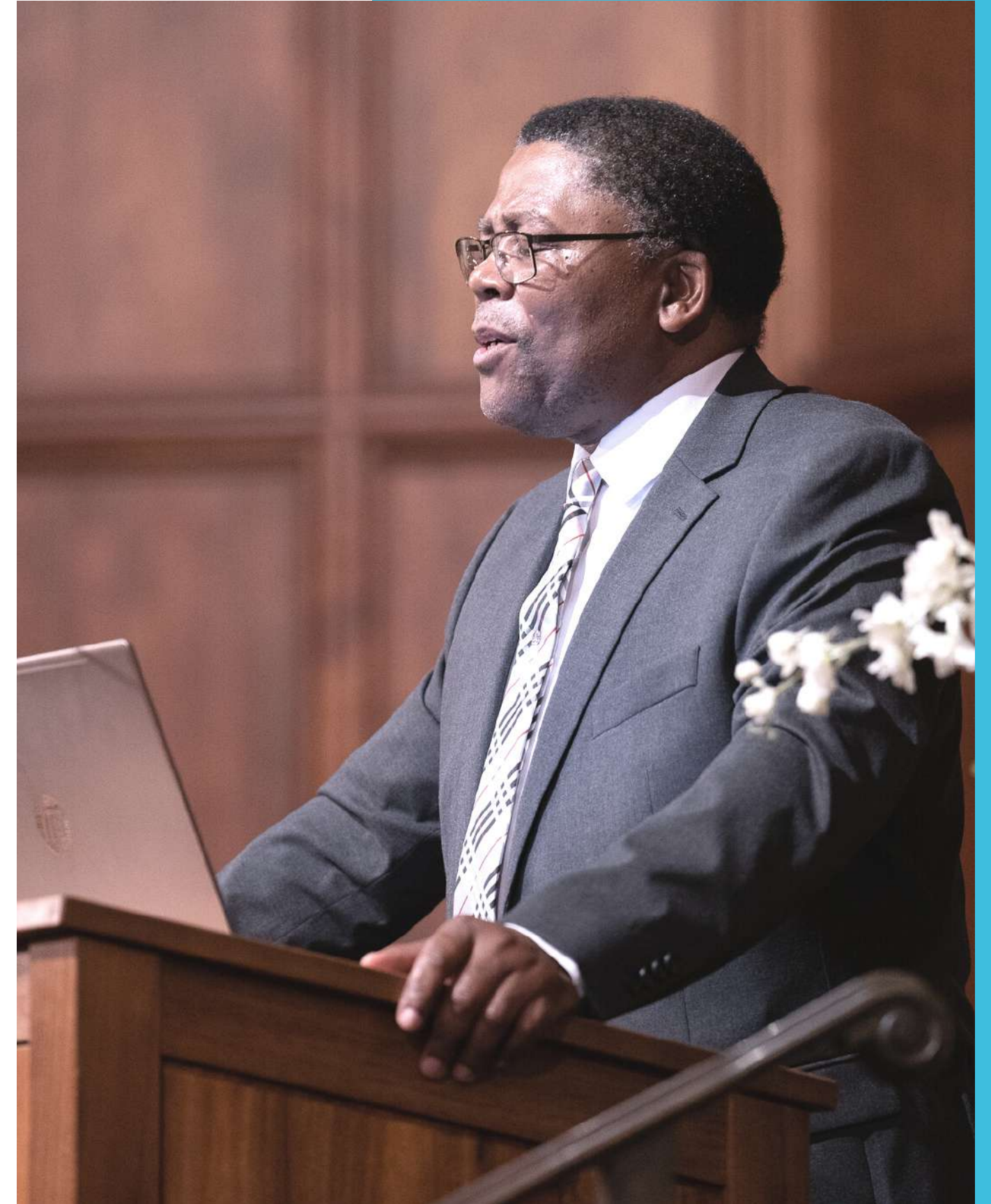




Eighteen eighth and  
ninth graders  
worked toward  
immigrant justice on  
a trip to the  
US/Mexican Border



