



Fifteenth Annual Meeting

June 30, 2020

8 Tammuz 5780



President of the Board of Director's Annual Report 2019-2020

It has certainly been a busy and active first year. As your president, I have been fortunate to work with a wonderful board and staff. I want to especially thank several people who are leaving the board. Alex Shube has been clerk for the last 2 years. She has been a pleasure to work with and always so responsive to my requests. Jessica Heller has served 6 years with distinction and honor. In her personal life, she has been a frontline worker at Salem Hospital and I admire her courage. Nathaniel Weiss has been a tremendous asset to the board [and an original member of our Strategic Planning Committee]. Lastly, many thanks to Larry Groipen for all the hard work and hours he has spent at Shirat Hayam. I know you all will continue to work and help me and the congregation reach our goals.

I need to acknowledge two other people who continue to show their commitment this congregation. Bethani Hipsh has been the Vice President for the Center for Early Education and has and continues to do tremendous work. Ruth Estrich has been a trusted advisor as well as a great ghost writer. Her experience and guidance are invaluable. I also want to thank the Leadership Development Committee, especially Renee Sidman and Melissa Kaplowitch, for all their hard work.

I look forward to working with our incoming board members, Joan Rosenthal, Michael Smerka, Eric Osattin, Jeff Oringer and Barbara Sidman. Each one brings their own strengths and experiences to the board.

In addition, I want to thank the entire staff including Cantor Alty, Barri Stein, Cheryl Schwartz, Janis Knight and Andrea Bernard for all their hard work. Rabbi Michael and I talk multiple times a week as we try to guide our congregation through our many challenges. It is difficult to express all my thanks and admiration for Anna Hathaway. She has put in long days helping navigate Shirat Hayam through turbulent waters. We speak every morning in what my wife describes as the "morning brief." I also want to acknowledge our Financial Manager, Richard Kelleher, who recently left us, for all his hard work over the years.

In the year ahead, I want to focus on three main topics. First, is security which we continue to upgrade. Due to the determined efforts of many, we have received several grants that will enable improvements to the building and we have established a security committee. Even though we are physically closed, we cannot forget that this will be an important issue in the future.

The Covid-19 pandemic has affected the Center for Early Education and Center for Jewish Education immensely. Anna, Janis, Andrea and Bethani are working hard to look at new ways to educate our children.

The pandemic will have profound effects on our budget. We will be looking for ways to operate in the most efficient manner possible with as little disruption as possible to the services we offer.

Physically reopening Shirat Hayam will have many challenges moving forward. We will make decisions in a careful and deliberate fashion. It will be one of the hardest decisions I will have to make.

Mark Messenger

Leadership@ShiratHayam.org



Rabbi's Annual Report 2019-2020

In addition to the assumed rabbinic responsibilities such as sermons, service leadership, lifecycle officiation, pastoral visits, teaching, etc. I strive to advance Shirat Hayam's strategic plan. This is not the work of an individual, but a team. Together, the professional staff, lay leadership, and laity, have worked hard to implement our strategic plan.

This plan has three main components: the vision, mission goals, and critical goals. Our vision is:

- *CSH offers multiple pathways to Jewish life, learning, and prayer. We will deliver the most fulfilling spiritual experience and the best childhood and teen education on the North Shore.*
- *Every encounter with our congregation leaves you feeling welcomed, connected, and enriched.*
- *We embrace our responsibility to invest in strengthening our Jewish community for generations to come.*

The five mission goals measure our progress towards the vision. In addition, we have eight critical goals, initiatives necessary to achieve our mission goals.

Below are the major areas in which I have worked over the past year to advance our vision, mission goals, and critical goals.

1. Critical Goal: Implement a voluntary dues program

T'rumot HaLev, Gifts of the Heart, Shirat Hayam's voluntary commitment membership model was launched just prior to last year's annual meeting. The results of Year 1 of T'rumot HaLev were published in the 2019–2020 T'rumot HaLev Progress Report. Highlights include: 1) 137 new member households, 2) the average age of new members was 15 years younger than current members, 3) CJE (Hebrew School) enrollment increased for the first time in 5 years, and 4) a modest increase in revenue.

The T'rumot HaLev team and professional staff worked hard throughout the summer and early fall to welcome our 137 new members and have continued to work to maximize the success of our voluntary commitment membership program in Year 2.

