

Temple of Aaron
www.templeofaaron.org

616 South Mississippi River Blvd.
St. Paul, MN 55116
651-698-8874

REPORT FOR THE 101ST ANNUAL MEETING

Tuesday, June 14, 2011

12 Sivan 5771



Our Vision Statement

Temple of Aaron, a congregation of Conservative Judaism, is and will be devoted to the service of God (*avodah*), the study of Torah, and commitment to the Jewish people. We will energetically enrich and serve the diverse spiritual, emotional and social needs of our members, through both traditional and innovative approaches to our Jewish heritage. *You are always welcome at the Temple of Aaron*

**Temple of Aaron 101st Annual
Congregational Meeting
Tuesday, June 14, 2011 12 Sivan 5771**

A G E N D A

Annual Meeting Chairperson

- A. Minutes of Last Annual Meeting:
Entertain A Motion To Waive The Reading

- B. Treasurer Sue Rosner's Report:
Entertain A Motion To Waive The Reading

- C. President Michael Saxon's Report

- D. Rabbi Alan Shavit-Lonstein's Report

- E. Hazzan Mitchell D. Kowitz's Report

- F. Old Business
 - 1. Miscellaneous

- G. New Business
 - 1. Sisterhood Presentation - **Building Fund**
 - 2. Director Of Education Joshua Fineblum Report
 - 3. Youth Director Robby Erlich Report
 - 4. Miscellaneous

- H. Elections

- I. Adjournment

TEMPLE OF AARON
BOARD OF DIRECTORS
2010-2011

Mark Adelman – *Past President*
Betty Agranoff
Susie Andler
Tracy Arnold
David Baldinger
Jay Baldinger
Steve Baldinger-Past President
David Berg
Alan Bernick
Cheryl Bier
Marilyn Bloom
Ken Boschwitz
Eileen Bream- Past President
Sanford Brody - Past President
Alan Divine
Allen Freeman - Past President
Gerald Frisch - Past President
David Gantman
Barbara Gitlin
Hugh Gitlin – Men's Club President
Bruce Goldfarb
Gerard Hirschhorn - Past President
Sandra Kamin
Andrew Katz
Robert Kaufman
Dr. Phillip Kibort - Past President
Mickey Kieffer
Tom Kieffer - Past President

Merrill Kuller - Past President
Renee Kvasnik
Nancy Lane – *Past President*
Janice Lazarus - Past President
Lisa Lerman
Jim Leventhal
Betty Sue Lipschultz - Past President
Sally Lorberbaum
Ruth Lowenthal
Nathan Maki
Stuart Marofsky - Past President
Bob Marvy
Gary Portnoy
David Rosner
Sue Rosner
Julie Sander
Michael Saxon
Paula Schrabner - Sisterhood President
Rhonda Schwartz
Rosalyn Segal
Steve Shaller
JoAnn Silvers
David Sloane
Stuart Steinman - Past President
Donald Swartz - Past President
Gary Swartz - Past President
Judy Werthausen
Brian Zaidman

President: Michael Saxon

Executive Vice President: Judy Werthausen

Vice Presidents: Rosalyn Segal, Gary Portnoy

Secretary/Treasurer: Sue Rosner

Executive Committee Members: Alan Bernick, Dr. Alan Divine, David Gantman, Bruce Goldfarb, Sandra Kamin, Nancy Lane, Gary Portnoy, Sue Rosner, Michael Saxon, Rosalyn Segal, Steve Shaller, Judy Werthausen

Temple of Aaron Past Presidents:

Joseph Levy
1910-1917**

Ben Freeman
1954-1957**

Stuart Steinman
1984-1986

Reuben N. Katz
1917-1921**

Paul M. Spicer
1957-1958**

Merrill Kuller
1986-1988

Samuel Katz
1921-1922**

Jerome Butwinick
1958-1960**

Janice Lazarus
1988-1990

Harry Silverman
1922-1925**

Jacob Locke
1960-1963**

Gerald E. Frisch
1990-1992

Myron H. Ravits
1925-1926**

Eugene Schway
1963-1966**

Thomas Kieffer
1992-1994

Harry Hertz
1926-1927**

Frank Schaffer
1966-1968**

Eileen Bream
1994-1996

Leon Salet
1927-1929**

Saul S. Garelick
1968-1970**

Stuart I. Marofsky
1996-1998

Herman J. Butwinick
1929-1932**

Kalman S. Goldenberg
1970-1972**

Steve Baldinger
1998-2000

Aleck Finkelstein
1932-1935**

Donald Swartz
1972-1974

Gary Swartz
2000-2002

Dr. William Ginsberg
1935-1937**

Joseph Kaplan
1974-1976**

Betty Sue Lipschultz
2002-2004

Samuel Stein
1937-1941**

Arthur Freeman
1976-1978**

Phillip Kibort
2004-2006

David Simon
1941-1943**

Gerard Hirschhorn
1978-1980

Mark Adelman
2006-2008

Ben L. Rivkin
1943-1945**

Sanford Brody
1980-1982

Nancy Lane
2008-2010

Maurice H. Goodman
1945-1954**

Allen Freeman
1982-1984

**Deceased

TREASURER'S REPORT

Sue Rosner, Treasurer

The following pages are the financial statements of the Temple of Aaron Congregation as prepared by the accounting firm of Silverman And Associates, for the year ending December 31, 2010.

1. Statement of Assets, Liabilities and Fund Balances
2. Statement of Revenue, Expenses and Changes in Fund Balances
3. Statement of General Fund Revenue and Expenses
4. Statement of Changes in Restricted Fund Balances

The statements are prepared on an accrual basis. We continue to focus on timely payments, professional investment money management and financial control while maintaining programming and the physical needs of our synagogue which are essential for the growth of our Temple. In 2010, our revenues slightly exceeded expenses by \$ 185. Our total annual revenues were \$1,241,851 a 7.4% decrease from 2009. Our total annual expenses were \$1,241,666 a 7.5% decrease from 2009. The historical work on our endowment program continues to bear fruit as a key generator of annual operating revenue. We work intensely to control departmental costs so we can work flexibly with declining interest rates, standard stock market fluctuations and growing endowment donations.

We bill dues on a monthly basis to make them more affordable for each member. We rely on members paying promptly so that synagogue cash flow is maintained at acceptable levels to pay our vendors. We use a "fair share" dues system relying on % of total income and our compliance with the system has been sufficient to produce balanced budgets. In 1999, we created a Life Everlasting Fund and froze dues for those paying dues in compliance with our "fair share" dues program. Support of the Life Everlasting Fund has been very strong, a clear indicator for the generosity of our general membership. We froze dues for nearly everyone in 2010 and continued the successful Life Everlasting Dues Fund. Our Board of Directors intensely reviewed all departmental budgets and slightly raised dues in 2011 pursuing our mandate to maintain a balanced budget.

ACCOUNTANTS' COMPILATION REPORT

Board of Directors
Temple of Aaron Congregation
St. Paul, Minnesota

We have compiled the accompanying statement of assets, liabilities and fund balances of the Temple of Aaron Congregation (the "Temple") as of December 31, 2010 and 2009, and the related statement of revenue, expenses, changes in fund balances and supplemental data for the years ended December 31, 2010 and 2009, in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants.

A compilation is limited to presenting in the form of financial statements, information that is the representation of management. We have not audited or reviewed the accompanying financial statements and, accordingly, do not express an opinion or any other form of assurance on them.

As more fully described in Note 1 to the financial statements, the Temple has not implemented the financial reporting requirements of Statement of Financial Accounting Standards No. 117, "Financial Statements of Not-for-Profit Organizations." Accordingly, the Temple has not classified the difference between its assets and liabilities as unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets based on the existence or absence of donor-imposed restrictions. In addition, the Temple has not reported the changes in each of those classes of net assets in the statement of activities and has not disclosed information about expenses reported by their functional classifications in the statement of activities or the notes to the financial statements. Presentation of such information is required by generally accepted accounting principles. The effects on the financial statements of that departure from generally accepted accounting principles are not reasonably determinable.

The Temple does not provide for the depreciation of property and equipment. Non-recognition of depreciation expense is a departure from generally accepted accounting principles. The effects on the financial statements of this departure from generally accepted accounting principles has not been determined.

Management has elected to omit a Statement of Cash Flows required by generally accepted accounting principles. If the omitted statement were included in the financial statements, it might influence the user's conclusions about the Organization's financial position and changes in fund balances. Accordingly, these financial statements are not designed for those who are not informed about such matters.