YOU bring  
world-class  
speakers to  
our campus



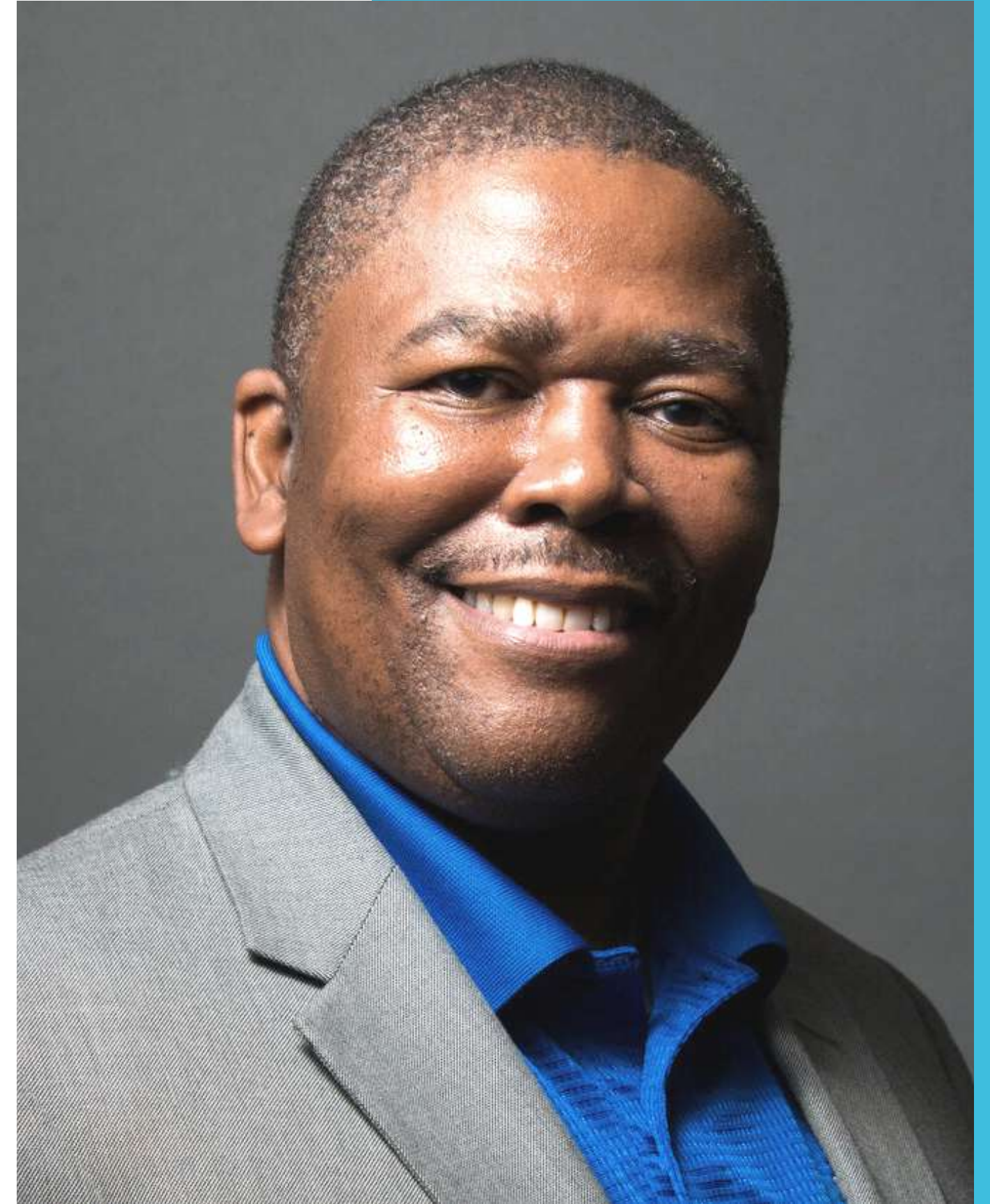


Pulitzer Prize winning  
journalist Linda  
Greenhouse was our  
2022 Oseran Family  
Lecture Speaker,  
speaking on “The  
Year that Broke the  
Supreme Court”





Our annual Rev. Dr.  
Martin Luther King,  
Jr. Shabbat Service  
featured remarks  
from **Leroy Clemons**,  
reminding us that  
“When Much is Given,  
More is Required”



Professor Natan Meir  
spoke on “The  
Neglected Survivors:  
Soviet Jews Under  
Nazi Rule” in an event  
in conjunction with  
Jewish Family and  
Child Services





Our Adult Education  
Committee ran a yearlong  
series focused on free  
speech



*Sponsored by our Adult Education Committee:*

Erwin Chemerinsky  
spoke on "The  
Meaning of Free  
Speech in a  
Politically Charged  
Time"





*Sponsored by our Adult Education Committee:*

Senate President Rob  
Wagner discussing  
school curriculum in  
a “A Climate of Self-  
Censorship”



*Sponsored by our Adult Education Committee:*

A panel of our own  
CBI teens addressing  
the impact of social  
media on their lives





The Adult Education Committee organized CBI's first post-pandemic international trip: to Cuba!





We enjoyed world-class food from Kachka, Jacob & Sons, and LePage (and world-class company too!) at Taste of Temple: The Next Course, raising over \$155,000 for CBI!





Your support made  
this a year of  
beautiful music that  
saw the start of our  
youth **Oneg! Choir**  
and **Oneg! Band**  
under the direction of  
Jonathan Meek and  
Cantor Rayna Green



“Schpielin’ in  
the Rain” was  
this year’s  
hilarious Purim  
Schpiel





Internationally-  
renowned  
violinist Vadim  
Gluzman visited  
our Religious  
School





Nefesh  
Mountain  
performed  
under our  
historic dome





We co-sponsored  
the appearance of  
Israeli superstar  
Noa, at a concert  
Celebrating Israel  
at 75!







We continue to be  
partners and leaders  
in the Portland  
Jewish community  
and beyond, thanks  
to YOUR generous  
support.



*This year, CBI co-sponsored*

- “A Changed Man,”  
a movie night at  
East Side Jewish  
Commons with a  
Q&A from author  
and film critic  
Shawn Levey



*This year, CBI co-sponsored*

- The annual Weekend in Quest with the Oregon Jewish Museum and Center for Holocaust Education

OREGON  
JEWISH MUSEUM  
AND CENTER FOR  
HOLOCAUST EDUCATION



*This year, CBI co-sponsored*



- Tu b'Shevat Family camp with B'nei B'rith (BB) Camp

*This year, CBI co-sponsored*

- “The Neglected Survivors: Soviet Jews Under Nazi Rule,” Jewish Family and Child Services’ discussion with Professor Natan Meir







*This year, CBI co-sponsored*

- "Israel at 75," a concert with Israeli superstar Noa

Our clergy reflect  
their passions and  
our values through  
their work in the  
greater Portland  
community





Cantor Ida Rae  
Cahana serves on the  
board of the Oregon  
Symphony and has  
brought their world-  
class musicians to the  
CBI Campus



Rabbi Cahana was one of the chief petitioners for Oregon Gun Safety Measure 114, which passed in November, thanks in part to the volunteer efforts of many CBI congregants.