2. Mission Goal: Create a \$5M endowment

T'rumot HaLev is designed to increase participation in Shirat Hayam. Establishing a multimillion-dollar endowment is necessary to strengthen our financial future.

With the launch of T'rumot HaLev I turned my attention to the endowment. First, I recruited an extraordinary endowment team. Next, we selected a financial manager who can help us achieve our endowment goals. Then, the team wrote and the board approved our investment policy. In the coming year we will execute a strategy to grow our endowment.

3. Critical Goal: More effective volunteer committees, teams, and task forces

With the rise in anti-Semitism and the threat to congregations, our board, lay leadership and professional staff have worked hard to keep CSH safe place for Jewish life and community. Personally, I have worked to establish our volunteer Community Security Service team who will eventually provide security on Shabbat. In addition, I helped form our security team to coordinate all of our efforts in this area.

4. Vision: Offer multiple pathways to Jewish life, learning, and prayer

Parallel to our increased security, I believe that we can all combat anti-Semitism. Following up on my Rosh Hashanah sermon, I organized a community-wide reading of Deborah Lipstadt's, "Antisemitism: Here and Now." This book is an excellent introduction to contemporary anti-Semitism and all its nuances. By feeling more empowered to identify anti-Semitism, we will be more prepared to address it.

Again, with an incredible team of volunteers and organizational partners, we recruited eighteen North Shore organizations, totaling over 550 individuals, including police chiefs, superintendents, and town managers, to participate in the reading of this book. Unfortunately, COVID-19 has postponed the convening of book groups and the planned in-person gathering, but our work will continue once we're able to do so safely.

5. Critical Goal: Increase our inclusion efforts

The 2019 Annual Meeting marked the culmination of last year's Interfaith Task Force when the congregation passed an update of CSH's by-laws making non-Jewish spouses full members of the congregation with the right to vote and serve on the board of directors.

In the current year, the task force has strategized to publicize the fact that Shirat Hayam is an extraordinary spiritual home for interfaith families. We will produce a tri-fold brochure by the High Holy Days.

6. Vision: Deliver the most fulfilling spiritual experience and the best childhood and teen education on the North Shore. Every encounter with our congregation leaves you feeling welcomed, connected, and enriched.

Lastly, together with the rest of the professional team, our lay leadership, and volunteers, we have worked hard to continue Shirat Hayam during the COVID-19 pandemic. We revamped our services for an online experience and service attendance is up. I've hosted multiple Zoom funerals and *shivas*. We created a COVID-19 Response webpage. Hebrew school, adult education, and book groups moved online. We've called everyone in the congregation. The Cantor and I created the new Loosen service and lead our CJE students in Tuesday prayer. And much more. Despite the pandemic, Congregation Shirat Hayam continues to thrive.

Overall, Shirat Hayam is an incredible community. We – lay people and professionals – continue to strive to be *the* model of a successful, thriving, financially secure synagogue.

Rabbi Michael Ragozin

RabbiRagozin@ShiratHayam.org



Cantor's Annual Report 2019-2020

As I complete my second year at Shirat Hayam I have been privileged and inspired in many ways. Below are some of my contributions.

SHIRAT HAYAM BRANDING

I have developed a unique brand of Jewish prayer & educational music:

- Modern, joyous and accessible yet traditionally rooted.
- This helps make Shirat Hayam welcoming to all ages.
- This can be leveraged to attract new members to CSH, and students to our pre-school (CEE) and Hebrew school (CJE).

INSPIRING CHILDREN

- Parents of B'nei Mitzvah students have thanked me for boosting their child's confidence which helped them succeed on their big day.
- CJE students have thanked me for attending their league ice hockey and baseball games.

MAKING LEARNING FUN & MEMORABLE

- Produced approximately 15 educational videos for the CEE that explore Jewish themes.
- Parents of CEE students have said their children sing our Shabbat songs at home.
- Alicia M. (mother of a CEE student) laughingly told me "one Friday morning she came to pick up her daughter prior to our Shabbat class. Her daughter was furious and made her promise to never force her to miss a Shabbat class again.
- Director of Children's Choir - The TamTams - Performances: High Holidays, Purim, CJE graduation, and Shavuot.
- Wrote and Directed the Purim Play - a new hybrid production of CJE students and teachers.