Silverman and Associates

SILVERMAN AND ASSOCIATES CPAs, LLC
CERTIFIED PUBLIC ACCOUNTANTS
Minneapolis, Minnesota

April 17, 2011

TEMPLE OF AARON CONGREGATION

STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES

See Accountants' Compilation Report
December 31, 2010

	ASSETS		LIABILITIES AND FUND BALANCES	
	General Fund	Building Fund	Perpetual Care Fund	Restricted Funds
Current assets:				
Cash on hand and in bank	\$ 148,785	\$ -	\$ 3,022	\$ 219,673
Investments	-	-	464,191	5,961,351
Dues receivable - net (Note 2)	79,971	-	-	-
Other receivables - net (Note 3)	22,084	-	17,964	-
Total current assets	250,840	-	485,177	6,181,024
Property and equipment (Note 1):				
Cemetery property and equipment	-	-	86,152	-
Land, Temple	-	85,282	-	-
Building, Temple	-	1,475,397	-	-
Improvements, Temple	-	1,336,985	-	-
Land, houses	-	10,000	-	-
Building, houses	-	31,639	-	-
Equipment, Temple	-	293,191	-	-
Fine arts, Temple	-	73,848	-	-
Total property and equipment	-	3,306,342	86,152	-
Other assets:				
Accounts receivable - non-concurrent (Note 4)	-	-	42,880	-
Inter-fund balances	(157,429)	130,557	56,287	(29,415)
Total other assets	(157,429)	130,557	99,167	(29,415)
Total assets	\$ 93,411	\$ 3,436,899	\$ 670,496	\$ 6,151,609
LIABILITIES AND FUND BALANCES				
Current liabilities:				
Accounts payable	\$ 23,160	\$ -	\$ -	\$ -
Long-term liabilities:				
Deferred income (Notes 4 and 7)	48,874	-	42,880	-
Total liabilities	72,034	-	42,880	-
Fund balances				
Total liabilities and fund balances	\$ 93,411	\$ 3,436,899	\$ 670,496	\$ 6,151,609
				\$ 10,352,415

See accompanying notes to financial statements.

TEMPLE OF AARON CONGREGATION
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCES

See Accountants' Compilation Report
December 31, 2010

	2010				2009
	General Fund	Building Fund	Perpetual Care Fund	Restricted Funds	Total Funds
Revenue:					
Congregation dues	\$ 799,361	\$ -	\$ -	\$ -	\$ 799,361
Miscellaneous contributions	94,329	-	-	-	118,401
High holiday contributions	27,225	-	-	-	31,004
Life everlasting	69,062	-	-	-	68,655
Religious school	177,691	-	-	-	195,336
Other	74,183	-	114,495	515,916	704,594
Total revenue	<u>1,241,851</u>	<u>-</u>	<u>114,495</u>	<u>515,916</u>	<u>1,872,262</u>
Expenses:					
Ritual	462,191	-	-	-	556,861
Business administration	234,718	-	-	-	229,071
Building maintenance	261,179	-	-	-	265,360
Youth and kinrus	37,076	-	-	-	30,031
Religious school	170,065	-	-	-	182,918
Other	76,437	-	63,044	235,139	641,808
Total expenses	<u>1,241,666</u>	<u>-</u>	<u>63,044</u>	<u>235,139</u>	<u>1,539,849</u>
Excess of revenue over (less than)	185	-	51,451	280,777	421,700
Fund balance - beginning	21,192	3,436,899	576,165	5,870,832	9,905,088
Prior Period Adjustment	-	-	-	-	(309)
Fund balances - ending	<u>\$ 21,377</u>	<u>\$ 3,436,899</u>	<u>\$ 627,616</u>	<u>\$ 6,151,609</u>	<u>\$ 10,237,501</u>
					<u>\$ 9,905,088</u>

See accompanying notes to financial statements.

TEMPLE OF AARON CONGREGATION

NOTES TO FINANCIAL STATEMENTS

See Accountants' Compilation Report For the Years Ended December 31, 2010 and 2009

Note 1: Summary of Significant Accounting Policies

Temple of Aaron Congregation ("the synagogue" or "the temple") is a non-profit organization dedicated supporting the religious and spiritual needs of its members and of the greater Jewish community of the St. Paul metropolitan area. The synagogue is supported primarily through contributions from its congregation.

Basis of Presentation:

The financial statement presentation does not follow the financial reporting requirements of the Financial Accounting Standards Board in its Statement of Financial Accounting Standards (SFAS) No. 117, *Financial Statements of Not-For-Profit Organizations*. Under SFAS No. 117, the Organization is required to report information regarding its financial position and its activities according to three classes of net assets-unrestricted net assets, temporarily restricted net assets and permanently restricted net assets. In addition, SFAS No. 117 requires disclosing information about expenses reported by their functional classifications. The Temple of Aaron Congregation has not implemented SFAS No. 117, instead reporting its financial statements under previously accepted "fund accounting".

Under fund accounting, which resources and activities for various purposes are classified for accounting and reporting purposes into funds according to their nature and purpose. The assets, liabilities and fund balances of the Synagogue are reported in three self-balancing fund groups as follows:

- General fund represents the portion of expendable funds that are available for support of synagogue operations.
- Building fund represents resources restricted for property and equipment acquisitions and funds expended for property and equipment purchases.
- Perpetual care fund represents resources restricted to the use of burial of the deceased and the perpetual care of the cemetery.
- Restricted fund represents funds that are subject to restrictions by donor or board authority, that the principal and the income be used for specific purposes. In certain cases, such restrictions allow for the related investment earnings to be transferred to the general fund.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Reclassifications:

Certain reclassifications have been made in the 2009 financial statements in order for them to conform to the 2010 presentation. These reclassifications have no effect on overall fund balances or the excess of revenues over expenses as originally reported.

TEMPLE OF AARON CONGREGATION

NOTES TO FINANCIAL STATEMENTS

**See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009**

Note 1: Summary of Significant Accounting Policies (Continued)

Expendable Restricted Resources:

General and property funds restricted by the donor, grantor or other outside party for particular operating purposes or for property acquisitions are deemed to be earned and reported as revenues of general funds or as additions to property funds, respectively, when the Synagogue has incurred expenditures in compliance with the specific restrictions. Such amounts received but not yet earned are reported as restricted deferred amounts.

Property and Equipment:

Uses of operating funds for property acquisitions and principal debt service payments are accounted for as transfers to property funds. Proceeds from the sale of property assets, if unrestricted, are transferred to operating fund balances, or, if restricted, to deferred amounts restricted for property acquisitions. All property and equipment is reflected on the books at its original historical cost.

Other Matters:

All gains and losses arising from the sale, collection or other disposition of investments and other non-cash assets are accounted for in the fund that owned the assets. Ordinary income from investments, receivables and the like is accounted for in the fund owning the assets, except for income derived from investments of endowment funds, which is accounted for, if unrestricted, as revenue of the expendable operating fund or, if restricted, as a deferred amount until the terms of the restriction have been met.

Pledges and all other unconditional promises of support, less an allowance for uncollectible amounts, are recorded as receivables in the year the promise is made, other than as described in Note 5. Pledges for support of current operations are recorded as operating fund support. Pledges for support of future operations and property acquisitions are recorded as deferred amounts in the respective funds to which they apply.

Note 2: Dues Receivable - Net

Dues receivable as reflected in the general fund are reported net of an allowance for uncollectible accounts aggregating \$16,490.

Note 3: Other Receivables - Net

Other receivables as reflected in the general fund include \$21,021 of receivables from operation of the Temple's religious school. This receivable is reported net of an allowance for uncollectible accounts aggregating \$8,585.

Note 4: Accounts Receivable – Non-current

Accounts receivable for perpetual care of burial sites sold are not due or payable until the grave is used. Accordingly, the remaining receivable is reflected as a non-current asset and the related income is deferred and reflected as a non-current liability.

TEMPLE OF AARON CONGREGATION

NOTES TO FINANCIAL STATEMENTS

**See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009**

Note 5: Perpetual Care Fund

The board of directors has established a targeted cash balance for the perpetual care fund of \$220,000. All funds maintained over this balance may be transferred to the general fund at the board's discretion. As of December 31, 2010, the perpetual care fund cash balance aggregated \$449,535.

Note 6: Deferred Income

As of December 31, 2010 \$48,874 of membership dues were received relating to membership periods after that date. All such receipts have been classified as deferred income in the general fund.

Note 7: Facility Rental

The Synagogue rents a portion of its building to one unrelated third party who operates pre-school and elementary on the premises. Rental revenue aggregated \$50,756 and \$53,500 during 2010 and 2009, respectively, and included in "other revenue" within the Restricted Fund, as reflected on the accompanying statement of revenue, expenses, and fund balance.