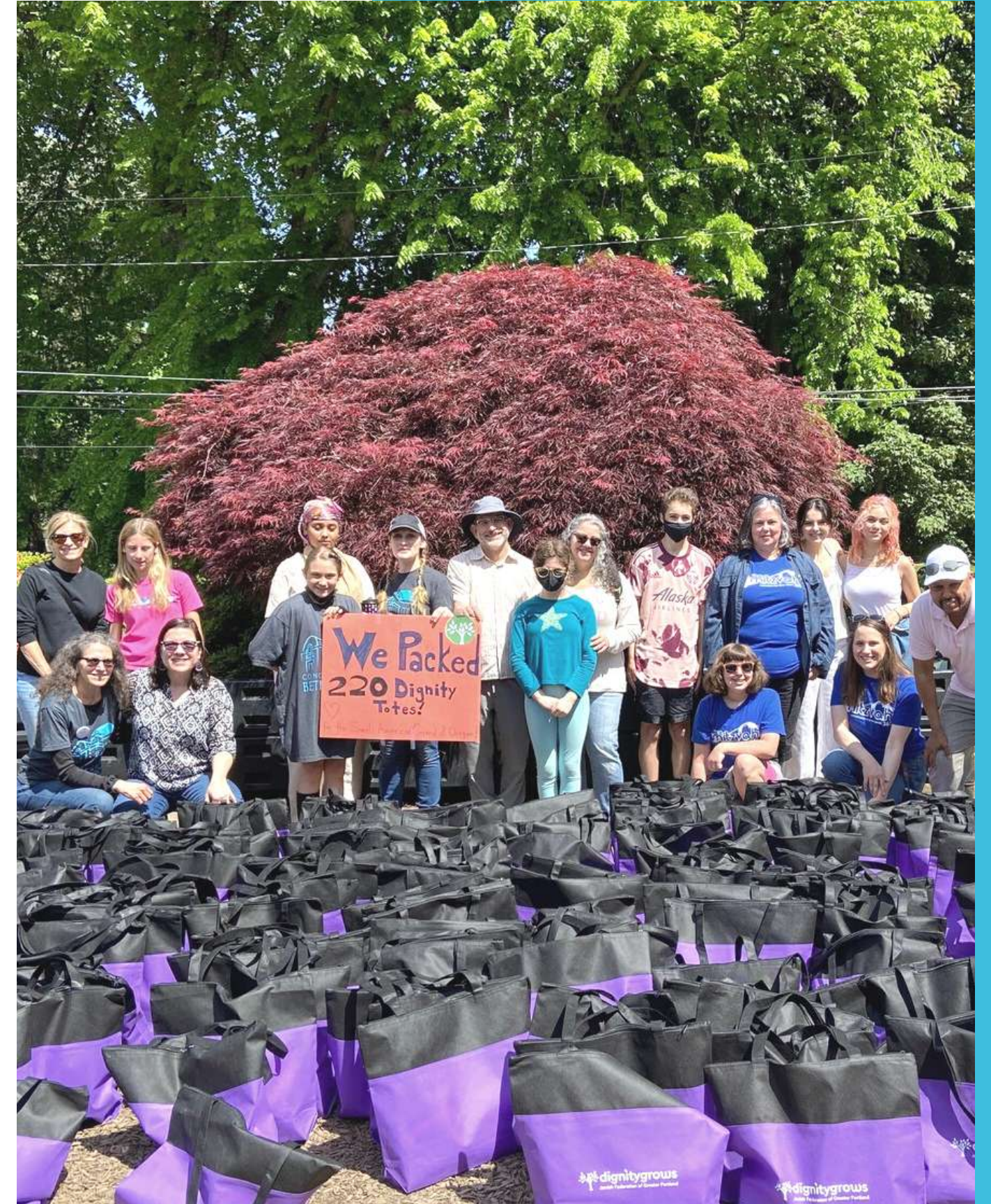


Rabbi Rachel Joseph,  
who serves on the  
board of Planned  
Parenthood of the  
Columbia Willamette,  
invited their CEO,  
Anne Udall, to speak at  
our Shavuot service





# Our Social Action Committee continues their work of **Tikkun Olam**





We held our first-ever **Rev. Dr. Martin Luther King, Jr. Day of Service**, in which over fifty volunteers gave their time to support Project Lemonade, Lift Urban Portland, the Portland Backpack Project, and more!



Our community participated in direct-action service projects across the Portland area on **Mitzvah Day** earlier this month





We have sponsored  
three rounds of  
meals, including a  
Chanukah  
celebration, for  
Ronald McDonald  
House





We hosted cooling centers for our neighbors at **Rose Haven** throughout the summer, and winter warming centers in partnership with **Multnomah County**





We collected coats for refugees,  
cranberries for Jewish Family and Child  
Services' annual Thanksgiving boxes,  
coffee and pasta for Northwest Towers  
residents, and medicine, underwear,  
guitar strings, and other hard to source  
items for the congregations' Cuba trip  
participants visited.