ENGAGING TEENAGERS

At High Holiday services, multiple teens said they were surprised how much they loved our services.

RELATIONSHIPS

I have built warm, meaningful relationships with Shirat members, CJE and CEE students through times of joy and sorrow.

INITIATIVES

- Created a new Shavuot holiday music/dance celebration with CJE children.
- Created “Clergy Barter” with distinguished Klezmer musician Rabbi Sruli Dresdner - trading musical performances with each other's respective synagogues.
- Developed the Shirat Hayam Klezmer band - festive, fun, and danceable.

COVID -19 INITIATIVES

- Produced approximately 30 videos for the Congregation and Pre-K as of June 29th, 2020. This has provided a way to connect in a time of physical separation (see below).
- Sent the congregation regular words of inspiration.
- Designed a new and well-received, modified Shabbat service with Rabbi Michael that we'll be implementing moving forward.
- Developed “Loosen” with Rabbi Michael - a new Wednesday evening music service - with new music that I've written and arranged.
- Created a new Men's Club event.
- Developed a new global promotional opportunity with JewishLIVE - a website aggregator of live-streaming Jewish content.

COMMUNITY OUTREACH

I performed as Cantor representing Shirat Hayam at these community events:

- Lappin foundation - JCC, Temple Sinai, Chabad of Swampscott, Temple Emmanuel, Salem State University - Holocaust Memorial Event, Care Dimensions - Interfaith Service of Remembrance.
- Performed at international, Jewish music concert “Light of Zeitlin” with some of Jewish music's biggest names.
- Performed at the 2020 USCJ (United Synagogue of Conservative Judaism) biennial conference.
- Performed at the 2020 Song Leader's Boot Camp annual conference.
- Invited to perform at this year's Jewish Arts Collaborative concert this Fall in Boston.

VIDEO

I have been recording, editing, and producing numerous videos. Some of them are specifically for the congregation while the others have been created for the Pre-School students.

- Set up a Shirat channel on YouTube which is the repository of all videos. (Link Below)
- Videos are migrated to the Shirat website and listed under the appropriate categories (congregation and pre-school).

Videos on the Shirat Hayam YouTube Channel can be accessed via the following link:

https://www.youtube.com/channel/UCnMDbZ8BFpLsWuRWs_9jk4A/videos

Videos that have been migrated and posted on the Shirat Hayam website can be found via the following link:

<https://shirathayam.org/songs-prayers-covid-19-response/>

Cantor Alty Weinreb

CantorAlty@ShiratHayam.org



Center for Jewish Education's Annual Report 2019-2020

It was, despite the interruption of Covid-19, a great year at CJE! We had 85 students registered in our PreK – 7th grade program. Students grew in their ability to read Hebrew, to pray in the ancient language of Jewish prayer, to celebrate holidays together, to dance, sing, and express themselves as Jews together in community with other Jews. It seems so long ago that we opened the year at Devereux Beach with “Sunset & Smores”, enjoyed hot cider and apple tarts under the sukkah, or came together to hear the Torah read at Simchat Torah. In December, our young Kindergarten children were celebrated in the Hanukat HaTorah ceremony and our congregation, their parents and teachers, and the students themselves pledged to learn and grow into a life informed by Torah values with the support of the congregation.

Our second year of enrollment in the online learning platform, ShalomLearning, enabled our faculty to pivot rapidly and continue substantive Jewish learning with our students in grades 2 – 6 and help them remain on curricular track, especially with learning Hebrew prayers. The tool allows our students to gain more access to both Hebrew decoding and prayers as well as deeply meaningful lessons about Jewish values and their expression in the world.

The values curriculum is a spiral allowing for students to add more to their understanding and experience of key values such as Shalom Bayit (peace in the home), Hakarat HaTov (Seeking out the Good), Rodef Shalom (Pursuing Peace) each year.