Note 8: General Fund

The General Fund received \$113,919 from the House Fund and it was used for 2009 operations and for the Sanctuary ramp. This loan has been paid in full.

TEMPLE OF AARON CONGREGATION

STATEMENT OF GENERAL FUND REVENUE AND EXPENSES

**See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009**

	Annual Budget 2010	Actual 2010	Actual 2009
Revenue:			
Congregation dues	\$ 825,000	\$ 799,361	\$ 847,172
Life everlasting	50,000	69,062	68,655
Fund raising	-	300	532
Memorial plaques	10,000	9,125	9,891
Religious school	210,000	177,691	195,336
High holiday contributions	30,000	27,225	31,004
Additional seats	1,000	2,301	1,640
Interest	70,000	49,882	54,336
Miscellaneous contributions	76,500	94,329	118,401
Tutoring	<u>10,500</u>	<u>12,575</u>	<u>14,268</u>
Total revenue	<u>1,283,000</u>	<u>1,241,851</u>	<u>1,341,235</u>
Expenses:			
Ritual (page 9)	460,400	462,191	556,861
Religious school (page 9)	198,600	170,065	182,918
Business administration (page 10)	225,000	234,718	229,071
Building maintenance (page 10)	267,000	261,179	265,360
Library	1,000	20	460
Youth and kinnus (page 11)	42,000	37,076	30,031
Adult education	2,000	735	3,515
Music (page 11)	27,000	24,821	20,714
Kitchen	6,000	1,391	2,445
Bad debts - dues	6,000	6,025	6,000
Endowment Marketing	10,000	8,040	7,480
USA Dues	20,000	17,515	19,826
Shomrim (security)	<u>18,000</u>	<u>17,890</u>	<u>17,421</u>
Total expenses	<u>1,283,000</u>	<u>1,241,666</u>	<u>1,342,102</u>
Excess of revenue over expenses	<u>\$ -</u>	<u>\$ 185</u>	<u>\$ (867)</u>

TEMPLE OF AARON CONGREGATION

STATEMENT OF RITUAL AND RELIGIOUS SCHOOL EXPENSES

**See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009**

	Annual Budget 2010	Actual 2010	Actual 2009
Ritual:			
Salaries and benefits	\$ 424,050	\$ 425,193	\$ 520,796
Religious articles	2,900	3,469	3,580
Tutor fees	5,000	3,240	3,160
Books and magazines	-	687	500
Sundry	7,950	9,753	9,450
Special services	13,000	14,004	13,882
High holiday	7,500	5,845	5,493
Total ritual expenses	\$ 460,400	\$ 462,191	\$ 556,861
Religious school:			
Salaries	\$ 101,068	\$ 91,778	\$ 104,777
Books and magazines	3,750	1,367	3,660
School supplies	1,149	1,751	1,375
Sundry	4,181	3,194	2,539
Holiday and festival programs	18,150	17,858	21,203
Hebrew school/honors	70,302	54,117	49,364
Total religious school expenses	\$ 198,600	\$ 170,065	\$ 182,918

TEMPLE OF AARON CONGREGATION
STATEMENT OF BUSINESS ADMINISTRATION AND
BUILDING MAINTENANCE EXPENSES

See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009

	<u>Annual Budget</u> <u>2010</u>	<u>Actual</u> <u>2010</u>	<u>Actual</u> <u>2009</u>
Business administration:			
Salaries and benefits	\$ 189,449	\$ 191,849	\$ 187,914
Printing, supplies and postage	3,990	4,543	4,466
Temple bulletin	11,950	10,902	10,206
Office equipment, service and repairs	2,200	7,923	2,034
Professional fees	3,275	3,200	3,250
Data processing	6,635	5,341	4,349
Sundry and annual meeting	717	5,855	11,001
Photocopying	3,410	1,822	2,199
Telephone	<u>3,374</u>	<u>3,283</u>	<u>3,652</u>
 Total business administration expenses	 <u>\$ 225,000</u>	 <u>\$ 234,718</u>	 <u>\$ 229,071</u>
 Building maintenance:			
Salaries and benefits	\$ 118,640	\$ 123,255	\$ 130,720
Maintenance repairs	31,975	35,457	35,367
Utilities	68,760	49,099	53,128
Maintenance supplies	10,950	13,555	10,572
Insurance	29,500	27,135	27,481
Sundry	<u>7,175</u>	<u>12,678</u>	<u>8,092</u>
 Total building maintenance expenses	 <u>\$ 267,000</u>	 <u>\$ 261,179</u>	 <u>\$ 265,360</u>

TEMPLE OF AARON CONGREGATION
STATEMENT OF YOUTH AND MUSIC EXPENSES

See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009

	Annual Budget 2010	Actual 2010	Actual 2009
Youth and Kinnus:			
Special events and programs	\$ 14,800	\$ 16,516	\$ 11,758
Salaries and benefits	27,200	20,560	18,273
Total youth and kinnus expenses	\$ 42,000	\$ 37,076	\$ 30,031
Music:			
Choir and director	\$ 25,400	\$ 24,152	\$ 20,148
Miscellaneous	1,600	669	570
Total music expenses	\$ 27,000	\$ 24,821	\$ 20,718

TEMPLE OF AARON CONGREGATION

STATEMENT OF CHANGES IN RESTRICTED FUND BALANCES

**See Accountants' Compilation Report
For the Years Ended December 31, 2010 and 2009**

	<u>Fund Balance December 31, 2009</u>	<u>Increases</u>	<u>Decreases</u>	<u>Fund Balance December 31, 2010</u>
Capital repair - endowment	\$ 1,309,702	\$ -	\$ -	\$ 1,309,702
Clergy discretionary	6,828	11,646	10,960	7,514
Endowments – designated purpose	3,603,486	100,910	-	3,704,396
Endowments – general purpose	416,503	100	-	416,603
House	-	137,788	-	137,788
Interim cash flow administrative fund	69	14,893	14,885	77
Library fund	5,677	-	-	5,677
Music fund	9,518	3,507	5,365	7,660
Prayer book fund	12,567	1,200	432	13,335
Special funds - non endowment	117,973	122,358	127,588	112,743
Special non-program funds – non endowment	43,022	105,795	58,992	89,825
Youth camp scholarships	325,417	11,067	12,700	323,784
Youth general operations	<u>20,070</u>	<u>6,652</u>	<u>4,217</u>	<u>22,505</u>
Total	<u>\$ 5,870,832</u>	<u>\$ 515,916</u>	<u>\$ 235,139</u>	<u>\$ 6,151,609</u>

BUDGET COMMITTEE
Sue Rosner, Chairperson
Michael Saxon, Liaison

The 2011 budgeting process was a highly focused and streamlined. Major committees developed budgets which reflected no major programming increases without corresponding cost savings from the 2010 budget. Each committee was also challenged to make precision reductions where possible without jeopardizing the integrity of any key program. Increase in 2011 departmental costs are due primarily to contractual salary agreements, health insurance premiums, employee compensation, property/casualty insurance renewal, utilities, etc.

The generosity of the Martin & Esther Capp Family Foundation and hundreds of our members who participated in the matching gift program enabled us to establish a \$1,000,000 capital endowment fund. This fund provides resources for major mechanical repair without creating new building fund campaigns. This fund also enables us to maintain structural integrity with a steady planned repair program.

The Board of Directors approved our proposed balanced budget for 2011. This budget includes dues (68%), tuition (15%), High Holyday Appeal, donations for memorial plaques, money from specific and general endowment funds and the Sisterhood donation.

Our ongoing Life Everlasting Dues Fund was created in 1996 and has been supported by all members in conjunction with The Clergy & Education Matching Fund. This fund serves as a catalyst to maintain balanced operating budgets. We have quietly worked hard to pursue our goal of slightly increasing our endowment funds annually. The economy has enabled our money manager to regain equity value over the past few years while limiting our money manager's ability to generate interest and dividends. Marilyn Smith has been the chair for the Centennial Cantor Chair Endowment and success in 2009 and 2010 positively impacts 2011's operating budget.

I would like to especially thank the members of the budget committee, (David Berg, Jason Divine, Bruce Goldfarb, Bob Kaufman, Brian Kamin, Sandra Kamin, Steve Lowenthal, Michael Saxon, Paula Schraber, and Steve Shaller) as well as the committee chairs and staff for their continuing efforts to contain operating costs which help the Temple of Aaron maintain a balanced budget. A special thanks to our Executive Director, Ken Agranoff for his guidance and assistance in preparation of the 2011 budget.