With your support, we donated to local partners  
Blanchet House, Cascade Abortion Support Collective,  
Cascadia Clusters, CODA, HIAS, IRCO (immigrant and  
Refugee Community Organization), Jewish Family and  
Child Services, Lift UP, the Oregon Food Bank,  
Mealsonus PDX, NARA (Native American  
Rehabilitation Association), NE Emergency Food  
Fund, Portland Backpack Project, Stone Soup PDX,  
Sunshine Division, Urban Gleaners, URJ Religious  
Action Center (in support of Every Voice, Every Vote),  
and Virginia Garcia.



The WRJ/Beth Israel Sisterhood continued their advocacy for menstrual justice by collecting period products throughout the year



Sisterhood rebounded from  
the pandemic with social  
events, author  
conversations, and more!







**Annual Report Card 2022-2023**  
**Celebrating Over 100 Years of Women of Reform Judaism/ Beth Israel**  
**Susan Berniker, President**

*The mission of Sisterhood is to bring woman, and all who identify as women, together to support and benefit Congregation Beth Israel and the community by providing opportunities for friendship, service, spiritual growth and learning*

**The Numbers**

175	WRJ/Beth Israel Members
100	Care Packages for college students and military personnel for Chanukah & Purim
30	Attendees at Fall Membership Chai Tea Brunch featuring speaker Therese Bottomly, Oregonian Editor
120	Jars of honey sent at Rosh Hashanah via Honey from the Heart
100	Torah Commentary books (Hebrew & English) purchased for the synagogue
TBD	Donated to Early Childhood Education Center via Gift Shop sales

**Highlights**

**Philanthropic:**

- \$1,000 donated to URJ Camp Kalsman and Camp Newman
- \$200 donated to support Portland Refugee Support Group
- \$180 donated for YES Fund (Youth, Education, Special Projects)
- \$200 donated to Seattle area refugees—WRJ Pacific District Convention Social Action Project
- Sponsored and coordinated Special Community Seder for 30 members of the greater Portland Jewish community who would otherwise not attend a Seder
- Co-sponsored CBI Women's Seder

**Social Action:**

- Bi-monthly social action meetings
- Co-sponsored *Red Tent Event* Fundraiser for Dignity Grows (JFGP) to provide free tote bags filled with hygiene and period products for menstruators who need them
- Hosted a virtual & in-person postcard writing party as part of RAC and CBI Social Action's *One Voice One Vote* Campaign, with sisterhood providing postage & postcards

- Collaborated with WRJ/Kol Ami to promote a joint virtual Reproductive Rights webinar (16 attendees)
- Collaborated with CNS and CST sisterhoods to organize a PDX sisterhood Dignity Grows Period Packing Event (sponsored by JFGP), packing 260 tote bags to benefit Clackamas Women's Shelter
- Sponsored a CBI mini-Mitzvah Day Period Packing Party as a Chapter of PERIOD and distributed 140 sacks of period products to the City of Portland Park Ranger's Office for distribution to those camping in Portland parks (8 participants)
- Sponsored a Mitzvah Day collection drive to benefit Portland Refugee Support Group and organized a speaker from Portland Refugee Support Group to speak to Mitzvah Day attendees
- Provided free menstrual products to CBI restrooms

**Spiritual Growth & Religious Programming:**

- Led monthly Shabbat Services for residents and families at Cedar Sinai Park
- Organized annual Sisterhood Shabbat service and sponsored the Oneg
- Co-sponsored Havdalah at Rose Schnitzer Manor, led by Cantor Green (60 participants)

(continued)

**Friendship & Community:**

- Sent E-Newsletter to over 600 CBI members monthly
- Sponsored September *Shabbat on the Plaza* serving ice cream to all attendees
- Baked and coordinated Rosh Hashana Sweets Table
- Organized four quarterly programs to bring congregants together including a *Challah Baking Event* (36 participants), a *Hanukkah White Elephant Party* at Backcountry Wine Bar (18 participants), *Mindfulness through Jewish Yoga* (16 participants), and a *Game Night* (13 participants)
- Collaborated with WRJ/Kol Ami to present a virtual book talk featuring author Maggie Anton (19 participants)
- Awarded WRJ's *Kavod Award* for Exceptional Programming
- Held a Wine, Women, and Words Membership Event (9 participants)

**Service & Learning:**

- 1 attended WRJ's Pacific District Area Event in Vancouver, BC, leading a Programming Workshop for 18 participants
- 8 attended WRJ's Pacific District Convention in Bellevue, WA
- Organized and served a Grab and Go breakfast for 130+ Mitzvah Day participants
- Operated & Staffed CBI Gift Shop providing the CBI & PDX community with Judaica, tallit, & more, and "pop-up" shop in the CBI Administration Office
- 3 members served on the WRJ Board of Directors
- 2 members served as WRJ Area Directors
- 1 member served on WRJ PD Social Action & Advocacy Team



This year saw the post-lockdown return of **Jews Next Dor (JND)**, our group for Jews in their 20s and 30s





JND, open to Jews in their 20s and 30s across the Portland area, has membership of over sixty (and counting!)