Israel continued to be an important strand in our year of learning. Second and third graders learned and grew their knowledge about the modern land of Israel and fitted it into place with the sense that we are connected there. Our connection with the People of Israel continues through our participation in the CJP-sponsored Boston-Haifa Connection *Mifgashim* program. Our 6th grade students were assigned a class of students in Haifa with whom they corresponded all year long, on paper, via WhatsApp and sending videos to one another. Seventh grade students began a new unit called “Israel – It’s Complicated” to begin to honestly address the complexity of Israel’s role in the Middle East and the world. We were fortunate to have an assigned Fellow from the *Stand With Us* program, our own Lila Caplan, who planned and taught several lessons with our students, offered a Nosh & Drash, and planned an Israel Independence Day program for May.

Every Tuesday afternoon, the Rabbi and Cantor Alty lead a service for all the students, discussing the meaning of the prayers we sing and bringing in melodies from our Renewal services. We use Visual Tefilah methodology meaning that we create slides for each prayer that include the Hebrew, the transliteration, and an illustration that picks up the theme of the prayer, as well as the relevant English. Cantor Alty worked with the students to learn new songs including “Mitzvah Gedolah,”

a song that taught us that someone who does a mitzvah and makes another smile is worthy of five times the reward. Tuesday Tefilah continued online when we were no longer able to meet in person and remained an important way for us to maintain our sense of community and connection in a scary time. Yasher Koach to both our Rabbi and our Cantor for their efforts!

The teen Darkeinu program encompassed both the CHAI Mitzvah and the Madrichim program this year. Our teen madrichim training program for post-b'nei mitzvah students gained a greater level of sophistication through our Gateways training and adoption of the teen madrichim training program. Weekly short training sessions on Shabbat helped our teens gain a number of important tools for their classroom skills. They became more active in the educational experiences of their students, as well as having substantive discussions about Jewish texts and values as they expressed themselves in the classrooms and the school. These teens became more than merely go-fers and challah cutters.

I would like to highlight the *incredible* work done by our faculty during this spring of Covid-19 uncertainty and physical distancing. They each threw themselves into learning new tools and platforms and methods for reaching and teaching their students without complaint. They crafted interesting lessons and learned how to teach material in shorter amounts of time using unfamiliar methods. They were strongly motivated to keep our students feeling connected and as secure as they could be by giving them familiarity and worthwhile content online. Some teachers met with small online groups; others met individually. They planned Alef Bet Yoga, story time, lit Shabbat candles together and all kinds of important and joyful moments.

Because the CJE school year ended earlier than planned, our Hebrew faculty was not able to do formal Hebrew reading and prayer assessments for each student as usual at the end of the year. Therefore, I met with most of our students in grades 4 – 6 to assess their Hebrew reading skills and to take careful notes for the coming year. Many of these students opted to continue meeting with me for online tutorial to make up the material they might otherwise have missed with the unsettled spring semester. I have to say that meeting virtually with the 25 – 30 students every week for the past 6 weeks has been a true joy for me personally as well as giving me valuable data on our teaching methods and our students' capabilities.

The CJE year ended earlier than scheduled which meant that we missed important and beloved events including our Passover seder, our Yom Ha'atzmaut celebration and field day and our morning to honor our teachers, our madrichim, and our senior madrichim as they leave for college. We regret those lost moments to celebrate and look forward with hope and faith that we may soon be together physically as well as virtually.

Our CJE faculty is already looking forward with faith and energy toward the coming school year and many will be attending an online professional development training at the end of June to grow their skills in teaching effectively online.

Janis Knight, Director of CJE

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Business Manager's Annual Report 2019-2020

I completed my second year as the Business Manager, and I have had the sincere pleasure of experiencing the vibrant energy of CSH. Last year was a year of changes, opportunities and challenges. 2019-2020 was the inaugural year of T'rumot HaLev, our voluntary dues program and I found participating in this program to be very exciting. It was the culmination of years of hard work by Rabbi Michael and the Voluntary Due Committee. In April, we rolled our Year 2 of the program. Even with the challenges presented with the COVID-19 epidemic, 36% of the congregation has responded positively and have returned their commitment forms. We will be reaching out and working with the rest of the Congregation to fulfill their annual pledge commitments.