BUSINESS ADMINISTRATION

Sue Rosner, Chairperson

Temple of Aaron has worked hard to maintain a membership slightly larger than 1,000 member families. We are one of only 26 larger congregations in North America that have more than 800 members. The affiliation and retention of multi-generational families and Soviet Americans clearly show Temple of Aaron is valued. The daily administrative tasks have grown, the expected response time has shrunk and the experienced, dedicated support staff has been able to meet the challenges through computerization and improved planning.

The daily tasks are extensive so let's review some: member telephone calls, preparation of and mailing of monthly *Aaronions*, daily processing of member donations for dues, tuition and other funds, monthly preparation and mailing of billings, coordinating ushers for Shabbat and Holydays, scheduling of events, informing members about funerals, working with memorial chapel and various clergy for burials at our Roseville cemetery burials, informing members about Wednesday, Saturday and Sunday Schools, hiring and supervising school tutors, planning school events, Shabbat, holiday and lifecycle meals, arranging details for *Bar/Bat Mitzvah* services, rehearsals for lifecycle events, *oneg* preparation, *Kiddush* coordination, scheduling and preparation and payment for meals and parties, arranging dates and tour leaders for church & school groups to visit synagogue, help with Passover and *TuB'Shevat seders*, daily *minyan*, Shabbat services, meeting needs of our rental organization using South Wing, mailing 7,000 *yahrzeits* and *answering related questions*, holidays, continuing education, committees, special lectures, Sisterhood, Men's Club, youth programming, etc.

The office staff has distinguished itself through outstanding service, performance, understanding and sensitivity. Please join us in voicing our appreciation to: Kim Thomey, who has been with us 12 years supporting our two schools, cemetery in Roseville, Board of Directors, Executive Director, Business Manager & Yahrzeit System while being the primary telephone person and building greeter for all members and deliveries throughout the year. Our clergy assistant Kathy Berg has completed her third year working with our website, weekly email blast to 700 members and clergy on daily, weekly, and monthly planning. She also works with part-time Ritual Coordinator Larry Eisenstadt. Susie Haim was promoted in summer 2010 from a periodic office helper to a permanent part-time administrative assistant to support our Director of Education and our Youth Director. The office staff exhibits energy, enthusiasm, and excellence.

A small steady group of Temple of Aaron members have contributed time and effort to our paid support staff to help insure our synagogue office operates effectively and efficiently. Your participation is greatly appreciated.

Shelley Diamond has served the synagogue for 21 years. Office administration has become more complex and she has successfully served as our Business Manager for the past 12 years. She oversees all financial functions, computer network, and computer software / hardware and office personnel. There are hundreds of daily financial transactions for her to accurately process and review. Shelley makes office purchases after a competitive bidding process, monitors office technology to get the best balance of efficiency and cost effectiveness, processes all manual and electronic banking arrangements, and also serves as the primary cash flow liaison with our two professional money management firms tied to our host bank.

Our Executive Director, Kenneth R. Agranoff, has completed 24 years. The Executive Director is the Chief Operating Officer for all the non-ritual daily activities at the synagogue, with our school renter and the Temple of Aaron Cemetery located in Roseville. He serves as the liaison to the Board of Directors and its officers. Balancing individual member needs and wants with membership policies continues to be very challenging. He embraces the responsibility of interacting with clergy, staff, volunteers, other agencies, members, non-members, and vendors while explaining our policies and procedures to meet goals and keeping exceptions to the minimum to the benefit of the entire operation.

The Temple of Aaron, a congregation of Conservative Judaism, is and will be devoted to the service of God (Avodah), the study of Torah and commitment to the Jewish people. We will energetically enrich and serve the diverse spiritual, emotional, intellectual, and social needs of our members through both traditional and innovative approaches to our Jewish Heritage.

CEMETERY COMMITTEE REPORT

Gerry Frisch, Chairperson

Gary Swartz, Liaison

We prepared 34 burials from June 2010 through May 2011 at our Roseville cemetery. Our members and non-members have regularly expressed satisfaction with the cooperation and assistance from synagogue staff and Mr. John Parker, the cemetery supervisor. Their concern and sensitivity shown during times of mourning continue to support the respectful dignity of our cemetery.

The Committee expresses its sincere appreciation to Executive Director, Kenneth R. Agranoff, for his excellent efforts to coordinate and administer the day-to-day operations of our cemetery throughout the year. He makes cemetery arrangements with members, non-members, various monument companies, Hodroff-Epstein, other synagogues, various clergy, City of Roseville, Jewish War Veterans and makes needed sales throughout the year

The cemetery policy, which was adopted two decades ago, has standardized sizes of monuments and footstones. The single grave monument has a maximum height of 36 inches and a maximum width of 30 inches. The double grave monument has a maximum height of 36 inches and a maximum width of 38 inches. A single monument for a lot of four graves is entitled to a single monument with a maximum dimension of 36 inches high and 38 inches wide.

The cemetery supervisor is responsible for digging all graves, installation of footstones and monuments, snow plowing, grass cutting, weed removal, tree trimming, planting of flowers, leveling of footstones and all other maintenance duties.

Our Perpetual Care Fund is properly invested with two independent professional money managers and provides needed funding for cemetery upkeep. In 2008, a new endowment program was established, so that a \$2,000 contribution to a "flower fund" provides an endowment for planting flowers at designated graves. The family honored the memory of Reuben Birnberg by adding several permanent sitting benches throughout the cemetery so that visitors could sit and reflect while visiting loved ones

Your Cemetery Committee is committed to overseeing the operation of the cemetery in accordance with the ritual rules of Conservative Judaism so that we can go from *L'Dor L'Dor*, Generation to Generation with dignity.

Temple's Centennial Committee Report

The Temple of Aaron Centennial hit its achievements with stride. The chain of five Centennial events focused on community involvement which is the essence of the spirit of Temple of Aaron for 100 years and going forward. This report covers the last two Centennial programs.

Temple of Aaron members showed they know how to have fun in the great outdoors. On a beautiful Sunday afternoon in August, a classy golf tournament was held in Highland. Approximately 40 golfers each outfitted with cool Centennial caps, competed for incredible prizes and shared in some awesome laughs. A fabulous BBQ steak dinner and all the fixings was prepared and served by committee members. The event was supported by generous sponsors: Ficocello Hair Styling Studio, Inc., Cherokee Investments - Jon Kvasnik, Midway Cleaners - Ted Kvasnik, South St. Paul Steel - David Berg, Schneider Insurance Services - Bernie Schneider, Billy's on Grand, Inver Grove Ford /Lincoln Mercury - Michael Saxon, Northwood Dental - Dr. Loren Taple, Auto Uplink USA, Highland AutoStar Collision Center, and Associated Anesthesiologists PA – Dr. Neil Derechin, and Mark Gulner with proceeds supporting Temple of Aaron Youth Camp scholarships. Thanks to chair: Bernie Schneider and committee members: Becca Kvasnik, Jon Kvasnik, Layne Rosen, Sonya Rosen, Hugh Gitlin, Walter Kvasnik, Renee Kvasnik, Madeline Leventhal, Sasha Kvasnik, Neil Derechin, Mitch Neren, Ken Agranoff, Ben Gitler and Mike Gitler.

The Centennial Time Capsule culminating event took place on Sunday, October 10, 2010 starting at 10:10 am. The program was well attended with 300 people plus our Sunday school children who listen to special music by the Adult Choir joined by Cantor Kowitz, proclamations from St. Paul community leadership, and inspiring words reflecting 100 years of accomplishments. Chairs Eve and Steve Kafitz along with committee members: Loren Taple, Walter Kvasnik, Marilyn Smith, Barbara Kaster, Liz and Richard Strimling and Florie and Bob Marvy offered attendees a joyous occasion with food, picture taking, a collection of members' images and messages which provided a fantastic environment for celebrating 100 years of success while creating a new Time Capsule. Additionally, the event was enhanced by Judy Freeman Centennial art piece for Leifman Chapel, by Linda Passon-McNally and daughter Syril for creating an exterior wall banner, to Sasha Kvasnik for helping with digital photos, to Jerry Schwartz for video-recording, Renee Kvasnik for her precision piano accompaniment, and to Rabbi Shavit Lonstein for his entrusting words.

As the Centennial Steering Committee, we were thrilled to help lay the foundation of the celebrations. Each of the events truly developed into something really special honoring us as Jews, our synagogue traditions, our commitment to honor one another as members, and our commitment to make a difference in the community we live in and to Israel who we adore. From strength to strength, may Temple of Aaron carry forward well into the future.