*JND is back with young adult programs, including*

- An "Iron Chef-Latke" Chanukah competition
- Rev. Dr. Martin Luther King, Jr. Shabbat Service
- A midwinter ShabBrunch
- A Schpiel and Sip for Purim
- A Young Adult Seder
- Monthly plans set for this spring, summer and beyond!





**JND has built community  
with young Jews across  
the Portland area,  
partnering with the  
Mittleman Jewish  
Community Center,  
Moishe House PDX,  
MoishePod West, Neveh  
Shalom, Shaarei Torah**



**Mittleman**  
Jewish Community Center  
At the Schnitzer Family Campus





Your generosity has made it possible for us to build community online, consistently livestreaming our services, events, and speakers





We host classes and educational experiences online, including

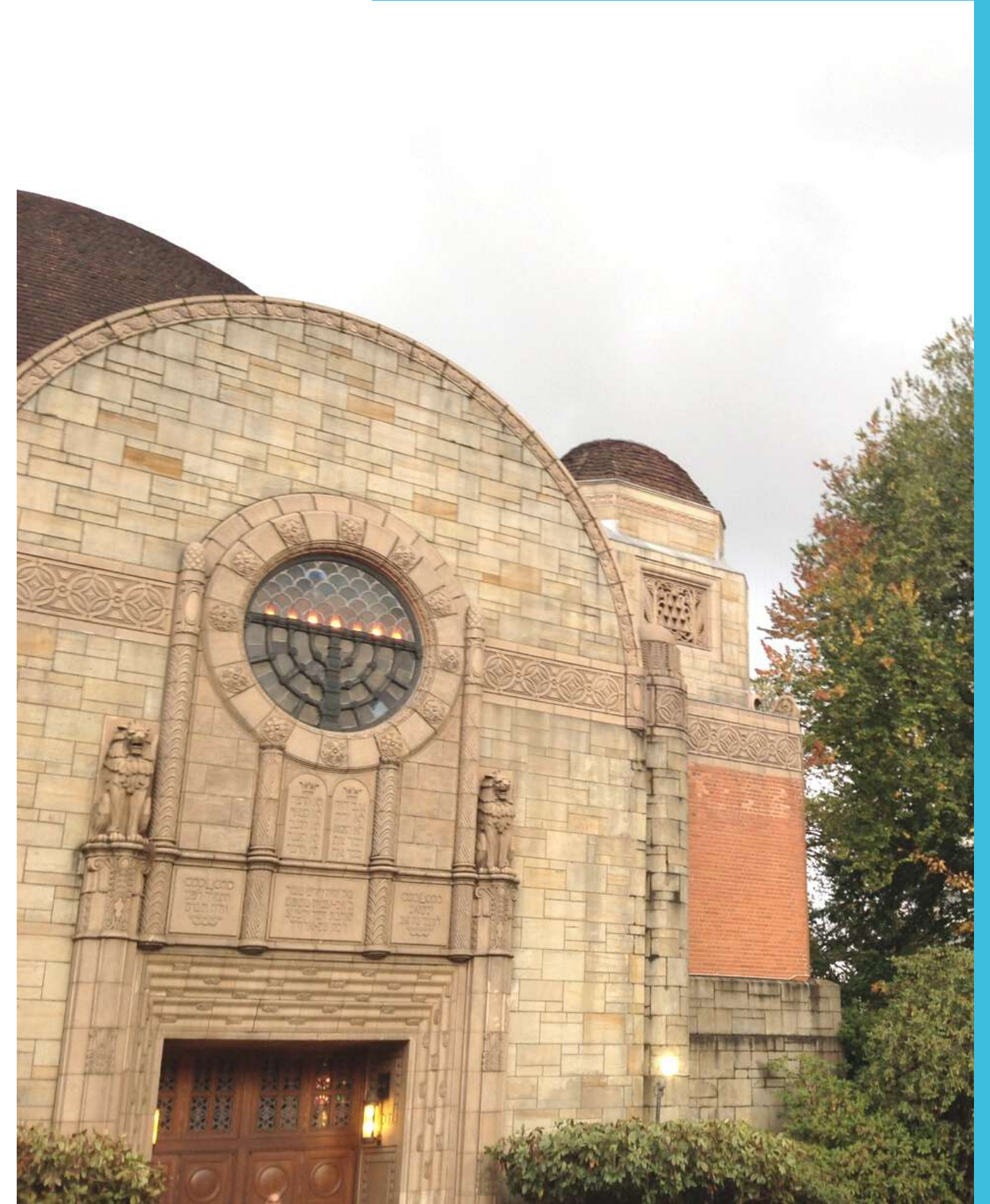
- weekly Torah Study
- Holiday Lunch and Learns (or, in the case of Purim, a Lunch and Laugh)
- And a multi-week online course on “The Women You Won’t Meet in Hebrew School” with feminist Torah scholar (and CBI Torah study leader!) and student rabbi Sivan Rotholz.