Many may still wonder about my role in the organization. I am responsible for a breadth of operational components of CSH, such as building maintenance, general administration, accounting and bookkeeping functions, security, personnel/human resources, and other general operations. My involvement in each of these areas is a unique lens into learning how CSH operates, and each has illustrated opportunities. For instance, our physical security during services is a top concern. After participating in security training sessions sponsored by the Jewish Emergency Management Systems of CJP, I worked diligently with staff and a group of volunteers to institute new procedures. Many of you experienced this first hand by participating in our new ticketing system during the high holy days, presenting your ticket at the front door check-in, and seeing the smiling faces of our greeters at the front door. To further enhance our security, I have applied for four security grant programs and we were fortunate to receive to three grants totaling over \$35,000. The building security improvements will take place over this summer. Additionally, I have worked with the board and the Voluntary Dues Committee to institute a new "Security Fee" which everyone has seen in your T'rumot HaLev Renewal forms. This new fee will help us hire police officers to man the front doors during live services and to provide other required building improvements.

Additionally, I have worked with Larry Groipen to review our building systems and we are working on plans for needed upgrades for our heating and air conditioning systems. As part of the upgrades, several areas of the roof were replaced and minor leaks were repaired. Plans for updates for both kitchens (Main and Chapel kitchens) were drafted and funds were donated by Bryna Litchman and Arthur Epstein for a major rehabilitation of the main kitchen.

This year I worked closely with a team of staff and volunteers on several fundraising campaigns. Our Purim campaign was the most successful program in years, grossing over \$8,400 which was a 50% increase over prior years' campaigns. During November/December, I worked with the Board to start

our Security Fund, and we were able to raise \$4,200 to meet our security needs and the weekly police detail.

I worked with Rabbi Michael to improve our online appearance with updates on our website. We are in the process of updating our database system and soon you will be to pay your dues online. We will roll out the new program in a few months.

Once again, we have experienced staff changes this year. After being in our back office for over 14 years, Richard Kelleher has moved on, and he will be missed. His duties and responsibilities will be distributed amongst the remaining staff members.

I would like to thank everyone who makes CSH an inclusive and captivating spiritual home for our community. The contributions of the following individuals are especially paramount to the function and success of CSH:

- Dr. Mark Messenger, for his thoughtfulness, determination, vision and drive
- Larry Groipen, for his strong commitment
- Officers and Board of Directors, for their direction and guidance
- Rabbi Michael, for his thoughtful insights
- Cantor Alty, for his musical insights
- Barri Stein, who keeps everything moving smoothly
- Janis Knight, for inspiring children with the CJE program
- Andrea Bernard, for her determination and vision of a top-notch Center for Early Education
- Cheryl Schwartz, for her warm and welcoming smile for all who visit or call in
- Gus Ventura, Eridania Vicioso, Yanira Rameriz, Criselda, who make the building shine and
- CJE and CEE teachers, who educate our children.

Anna Hathaway

Anna@ShiratHayam.org



Director of Events and Programs Annual Report 2019-2020

Well, we made it through 87% of the year before the bottom dropped out but hopefully Covid 19 isn't all we'll remember for 2020.

In spite of the 13% we missed out, the year went wonderfully and as always, it was punctuated by our weekly Shabbat Synaplex experience with continued high attendance at our services, Nosh & Drash, Yoga and kiddush lunch. Our Nosh and Drash portion of Synaplex consisted of a variety of popular presenters from a multitude of backgrounds and fields. We love that we can recognize multiple celebrations and events at the same time in which the community comes together. Thankfully we celebrated many simchas including baby namings, Auf Rufes, birthdays and anniversaries with our families in addition to our B'nei Mitzvahs. By the close of our fiscal year (April 30, 2020), we celebrated 10 B'nei Mitzvah this year, during the Shabbat morning or evening and one on Zoom. Unfortunately, we couldn't celebrate the reunion of our B'not Mitzvah sisters who worked so hard for many months to lead the service just after we closed. We look forward to several busy years ahead with many B'nei Mitzvahs rescheduled to fall of 2020 or 2021. This upcoming fiscal year May 1, 2020-April 30, 2021, 9 children will become B'nei Mitzvah, but 17 are scheduled for 2021/2022.

Our holiday celebrations were extremely well attended including the Shavuot Kugel Bake Off, Break-the-Fast, Sukkot/Farm Day, Simchat Torah and Purim celebrations. Our Passover second seder and Shavuot Cook Off will return in full force next year. We held 5 Holy Happy Hour Minyans and participated in the Young Family Shabbat program with the JCCNS, Lappin and Temple Sinai

We either hosted many organizations from the community including CJP, Town of Swampscott Fire Dept. and Board of Health, Red Cross, movie productions and the annual town July 4th parade or participated in many events at other local venues ie JCCNS, Temple Emanu-El...