Becca & Jon Kvasnik
Layne Rosen
Marilyn Smith
Nicole & Ben Gitler

ENDOWMENT COMMITTEE

Gary Swartz, Chairperson

Temple of Aaron is steadily perpetuating its financial future by educating everyone about endowment opportunities. We have made progress with gifts and try to share personal stories from our donors in monthly Aaronions.

A wide variety of donation techniques are available so that all members can participate at an affordable level. Donation options range from a cash gift to provisions in a will, from life insurance to charitable remainder trusts, from irrevocable trusts to property are all available to help perpetuate Temple of Aaron.

We continue to focus on smaller endowments tied to lifecycle events so that more members can elect to participate. The Committee has become more active in successfully contacting members for the new Cantor Chair. We have received endowment commitments, in cash, bequests from wills, life insurance policies ranging from \$5,000 to \$650,000. With so many options, everyone has the opportunity to be able to make a meaningful gift and become an important part of the L'Olam Endowment Plan. The Board of Directors continues to analyze the needed funding for the addition of a part-time development director to help us continue making steady progress in building our endowment program.

We encourage everyone to consider how valuable Temple of Aaron has been and how valuable it will continue to be in enriching our lives. Consider the options for participating in the Temple of Aaron L'Olam Endowment Program, so that all future generations can actively participate in the beauty and tradition of Judaism.

Blessed Be These Names Who Have Invested In Our Future Through Endowments

...a gift that will help fulfill a deep and sincere wish to ensure that Judaism and the Temple of Aaron are strong and vital for generations to come. Our Endowment Committee has worked very hard to provide a comprehensive program. We are grateful to the supporters of our *Temple of Aaron L'Olam Endowment Program*:

Tracey & Ken Agranoff High Holyday Family Service	Howard Geller Children's Prayer Books	Lillian E. & Samuel R. Miller New American Family Life Education	Esther Tucker USY Activities
Bob Baldinger Greenie Beanie	Jack & Lily Geller Consecration	Stephanie O'Brien Bnai Mitzvah Endowment Fund	Helene & Hillard Ward Synagogue Sukkah Project
Ruth Hallock Bearman Music Enrichment	Rabbi Jonathan Ginsburg Continuing Education	Dr. Henry Oselka Holocaust Education	Ruth & Saul Weinberg Children's Book Fund
David A. Berg Family Hanukah Party	Cecil Glickman Kepot	Marvin Perlman Bimah Flower Fund	Jeremy A. Werl Jewish Performing Arts Memorial
David A. Berg Family Passover Kiddushim	Faye Glickman Sanctuary Candles	Ossie Perlman Food Shelf	Sam J. Winnick Tzedakah
David A. Berg Family Rosh Hashanah Apples & Honey	Debbie Goldberger Bar/Bat Mitzvah Certificates	Stanley and Evelyn Perlman Youth Programming	Eva & William Wolkowicz Holocaust Education
David A. Berg Family Shavuot Kiddush	Shirley & Sidney Goldberger Bar & Bat Mitzvah Bibles	Charlene Rafowitz Holocaust Education	Susan & Paul Yellin Annual New Member Reception
David A. Berg Family Simhat Torah Caramel Apples	Howard Goldberger USY Activities	Alexander & Sophia Rosenaur Learner's Minyan	Rabbi Bernard S. Raskas Religious School Teacher Endowment Funds
David A. Berg Family Simhat Torah Flags	Drs. Malka & Ernest Goodman Adult Ed: Scholar-in-Residence	Lea & Herbert Schaffer Sukkot Salad Bar	Dr. Lydia & Louis Schaffer Music Specialist
David A. Berg Family Sukkot Kiddushim	Annette & Theodore Goodman Adult Education	Rose & Herman Schleiff Adult Education	Sam Goldberger Second Grade Teacher
David A. Berg Family Yom Kippur Break the Fast	Rabbi Julie Gordon Continuing Education	Sarah & Isadore Schneider Education Programming	Angy & Milt Moore Seventh Grade Teacher
Brittani & Danielle Berg Yom Kippur Havdalah Ceremony	Dean & Marilyn Greenberg Centennial Cantor Chair	Lois & Larry Schochet Purim Groggers	Joyce Tilsen Arts & Crafts Specialist
Marcia & Herbert Bernick Purim Seudah	Nancy & Richard Grobovsky Golden Kephah Award	Rose Ann & Harry Schraber High Holyday Torah Reading	Rossy & Richard Shaller Third Grade Teacher
Marcia & Herbert Bernick Passover Breakfast For First Born	Lester & Sylvia Gubman Youth Activities	Felicia & Max Schulz High Holyday Programming	Molly & Jack Handleman Ninth Grade Teacher
Marcia & Herbert Bernick B'nai Mitzvah Tutoring	Elsie & John Halper/Lieberman Family Jonah Sculpture & Adult Education	Felicia & Max Schulz Holocaust Educator	Judith & Alvin Brown Kindergarten Teacher
Lois & Dr. Paul Bloomberg High Holyday Tashlich Service	Mervin E. Hites Introduction to Hebrew Class	Michelle & Steve Shaller Synagogue Enrichment	Dr. Henry Oselka Fifth Grade Teacher
Jack Bulwa Bar/Bat Mitzvah Preparation Booklets	Norene & Everett Karon Young Adult Education	Michael & Joanne Silverman Centennial Cantor Chair	Leonora Greenberg Confirmation Teacher
Martin & Esther Capp Centennial Cantor Chair	Bertha Katzman Singles Programming/Havurot	JoAnn & Howard Silvers Silver Kephah	Ruth & Sherman Gordon First Grade Teacher
Rachel Liba Cardozo High Holyday Torah Reading	Carole Kowitz Shabbat Babysitting	Ethel Simes Cultural Programming	Jackie Bregman Sixth Grade Teacher
Edith & Frank Cohan Lunch & Learn	Howard & Elaine Kuretsky Centennial Cantor Chair	Samuel I. Sloane Veteran's Shabbat Oneg	Rabbi Bernard S. Raskas Religious School Program Endowment
Barbara & Stanley Cohn Baby Gifts	Max & Jeanette Kurnow Centennial Cantor Chair	David & Dede Smith General Programs	David A. Berg Family Israeli Independence Day Program
Susan & Dr. Alan Divine Yad Hazakah Award	Harriet & Dr. Miles Lane Newlywed Gift Book	Diane & Dr. Richard Smookler Annual B'nai Mitzvah Reception	Tiffany & Roberta Berg Tu B' Shevat Seders
Marian & Joe Dworsky Mishpacha/Service/ Oneg Shabbat	Yale Libman Haftorah Education	Manya & Ben Sturrey Kids in Shul	Toby & Frank Berman Tuition Assistance
Debbie Feinwachs Shlosha D'varim Fund	Harvey & Shirley Lubov Scholar in Residence	Helen & Donald Swartz Wedding Ketubot	Sylvia & Joe Bisnow Confirmation Student Award
Adam Fink & Carrie Fink Tallitot	Sidney Makiesky Passover Congregational Seder	Alex & Mollie Tankenoff Foundation Centennial Cantor Chair	Marcia & Herbert Bernick Saturday Tutors
Anita & Ronald Geller Yahrzeit Candles	Dorothy & Charles Margolis Purim Seudah	Esther & Edward Tilsen Shavuot Blintz Bletter	Norma & Sidney Chase Tuition Assistance
Rosie & Loren Geller Yahrzeit Candles	Bessie & Morris Mayeron Passover Matzah Brei Brunch	Sandy & Bob Tilsen Simhat Torah Band	