We invested in our online infrastructure to improve the quality of our online experience, with new cameras and an improved streaming program





We have worked to improve our on-campus experience as well, upgrading our cameras and security with support from a \$150,000 grant from the Federal Emergency Management Agency (FEMA)







In 2024, we are preparing to launch a full-day early childhood center, **The Jennifer Barnum Luria Early Childhood Center** (The Jennie), in a renovated part of our education building

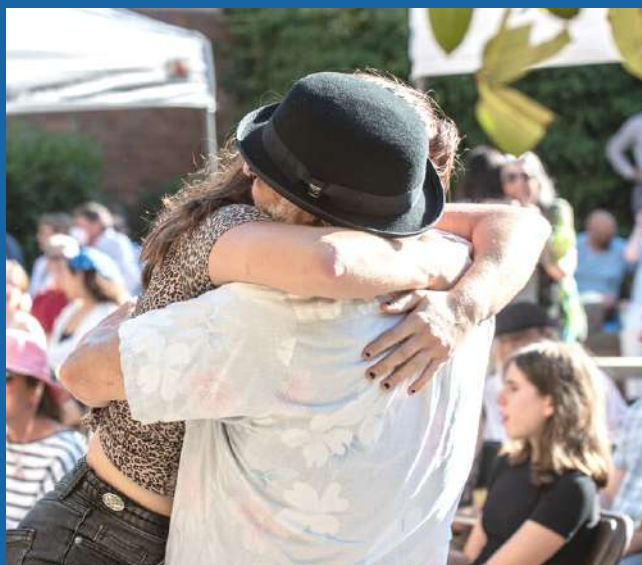


The Jennie will make the vision of the late Jennifer Barnum Luria a reality through the leadership of her parents, Robert Barnum and Susan Barnum, and husband, Gil Luria, and with major support from Bob and Rita Philip.



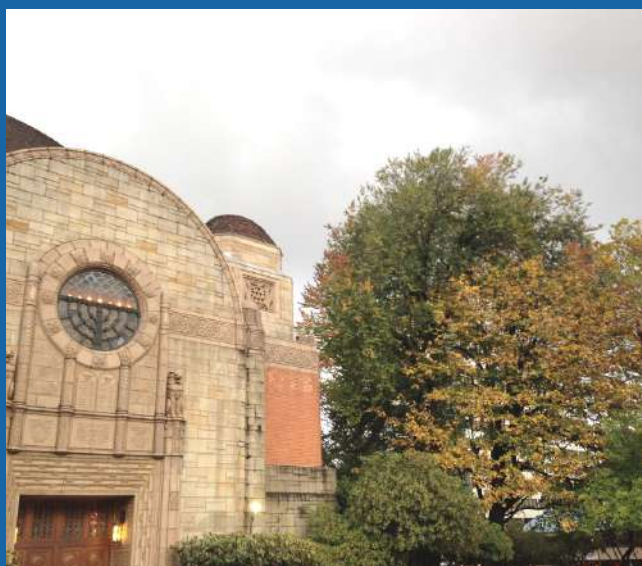
*Jennifer Barnum Luria (z'l)*





Through **YOUR**  
support, we  
have so much to  
look forward to  
in the years to  
come





# Thank You



# PRESIDENT'S REMARKS

LIBBY SCHWARTZ





# HONORING RETIRING BOARD MEMBERS

---

Jeff Capen

Janet Hoffman

Sally Rosenfeld

A solid blue vertical bar is positioned on the left side of the image, extending from the top to the bottom.

# NOMINATING COMMITTEE REPORT



FOR ELECTION TO A  
NEW TWO-YEAR TERM  
FOR 2023-2025

---

Kathleen Voboril Kahl  
Loren Koplan  
Judith Pakosinski  
Ava Schoen

FOR RE-ELECTION TO A  
TWO-YEAR TERM FOR  
2023-2024

---

Christie Moore  
Josh Remick  
Libby Schwartz



# CONTINUING THEIR EXISTING TERM FOR 2022-2024

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Susan Berniker, Naomi Derer,  
Meryl Haber, Bill June, Shoshanna  
Lasnberg, Sandy Lewis, Gail  
Mandel, Susan Milstein, Elana  
Pirtle-Guiney, Sarah Pitman

# Thank You!



**Sally Rosenfled**

**Rabbi Emanuel Rose  
Tikkun Olam Award**



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# REVIEW OF PROPOSED BYLAW CHANGES

## Article IV--Membership

Section 8: The Board of Trustees has the right to suspend or terminate a Member's membership for, among other things, disruption of the Congregation Beth Israel community in ways that threaten its educational, spiritual, or community-based missions or purposes, or for egregious mistreatment of staff or other members of the Congregation. The member shall have an opportunity to meet with the President for informal resolution of the conflict matter in question. If the matter remains unresolved, the Board of Directors may remove the Member from the Congregation with cause by a two-thirds vote of those Directors in attendance at any regular or special meeting in Executive Session thereof. Prior to any vote of removal, the member shall have an opportunity for a hearing before the Board. Written notice of the opportunity for such a hearing must be given to the Member affected at least fourteen (14) days prior to any vote on the removal of the Member from the Congregation. Such notice will be deemed to have been given upon delivery in hand or by regular U.S. Mail, and by certified mail return receipt requested.