Rabbi Michael's invigorated Minyan group was feted with a barbeque and the Men's Club held many successful events during the year. Book Club and Rosh Hodesh continue to be popular each month and smaller gatherings like Poker, Knitting Group, and various Adult Ed classes kept the building active.

Shir Chesed stepped up this year with a honey drive during the High Holy Days and chicken soup deliveries among other initiatives. Unfortunately, yet thankfully, the volunteers that make up this group supported 47 congregational families who lost loved ones this year. I am grateful to Karen and Jerry Madorsky, Bethany and Moshe Roditi and Jerry and Patricia Kreitzer, the Shir Chesed organizers who make my job easier during difficult times.

Sales of graves this past year to members and non-members increased as people understand the value of preplanning. We continue to see an increased need for single graves or additional graves near already interred family members which, with some creativity and lots of negotiations, we've been successful in securing. If you know someone who owns a completely unused lot and may have questions about its future use, please contact the office. If you have pre-assigned grave usage, please contact us to obtain proper documentation. We encourage families and individuals to preplan and pre-purchase plots.

As I mention every year, maintenance and sales of cemetery plots is a large part of our focus as well. As the first generation of original lot owners pass away, we struggle to locate next of kin to secure future uses of family lots. If you know if anyone who currently owns graves in either section, please have them contact us to arrange burial permissions. We continue to try to secure plot assignments for unused graves before original owners pass away.

If you have ANY concerns about your plot you can first contact Barri Stein. If you'd like anything planted, replaced or have a stone that needs to be cleaned, you can contact our groundskeeper directly, Dave McKenna at John M. Ross and Son at 978-774-0139.

The part of my job that I love is getting to know our congregational family, making sure we are here for you during all the stages of your lives and giving you meaningful well-run experiences to share with family and friends that leave you feeling fulfilled spiritually, welcomed, connected and enriched. I/We hope we do that for you. We are grateful for your support, attendance and the wonderfully generous donations that we receive each year to make our services, Kiddushim and other programs a success. Please remember to contact us for any lifecycle event, cemetery needs, and building usage requests or if you'd just like an Aliyah on a Shabbat. We look forward to exciting changes for 2020 and beyond.

Barri Stein

Barri@ShiratHayam.org



Minutes of the Fourteenth Annual Meeting

May 23, 2019

Submitted by: Alex Shube, Clerk

The Fourteenth Annual Meeting of Congregation Shirat Hayam of the North Shore (“the Congregation”) was called to order by President Renee Sidman at 7:30 p.m. A quorum of voting members of the Congregation was present. Booklets containing meeting materials and reports were presented to all attendees.

Approval of the Minutes. The attention of the attendees was directed to the minutes of the 2018 Thirteenth Annual Meeting included in the booklets.

MOTION: It was moved that the minutes of the May 15, 2018 13th Annual Meeting be approved. Motion carried.

D’var Torah by Rabbi Michael Ragozin. Rabbi Michael discussed how the parashah talks about economic justice and how to create a society that has economic opportunity for all. Everyone should have an opportunity to enter into our community and find meaning.

President’s Remarks by Renee Sidman. Outgoing president Renee Sidman reflected on her term as president. She is leaving the Congregation on more stable footing. She along with clergy and other leadership established a strategic vision. 2019 saw the smallest draw on the endowment in the Congregation’s history. One major area of gains was in the revenue from the preschool (the Center for Early Education or CEE). There was a strong Lev campaign, as well as a very generous, one-time gift from an anonymous donor. She stated that change can be difficult, but it also invokes growth. A major change for the Congregation going forward is the passing of the voluntary dues model. She discussed the vote on the by-laws to make the Congregation more inclusive to interfaith families. More families mean a stronger foundation for the future. Finally, President Sidman thanked the Congregation, staff, and her family.