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Edward & Elaine Devitt Saturday Tutors	Rachel Cardozo Deeds of Loving Kindness (Gemilut Hasadim) Morris Cooperman	Rose & Dr. Abraham Greenberg Molly Kaplan Helen & Ron Lifson Sylviette & Harold Magy James H. Moore Betty & Arthur Paymar Lea & Dr. Harry Plotke Mildred & Irving Rein Rose & Morris Rifkin Etta & Eddie Rikess Mildred & Meyer Rosen Shirley Rosenblum Sarah & Zella Rosenzweig Ellen F. Rutchick Helen & Frank Schaffer Sarah & Isadore Schneider Rossy & Richard Shaller Rose & Dr. Clarence Siegel Helen & Donald Swartz Mollie & Alex Tankenoff Ryvelle & William Tilsner Charles Upin Norman Vinitzky Cecelia & Irving Waldman	Harold A. Lee Judaic/Christian Library Fund
Robert & Rona Devitt Saturday Tutors	Cantor's Pulpit		Melissa & Adam Mogol Children's Library Fund
A.Y. Dworsky, Joseph Dworsky Tuition Assistance	Dr. Abraham Falk Memorial		Mulvien Smith Trach Reference Library Fund
Anne Sheinberg Fisher Hamantashen Baking	Delores & Ernest Fink, Marian Fink Perling, Bruce Fink Fink Youth Lounge		Ruth Weinberg/Barbara Balto Children's Library Fund
Barry & Darlene Goldman Saturday Tutors	Charlotte & Saul Garelick Chapel Chuppah		Life Insurance & Trusts Tracey & Ken Agranoff Office Compensation & Retirement
Wendy, Steven, & Charles Goodman Tuition Assistance	Eileen & Joe Garelick President's Tablet		Lois & Sherman Devitt School Retreats
Anne & Charles Smaby Hersch Smaby Family Foundation Tuition Assistance	Barbara & Ronald Harris Maxine & Sheldon Stewart Sanctuary Ark		Gracia & Merrill Kuller Rabbis' Offices
Nancy & Dr. Stephen Lane Polly & Michael Saxon Speakers on Special Topics	Etta Jacobs Special Gift		Martin & Esther Capp Capital Repair Endowment Fund: Pillars: Esther & Martin Capp Delores & Ernest Fink Bruce Fink Marian Fink Perling
Louis Makiesky Synagogue Skills Training	Faye & Jeff Kantorowitz Special Gift		Supporters: Charlotte & Saul Garelick Nancy & Richard Grobovsky Mary Beth & Phil Kibort Elaine & Howard Kuretsky Betty Sue & David Lipschultz Joann & Stuart Marofsky Rose Mirsky Mildred Rosen Evelyn & Milton Smith Minnie Weisberg
Rhonda Schwartz, Curtis Meltzer & Sons Jacob & Joshua Meltzer Tuition Assistance	Jeannette & Max Kurnow South Wing-First Floor	Daily Mlnyan Endowments Ernest Fink & Neil Fink Thursday Morning	
Ann Miller Tuition Assistance	Sidney Makiesky South Wing-Early Childhood Room	Mildred & Louis Kaplan Sunday Evening Addie & Harry Silverman Tuesday Morning	
Dr. Zondal & Esther Miller Tuition Assistance	Ann Miller Marriage Table	Harry Silverman Tuesday Evening	
Rose Liss by Doris Rubenstein Tuition Assistance	Rose Mirsky South Wing Classroom	Dr. Henry Oselka Wednesday Evening	
Margine & Sherman Rutzick Tuition Assistance	Betty & Leonard Shapiro Education, Youth Administration	Faye & Jeff Kantorowitz Monday Evening	
Rose Ann & Harry Schrabner and Ronald Bear Confirmation Class Curriculum	Addie & Harry Silverman South Wing Kitchen	Ben Mirsky, Ida & Louis Smith Monday Evening	
Rossy & Richard Shaller Hebrew School	Sam E. Smith Family Library	Warren Patterson Wednesday Morning	
Nancy & Dr. Stanley Skadron Tuition Assistance	Diane & Dr. Richard Smookler Havdalah Set	Music Endowments Anonymous Choir	
Dede & David Smith Tuition Assistance	Bradley Straus Confirmation Class Trip	The Garber Family & Rose Asch Adult Choir	
Dr. Jeffrey Weingarten Outstanding Students Award	Helen & Donald Swartz Front Entrance Benches	Mervin E. Hites	
Mildred Yager Tuition Assistance	Temple of Aaron Sisterhood Administrative Entrance	Edith & Samuel Mack	
Sanctuary Banners	Toushin Family Sanctuary Wedding Chuppah	Sidney Makiesky Choir Director Fund	
Etul: Olga & Harry Applebaum	Minnie Weisberg Memorial	Irving Sertin	
Tishre: Anna Schloff	Youth Camping Scholarships Jason Andler	Shelley Singer	
Heshvan: Ben Mirsky	Olga & Harry Applebaum Marion & Bernard (Beno) Belzer Myma R. & Elliott G. Belzer Robert S. Belzer William S. Belzer Edith & Dr. Abraham Berman Alice Bundt Barbara & Stanley Cohn Goldie & Dr. Louis Epstein Edith & Harold Goldfish Shoshana & Ari Ginsburg	Melvin & Eleanor Silver Eddie Weinstine	
Kislev: Dr. Louis Epstein		Smith Library Endowments Marlene & Jerome Gottlieb Children's Library Fund	
Tevet: Manya & Ben Surrey		Rose & Dr. Abraham Greenberg Children's Library Fund	
Shevat: Joseph Rutman			
Adar: Patricia & Donald Wolkoff			
Nisan: Mildred & Meyer Rosen			
Iyar: Leonora Greenberg			
Sivan: Donald Miller			
Tammuz: Janie & Don Rutman			
Av: Rose & Isadore Marsh			
General Gifts			
Myma R. & Elliott G. Belzer South Wing Conference Room			
			Patrons: Gracia & Merrill Kuller Irene & Paul Rifkin Lucee & Marvin Schloff Rita Wine
			General Maintenance Endowment Fund: Esther & Martin Capp Jeanette & Kenneth Frank Debbie & Howard Goldberger Maxine & Kokie Goldenberg Marilyn & Dean Greenberg Joanne & Michael Silverman
			Clergy/Education Endowment: Esther & Martin Capp Family Foundation Sylvia & Harold Liefschultz Jeannette & Max Kurnow

Education and Youth Department Overview 101 Annual Meeting

In the summer of 2010 our search committees were in full force trying to find a Director of Education, Youth Director, and Administrative Assistant for Youth and Education. The latter position was the easiest to find as **Susie Haim** was promoted into the position to help then interim principal **Wendy Oskey** get things ready for this year. Wendy did a great job filling the gap so that things were ready to go for our new hires.

In July of 2010, **Joshua Fineblum** was hired as our new Director of Education. He quickly got started understanding his role within the school and worked with **Wendy Oskey**, **Wendy Baldinger**, and **Tracey Agranoff** in creating the calendar for this year. He further had interviews with each of the teachers who were finalizing their positions within the school. He had many meetings and conversations with **Wendy Goodman**, **Jodi Saltzman**, and members of the committee about how to proceed with programming and other aspects of the job. These people truly helped during this transition in introducing Josh to the community.

During this time of transition decisions were made about new teachers being hired, small but important curriculum changes, logistics for each day of school, and the revamping of the Parent/Student Handbook. Along with that handbook came one for staff as well which was presented at the Teacher meeting and dinner in August. A new mailing which went out to the families including the handbook, new master yearly calendar, new revamped youth membership form, and information about the beginning of school. This began our year of constant communication with our parents, teachers, and the congregation. During these summer months Josh also made his way to see the kids at both Herzl Camp and Camp Chi.

Beginning on August 1st our new Part-time Youth Director Robby Erlich began his tenure here at Temple of Aaron. He met with the professional staff and quickly got started learning the ropes. He was thrown into setting programming for the year which was displayed through the vibrant and helpful bookmarks which USYers gave out during Rosh Hashanah and Yom Kippur. We also had him hold a USY Executive Board Retreat where Josh and Robby did leadership games and discussed the year and what they hoped it would look like. (Little did they know USY would exceed expectations). Shortly after Robby was on board, he and Josh hired two youth chaperones, Sarah Bloomberg and Molly Gruesner to assist in programming throughout the year.

Education Report: The educational year began with "Sundaes in September" geared for people to come meet Josh and Robby and see each other after the long Summer. Roughly 150 people were in attendance to meet our new administrators. We began the year with our annual Pancake breakfast and then headed off to classes to begin the year. Our Educational Shabbat Program began that same weekend and we held a parent meeting to explain the slightly new structure including two tutoring sessions and an educational section added for our madrichim (tutors) as well. Our Wednesday program began later that week as Sukkot was beginning and we did a combined youth and education department dinner, with 28 participants, to begin the Sukkot holiday for the upper school program. As the holidays arrived early the first few weeks of school were filled with many holiday programs.

Throughout the first half of our educational year, we held many school-wide programs. We also held some Shabbat programming for different age groups as well. In October, we joined the rest of the community in the time capsule event and our Confirmation trip to New York City went off without a hitch. In November, we tried something new with our very successful Kenyon Tzedakah program. 5 different organizations came and taught the students about their organizations and then could "shop the tzedakah mall" and give donations to the organizations of their choice. All of the tzedakah that day was split amongst the charitable organizations. Just 3 weeks later, we then held our Annual Hanukah celebration with latkes for all. We changed the focus of this program to create a sense of need to give of one's self for others and organizations by doing a series of social action projects for organizations in our community. Each grade did different projects commencing in eating latke together and singing about Chanukah. People had a great time and really enjoyed making the various items for others.