## Article XII -Committees

Section 10: Tikkun Olam Social Action Committee - The Tikkun Olam Committee (formerly Social Action Committee) works to create and promote opportunities for all of the CBI Community to participate in repair of the world. The committee will also have the responsibility of making recommendations to the Board of Trustees for allocations from the Social Action Tribute Funds . The recommendations will be guided by the Tikkun Olam Committee's vetting of the recipient parties and will include the suggested distribution amount. ~~shall study and analyze local, state, national and international issues and concerns in relationship to the principles of Judaism. The Social Action Committee shall sensitize the congregation to the moral and ethical implications of these issues and concerns. It shall speak or encourage action only with prior approval of the Board of Trustees.~~

## Article XII -Committees

Section 1: Standing Committees - The following committees shall exist as standing committees of the congregation:

- (a) Nominating Committee;
- (b) Budget Committee;
- (c) Education Committee;
- (d) Cemetery Committee;
- (e) Investment Committee;
- (f) Development Committee;
- (g) Building and Grounds Committee;
- (h) Tikkun Olam ~~Social Action~~ Committee;
- (i) [Intentionally omitted]
- (j) Senior Personnel Committee;
- (k) Safety and Security Committee
- (l) Inclusion, Diversity, Equity, and Access Committee



## Article XII -Committees

Section 13 – Safety and Security Committee – In addition to congregant members, the Committee shall include at least two members of the Board, the Executive Director and the Director of Education. The Committee shall evaluate campus safety and security and address concerns including those involving practices,, equipment , and facilities. The committee will consult with the Buildings and Grounds Committee on matters of shared interest. The Chair shall report concerns and on activities of the committee to the Board as appropriate.

Section 14: Inclusion, Diversity, Equity and Access (IDEA) Committee – The Committee shall consist of members of the congregation and at least two members of the Board. The Committee shall work to create a culture of belonging by ensuring that all aspects of congregational life are attuned to the experiences and abilities of all who engage with the Beth Israel community. The Chair shall report concerns and on activities of the committee to the Board as appropriate.

## Article V –Congregational Meetings/Article VI—Nominations and Elections

Section 2: Special Meeting - The President or a majority of the Board of Trustees or thirty percent (30%) of the current~~30~~ membership units of the congregation by written application may call a special meeting of the congregation. The call for a special meeting shall set forth the purpose of the meeting, and the Secretary of the Board of Trustees shall mail a notice of the special meeting to the congregation's members at least 14 days before the date of the meeting. The congregation shall transact no business at this meeting except that which the notice specifies.

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Section 5: Nominations by Petition – A number equaling ten percent (10%) of the current~~Ten (10)~~ membership units of the congregation may by petition nominate any ~~Jewish~~ member of the congregation for election to the Board of Trustees provided that person agrees to serve. They must file their petition with the Secretary of the Board of Trustees at least 20 days before the annual meeting.



## Article IV--Membership

Section 2: A family membership must include at least one Jewish person who is age 18 or older. A “family” means either one adult or two adults who are married or in a similar relationship that they define as a family, plus his, her or their children (if any) age 23 or younger, except that a child age 24 or older who is disabled and incapable of living independently may remain part of the family membership. If a family membership includes a non-Jewish spouse or partner, only the Jewish member may serve as an officer of the congregation. The non-Jewish member may serve the congregation in other capacities including as a member of the Board of Trustees.