Budget Report by David Zion (Treasurer) and Anna Hathaway (Business Manager). They reviewed the April 30, 2019 financials. It was a very good year for the Congregation. Fifty percent of revenue came from CEE. We only withdrew \$82,800 from the endowment. They discussed fiscal year 2019 revenue source and operating expenses. They then reviewed the fiscal year 2020 budget, discussing revenue sources and operating expenses and showing assets and liabilities. They discussed that as it was the first year of the voluntary dues model, there was some uncertainty and they were taking a conservative approach.

Proposed Changes to the By-Laws. Proposed changes to the by-laws were presented that would create a greater degree of equality for intermarried families. The goals were to promote inclusion and equality and welcome all families. The proposed changes would allow the non-Jewish partner or ex-partner to be a member with voting rights and allow non-Jewish members to serve on the Board of Directors.

MOTION: It was moved that Jewish and non-Jewish partners are eligible for membership and Board service, provided that the President of the Board of Directors and the head of the Ritual Life Committee are Jewish and three-quarters of Board members must be Jewish. Motion carried.

Leadership Development Committee Presentation and Vote by Melissa Kaplowitch. Melissa Kaplowitch, Chair of the Leadership Development Committee (LDC), presented the slate. The LDC has presented the following nominees to the Board of Directors. Nominees new to the Board of Directors are asterisked (*).

Board of Directors Slate 2019-2021

Executive Committee:

President	Mark Messenger
Vice President	Larry Groipen
Vice President, Preschool	Bethani Hipsh
Treasurer	David Zion
Clerk	Alexandra Shube
Financial Clerk	Stephanie Greenberg
Member at Large, Membership	Amy Powell

<u>Continuing Term May 2019-May 2020</u>	<u>New Term May 2019-May 2021</u>
Stephanie Greenberg	<i>*indicates new member</i>
Larry Groipen	Ruth Estrich*
Jessica Heller	Gitte Kushner
Bethani Hipsh	Corey Lewis
Lori Kreevoy	Amy Powell
Jay Mahler	Janna Schwartz
Mark Messenger	Joe Simons
Adam Packer	Steve Solomon
Alexandra Shube	Adam Wallen*
Nathaniel Weiss	
David Zion	

The LDC and the Board of Directors recommended a “yes” vote on this slate. Article IX, Section 1(b) of the Congregation by-laws states, “Each officer must be a Member in good standing and have served previously as a Director for at least one term.” For this slate to be elected, this condition requires a one-time suspension for Stephanie Greenberg and Bethani Hipsh to serve on the Executive Committee as Financial Clerk and Vice President of Preschool, respectively.

Motion for By-law Suspension:

MOTION: Article IX, Section 1(b) states, “Each officer must be a Member in good standing and have served previously as a Director for at least one term.” A motion was made and seconded to suspend this condition for this year’s slate only. **Motion carried.**

Motion to Approve Slate:

MOTION: It was moved to approve the slate of officers and directors presented by the Leadership Development Committee. **Motion Carried.**

Board Installation: Rabbi Michael Ragozin offered a prayer for the new Board of Directors and thanked outgoing board members for their leadership and service.

New President's Remarks. Incoming President Mark Messenger thanked Renee Sidman for her service. He expressed his pleasure at being able to serve as President, something he has always wanted to do. He also stated how important it is to him and to many in the Congregation to be inclusive of interfaith families.

Meeting adjourned



BOARD OF DIRECTORS SLATE FOR 2020-2022

EXECUTIVE COMMITTEE:

June 2020 – May 2021

PRESIDENT	Mark Messenger
VICE PRESIDENT	Joe Simons
VICE PRESIDENT	Bethani Hipsh
VICE PRESIDENT	Amy Powell
TREASURER	David Zion
CLERK	Jay Mahler
FINANCIAL CLERK	Stephanie Greenberg

BOARD OF DIRECTORS:

<u>New Term June 2020- May 2022</u>	<u>Continuing Term May 2019-May 2021</u>
Stephanie Greenberg	Ruth Estrich
Bethani Hipsh	Gitte Kushner
Lori Kreevoy	Corey Lewis
Jay Mahler	Amy Powell
Mark Messenger	Janna Schwartz
Jeffrey Oringer*	Joe Simons
Eric Osattin*	Steve Solomon
Joan Rosenthal*	Adam Wallen
Barbara Sidman*	
Michael Smerka*	
David Zion	