During this time, our 9th grade class set out on a meaningful adventure with their new friends at Sholom Home East. This 7 week project had the students write stories about each of the residents they met with and eventually create a book and slide show to share with the residents. We have already begun looking toward next year and this specific program is being tweaked to be even better in the coming year.

As the second half of our year began we continued with special Tu B'shevat programming, continued Shabbat family programming, as well as Hamentashen making and the Purim Carnival. All of these events were well attended and enjoyed by participants. We are looking forward with these programs trying to enhance them each time. We are continuing this process this summer as we are working with a programming committee and our Director of Education to discuss programming. Due to the success of our Shabbat family programming, we are not just looking to continue with those events but also hold family education programming during school hours for grade Pre-K thru 7th grade this coming year. This Family education programming will be conducted by Joshua Fineblum with the assistance of teachers and Tracey Agranoff. The year continued with Matzah Baking, Model Seders, a Community-wide celebration and walk for Israel, an end of the year Lag Ba'Omer celebration in conjunction with the Youth Department shortened Block Party.

Our annual Silver Kepah and Greenie Beanie celebration went wonderfully and we are looking forward to our end of the year celebrations into the month of June. Unfortunately, we are losing two staples of our program this year with the retirement of both Tracey Agranoff (18 years) and Wendy Baldinger (25 years). Good thing for us they have agreed to stay on and do family education programming moving forward. We have applicants for each of those specialist positions of art and music and are in the process of having discussions with all of our staff as we move toward next year. It was truly a great year and are looking forward to what is on the horizon.

Youth Report: We had a great year in the Youth Department. There were programs for youth of all ages 3rd – 12th grades. There was a high engagement level for all youth groups. We were happy that there were many new faces participating in the youth programs. The new USY Board started off the year with leadership training in August. The board members are: Gilad Segal, Joe Lane, Elliott Stern, Rachel Lerman, Sami Saltzman, Morgan Werthaus, Jeanne Bloomberg, Jamie Oskey and Bayley Taple. Additionally, there were many USYers who chaired programs throughout the year making this year so successful. Overall, paid youth group membership increased by over 200%.

USY had their Kick-Off event in October and it was filled with games, Bakers Square pie, decorating the Youth Lounge and a bonfire! The USYers also became creepy and scared at Fright-mares at the USY Spook-tacular event! The *Kadimah* group had a "grand" time at Grand Slam filled with laser tag matches and mini golf galore! *B'reshet* soared to new heights while participating in indoor rock climbing. Over 25 USYers attended Kinnus in Minneapolis joining 250 other USYers from Emtza region. It was a memorable weekend for everyone filled with community, praying, creating everlasting friendships and fun activities. In January, TUSY attended Winter Shabbaton in Missouri. TUSY was the chapter with the highest participation. In February, Kadimah enjoyed the Kosher Cook-Off. There was a fun Men's Club and Youth Super Bowl Bash with a great turnout. Everyone had a great time eating, schmoozing and watching the big game! The 8th - 12th graders enjoyed snow tubing with Beth Jacob. Next, we had a phenomenal USY and Kadimah play in March. Back to the 80's was a tremendous success. A special thank you to the Play Director Aaron Liebo, Play Chairs Faye Feinstein and Lois Bloomberg, Robby Erlich, Joshua Fineblum, Sarah Bloomberg and Michelle Perle and all of the parent volunteers and staff for making the play so successful. Over 40 youth participated in this year's play and over 500 people attended the performances which is the one of the highest attended plays. Everyone enjoyed the music, dancing, incredible set and wonderful performances. Over 35 USYers attended Sky Zone an indoor trampoline park. Everyone had a blast. Kadimah Kinnus in Missouri was a fun time for the 8th graders to meet new friends from Emtza region. With the help of many generous sponsors, USYers, lay leaders, and teachers we had a successful Purim Carnival. The addition of the Adar Auction raised over \$2500.00. We extend a special thank you to all of the sponsors. 6 USYers attended Spring Kallah in Missouri. TUSY won 4 regional awards and elected a new regional board. Mazel Tov to Bayley Taple for her service on the regional board as Social Action Tikun Olam (SATO) Vice President and Mazel Tov to Gilad Segal as the new SATO Vice-President. We had a wonder USY and Kadimah Shabbat with over 35 youth members leading Shabbat morning services during USY Shabbat. They led most of services, read Torah and had a great time at lunch. We are ending the year with Chapter Membership Training the end of May. The retreat will be at Herzl Camp. The new USY board will be elected for the upcoming year. The Block party will be our end of the year party filled with fun, food and games. We want to thank Robby Erlich, Sarah Bloomberg, Molly Griesner, and all of our hired staff for making it such a wonderful year for youth of all ages.

FINANCIAL OVERSIGHT COMMITTEE

Chair: Michael Saxon

Members: Steven Shaller, Sandra Kamin, Bruce Goldfarb & Sue Rosner

The Financial Oversight Committee (FOC) is responsible for ongoing review of the financial well-being of the congregation as it relates to the responsibilities of the membership. The FOC has established, with approval by our Board of Directors, policies for fair-share dues, timely payment of dues, and for tuition payment and tuition scholarships.

The FOC conducts a semi-annual review of payments by all members. We place a focus on members who have not met their financial obligations. We work very hard to maintain strict confidentiality while fact-checking any special circumstances explaining a delay in satisfying responsibilities. The percentage of members paying late without special circumstances has been significantly reduced over the past five years as a result of steady, respectful work by the FOC.

On an annual basis, the FOC reviews the fair-shares dues of the membership. The FOC also reviews special needs requests for both tuition and dues. It is the goal of the committee to work with our members to provide an equitable and reasonable membership fee structure.

Governance Committee

Members of the Governance Committee include: Rhonda Schwartz, Chair, Alan Bernick, Andrew Katz, Mark Adelman, Nathan Maki, Julie Sanders and Cheryl Bier.

On March 6, 2011, the Governance Committee completed a two and a half year odyssey to revise the By Laws for Temple of Aaron. The new By Laws were approved by the membership on that date by a vote of 348 to 3.

The Governance Committee turned over responsibility for new member orientation and Board engagement to the Executive Committee. Sandy Kamins is heading that work.

As an outgrowth of the work on the By Laws, Andrew Katz is now working with Dave Rosner and the Building Participation committee on a recommendation to conduct a census of congregation members to increase knowledge about our members in order to foster more informed decision making and programming by synagogue leaders.

If you have interest in or questions regarding the work of the Governance Committee, contact Rhonda Schwartz at 651.702.9271 or oceanviewpm@gmail.com .

House Committee
Robert Marvy, Chair Person

The House Committee focuses on major and minor details 365 days per year to match the ritual services and programs that take place every day.

Building Supervisor Bill Jorke has completed 15 years of dedicated service working with our members who use our beautiful facility. His experienced crew (Todd Jones, Todd Schmidt, Jimmy Markus, Michael Jorke, and Igor Kostetsky) works on cleanliness, maintenance, event set-ups, member coordination of details, vendor coordination of details, and storage of materials for various departments.

We have provided a partial list of key items that have received significant attention during the past year to maintain building integrity and appearance:

- Addition of heat winter control cable to Greenberg Galley roof
- Added a new compressor pump
- Major repair on gas valve for one of our steam boilers running heating system
- Painting parking lot stripes to aid safety
- Exterior touch-up wall painting for both buildings
- Increased safety by adding special insulation covers for radiator heating lines in South Wing rooms
- Repaired and replaced heating system steam traps and pump motors
- Replaced thermostats in South Wing for improved temperature control and energy cost savings
- Continued system for prayer book binding repairs
- Repaired some monthly Sanctuary banners
- Coordinated some Torah cover and pulpit cover repairs
- Repaired two kitchen refrigerator motors to maintain cooling and save energy costs
- Trimmed tree branches to increase lighting in east parking lot for driving safety
- Repaired variety of banquet tables used for luncheons and dinners
- Coordinated some Sunny Hollow Montessori room remodeling
- Stripped and waxed South Wing floors to promote flooring longevity
- Coordinated addition of privacy screens in men's bathroom
- Oversaw addition of new window treatments in Leifman Chapel to limit glare from sun during services and enhance room environment
- Helped coordinate major upgrade for Kaplan Bride's Room with major financial support from Susan & Alan Divine and Nancy & Steve Lane

We develop and monitor systems to maintain a high level of cleanliness, accurate room set-ups, fully functional sound system, organized book storage, energy efficient heating system, energy efficient cooling system, energy efficient lighting system, cost effective materials purchasing, seasonal roof inspections, efficient kitchen refrigeration systems, smoothly operating dishwasher, clean filtered air throughout both complexes, and sound plumbing throughout the building.