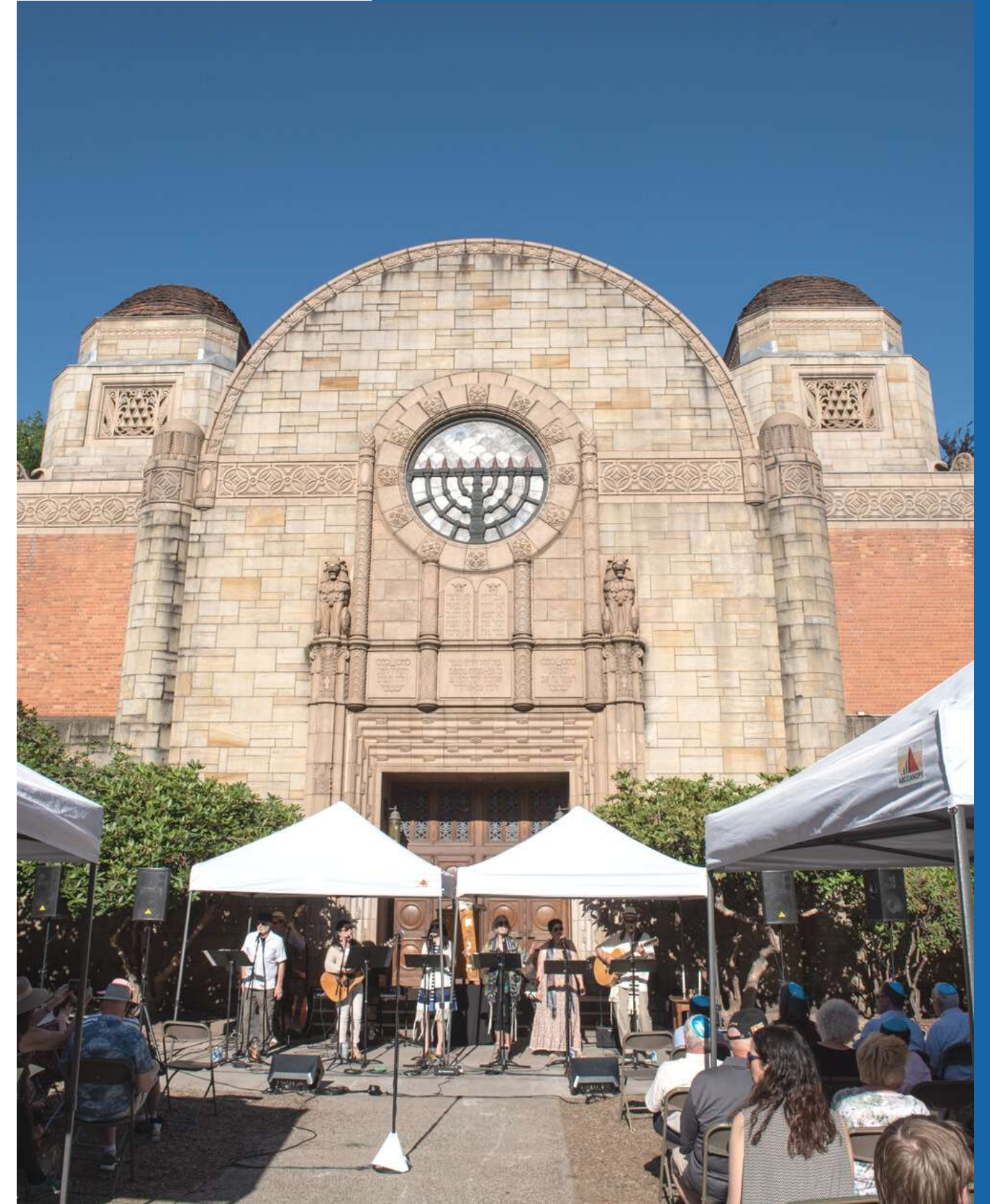
# BLESSING OF THE CBI BOARD

## CBI CLERGY

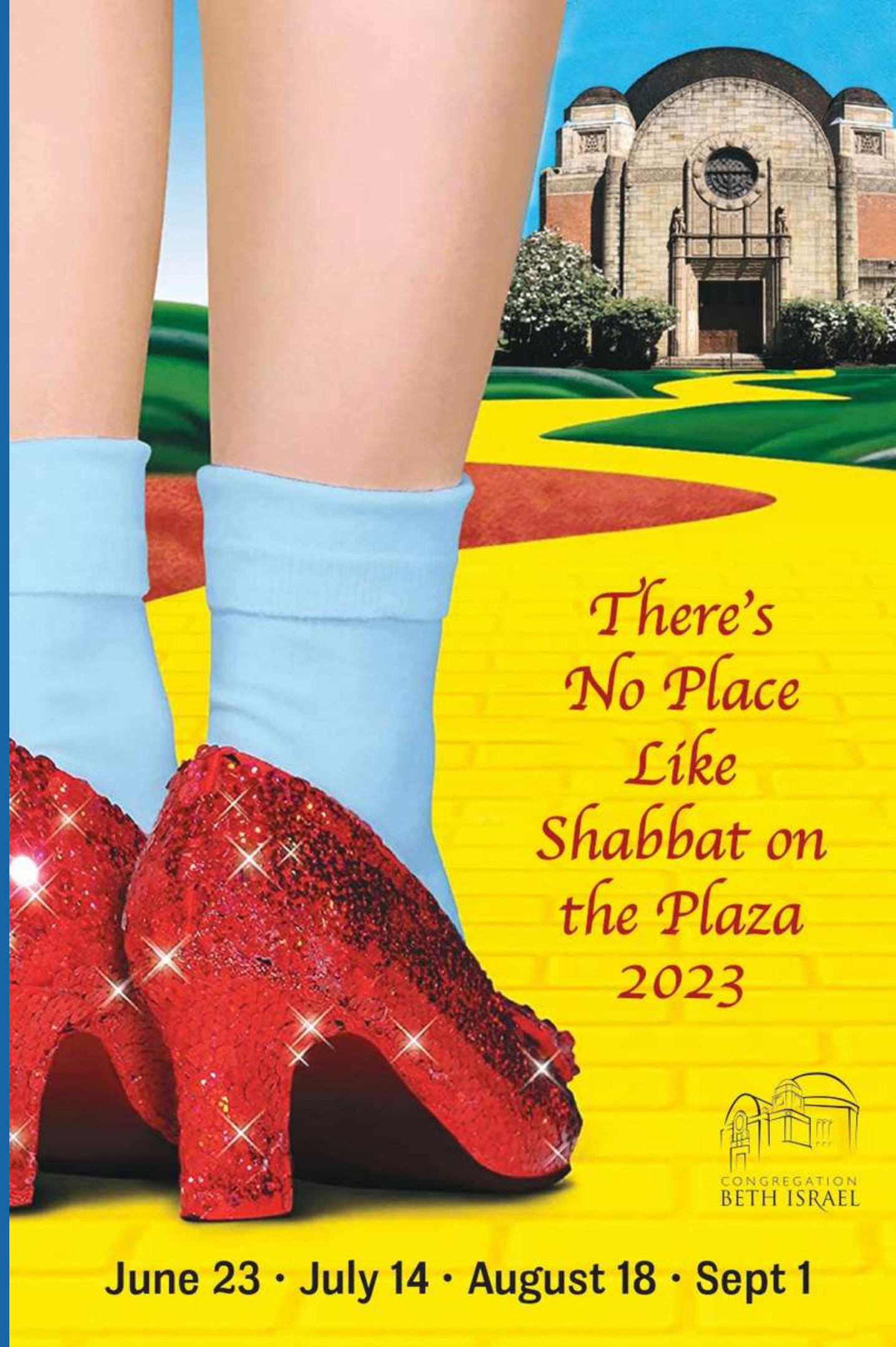




CLOSING  
THANK YOU  
FOR JOINING US







June 23 • July 14 • August 18 • Sept 1