* ***New member (see bios on next page)***

The Leadership Development Committee and the Board of Directors wish to thank the following individuals for their commitment and time served on our board:

Larry Groipen, Jessica Heller, Alex Shube, Nathaniel Weiss, and Adam Packer



New Board Members for 2020/2022 Term

Jeff Oringer

Jeff Oringer is a Long Islander turned New Englander who moved to the North Shore approximately 15 years ago to join his partner in a new job and to join Gastrointestinal Physicians at Salem Hospital. He was kindly introduced to Shirat Hayam by colleague Al Namias and subsequently chose to join congregation Shirat Hayam due to the welcoming and innovative atmosphere. This initial introduction led to being married by Rabbi HaLevi, sending his children to the Shirat Hayam preschool, sharing enjoyment of a fine beverage at "Scotch and Schmooze", and forming friendships with the husbands of many of his wife's yoga friends and the parents of his children's Hebrew school classmates. Fifteen years later, he and his family consider their friendships through Shirat Hayam to be one of their most valued sources of happiness.

Professionally, he is a gastroenterologist at North Shore Physicians Group and has been privileged to care for the North Shore greater community.

In his free time, he enjoys soccer and has played with the 'Over 30', 'Over 40', and 'Over 50' leagues in Marblehead over the years. During the soccer off-season, he enjoys skiing, hockey, biking around the North Shore, reading historical fiction and science fiction, and traveling. With his wife Linda and children Caroline and Miles, he is grateful for the community offered by Shirat Hayam and looks forward to giving back to the congregation.

Eric Osattin

Eric Osattin joins the CSH Board after assisting with security matters at the Temple for several years. He is a police sergeant with over 15 years of law enforcement experience. He is an instructor for the Advance Law Enforcement Rapid Response Training's Active Attack program. He is also an EMT. Eric resides in Marblehead with his wife, Erica, a fourth-grade teacher at Tower School, and their son, Jake, a proud graduate of the CSH Center for Early Education. Eric is a 2002 graduate of Worcester Polytechnic Institute.

Joan Rosenthal

Joan is a life-long resident of Marblehead and is actively involved and committed to many community-based philanthropic causes on the North Shore. Most recently, Joan has served as Co-Chair of the CJP North Shore Grants Committee and a Board Member of Care Dimensions.

Joan has also served as a Member of the Marblehead School Committee, a Trustee of the Glen Urquhart School, a member of the Shirat Hayam BDS Task Force, and has been active with AIPAC for many years. Professionally, Joan was a National Bank Examiner with the US Treasury Department-Office of Comptroller of the Currency, a Banking Consultant, and presently enjoys substitute teaching K-6 for the Marblehead Public Schools. Joan and her husband, Steve are the parents of Lee and his wife, Kate, Jon, and Alex, as well as the grandparents of Hazel.

Barbara Sidman

Barbara lives in Salem with her husband Alan, to whom she has been married for 50 years. They are the proud parents of three grown children, Ila, Jason, and Michael, and grandparents to 4 beautiful grandchildren. She has lived on the North Shore all her life. Barbara was a member of the former Temple Israel where she served on the Board of Directors. She also served on the B'reshit committee during the merger of Temple Israel and Temple Beth El. She was the Director of Education as well as kindergarten teacher at Temple B'nai Abraham Hebrew School in Beverly. Barbara taught kindergarten at The Epstein Hillel School for the past thirty years until her recent retirement this month. She is also co-chair of the Shir Lanu committee. She and Alan are regular attendees at Renewal and Shabbat services. Barbara looks forward to continuing to serve Shirat Hayam and the Jewish community by her representation on our board.

Michael Smerka

Michael Smerka is a Board-Certified Prosthetist. He has been working with the amputee population making artificial limbs since 2001. He is driven by being an intricate part of the rehabilitation process to restore mobility. He has traveled to Guatemala seven times to volunteer his expertise for people in need of this care. He works for a leading prosthetic company in Burlington MA. Michael has played the drum set since the age of 13. He is currently a member of the Ruach Rally Band and has been known to join in Renewal service. Michael also plays out on the North Shore at various live music venues. Michael finds inspiration in the rhythms of world music and is influenced by the sounds of his Yemenite roots. Michael resides in Marblehead with wife Heather, two children Noah and Margalit and their dog Luna.