We regularly shift set-up, repair and cleaning schedules to accommodate funerals, *shivahs*, *brises*, and baby namings. We keep in continuous contact with clergy and other staff so details are checked and cross-checked. We work closely with Sunny Hollow Montessori so the three floors they use in South Wing are well maintained, cleaned, energy efficient and flexible for shared space utilization.

Human Resources

Three volunteer member professionals reviewed all existing forms and systems for performance reviews in 2008 and 2009. The proposals were shared and reviewed with synagogue officers and placed into our standard personnel operating system. The officers have the responsibilities for data collection, data review and conducting formal documented meetings. Thank you to Rhonda Schwartz, Bob Kaufman and Ruth Lowenthal for creating a system customized for synagogue operation.

Officers started conducting formal reviews of clergy and executive director commencing in 2009. The adopted plan had officers formally soliciting written feedback from general members as well as those leading committees. The plan is to conduct annual reviews that include goal setting.

The system was created so officers work as a team with clergy and executive director, promote more planning, give open channels for members to share compliments and constructive criticism, and have an opportunity to thoughtfully suggest options for improving performance to assist the operation of our synagogue trying to serve the needs and wants of over 1,000 members.

Keruv (Building Participation) Committee 2010-2011 Annual Report

Committee Members: Dave Rosner (Chair), Jay Baldinger, Andrew Katz, Bob Marvy, Gary Portnoy, Richard Shaller, Marcia Taple, Ken Agranoff (Ad Hoc), Rabbi Shavit-Lonstein (Ad Hoc)

The Keruv Committee continues to make progress towards its dual goals of building and recognizing volunteer participation at Temple of Aaron.

In 2010, as a part of the Centennial celebration of Temple of Aaron, the Keruv Committee spearheaded an effort to recognize a cross section of individuals who represent the true volunteer legacy of our congregation. The five individuals who were honored with the Ner Tamid award at the Selichot service on Sept. 4, 2010 are

- Betty Agranoff
- Lynn Bell
- Shirley Grobovsky
- Inge Hirschorn
- Matzie Miller

The committee's efforts with regard to the Ner Tamid award continued in 2011. The committee is currently positioned to nominate an eighth award winner at the June Temple of Aaron's Board of Director meeting.

With regard to building volunteer participation, progress was slower but was made nonetheless. Over the course of 2011, the Keruv Committee has becoming increasingly involved in an effort to develop a census of the Congregation including a means to capture and analyze the data collected. The ultimate goal will be to create a mechanism to enable members to update their information provided on an annual basis and provide fresh information help the Keruv Committee and all of the other committees to identify potential volunteers from among the Temple members.

Kitchen Committee Report

Betty Agranoff and Paula Schrabner: Chair people

Svetlana Kazistova began as our Kitchen Supervisor in 2008. She has worked extensively with our previous two caterers during the past decade learning all of our procedures and observing numerous options presented by outside professional kosher caterers. Under her supervision, we continue to provide food for the following:

Weekly Onegs, Weekly Kiddushim

Holiday Events such as Passover Seder, Matzah Brei and Breakfast for First Born, *Shavuot Blintz Bletter*, Purim *Seduah*, *Sukkot* Salad Bar, Yom Kippur Break the Fast and Israel Independence Day, etc.

Religious school snacks and programs (45 events total)

Breakfast Monday and Thursday morning after *minyan*

Sisterhood events including *Hamantashen* baking with volunteers and Sisterhood dinners (35 events total)

Confirmation class dinner

Men's Club events including Sunday weekly breakfasts after *minyan*

Congregational Shabbat dinners

Private family life cycle meals such as *Bris*, baby naming, *B'nai Mitzvah*, funeral meals, *Shivah* food

Svetlana schedules meetings with members and staff to ensure the satisfaction of individuals planning synagogue events. She also worked with UJFC, Hadassah, Regional Women's League, and local churches as we hosted special events during the past year.

Members will continue to have the option of selecting any of the Kosher approved caterers for their special events at the Temple of Aaron. An ongoing goal is for our kitchen to host more Simcha food events at the synagogue. Svetlana and her staff have successfully coordinated events with multiple caterers who have received Kashrut certification.

The custodial/set up/maintenance department led by Bill Jorke also plays an important role in the successful operation of our kitchen and the events we host. In addition Executive Director Ken Agranoff works directly with members and organizations to help ensure our kitchen runs effectively. We encourage feedback from members regarding events so we can improve results and satisfaction for future events.

Our kitchen committee continues to focus on improving communication (timeliness & thoroughness) between kitchen staff & members having events, office staff, Sisterhood and maintenance personnel. Clearer communication creates realistic expectations for all parties thus leading to more successful events of all sizes.

MEMBERSHIP COMMITTEE ANNUAL REPORT 2010-2011

Renee Kvasnik, Chairperson Membership Committee

The "Committee of the Green Buttons" is our greatly expanded Membership Committee. This Committee is composed of involved members of the Temple of Aaron. When we attend Services or some other events we often wear our new, enlarged Shalom Buttons to identify ourselves for guests attending. The visitors to the Synagogue feel welcome and comfortable about speaking to someone about the Temple of Aaron for information. Every guest has the potential for being a future member and we want to encourage them to feel welcome. Jim Leventhal was our source for the Green Buttons and also writes the Spotlight Column about congregants monthly in the Aaronion. This column highlights the many activities that recent and longtime members have participated and gives individuals and their families' personalities.

Harlan Stern, Committee Member, volunteered to organize members from the Committee to be Greeters on Friday nights, He presently has Cheryl Bier, Brian Zaidman, Lori and Jeff Marks, Jonathan and Becca Kvasnik, Elliot Stern, Amy Miller-Stern, Andy Bernick, Renee Kvasnik, Walter Kvasnik and Burt Katz. On Saturday mornings Hugh Gitlin, George Bier, Andy Bernick, Matt Clark, Terry Zien and others continually assist as needed. They hand out the expanded and weekly updated Brochure done weekly by Clergy Assistant Kathy Berg which encourages guests and members to attend various activities at the synagogue.

Our Membership Committee at this time consists of Betty Agranoff, John Bordeaux, Virginia Bordeaux, Lynne Bell, Mary Clark, Linda Eisenstadt, Gerry Frisch, Barbara Gitlin, Marshall Hoffman, Janie Berg, Burt Katz, Amy Kaye, Walter Kvasnik, Donna Lande, Jim Leventhal, Lori Marks, Barb Bergeron, Harvey Miller, Fran Rosen, Elliot Stern, Nancy Miller, Julie Sander, Sandy Schloff, Joel Paper, Ronald Miller, David Schraber, Rachael Goldberger Paper, Richard Bergeron, Paula Schraber, Marsha Schwartz, David Berg, Ellie Sue Shpayher, Bernie Schneider, Carol Goldstein, Paula Schraber, Larry Eisenstadt, Harlan Stern, Marcia Taple, Hugh Gitlin, Brad Kaye, Bevin Waters, Jeff Marks, Andy Bernick, Mariam Zamansky, Morrie Katz, Terry Zien, Bruce Fink, Becca Kvasnik, Layne Rosen, Jonathan Kvasnik, Jenni Schwartz, Matt Clark, Brian Zaidman, Catherine Wheaton, Dan Spector, Anita Ernst, David Smith, Gary Portnoy, Matt O'Brien, Steve Netzman, Brook Leventhal, Mindy Leventhal, Nancy Lane, Michelle Kvasnik, Neil Kvasnik, Arlene Kurs, Andrew Katz, David Gantman, N.P.Flom, Jackie Flaum, Stanley Karon, Delores Karon, Joe Goldberger, Helen Lifson and Anna Angus. Any other Members that would like to join the Membership Committee are welcome to.

The Toddler Parent program that several of our members including Marshall Hoffman and Rachael Goldberger Paper are involved in has flourished and grown which helps to bring new members with Margie Schneider as the teacher.

Men's Club President, Hugh Gitlin, and Sisterhood President Paula Schraber, on our Committee, have the ability to involve new members immediately, Three of the Centennial Chairs, members of our Membership Committee, Layne Rosen, Jonathan and Becca Kvasnik, Gerry Frisch one of the committee members for the Time Capsule and Bernie Schneider, Chair of the First Annual Golf Tournament all had the opportunity to involve hundreds in activities. Lori and Jeff Marks, from our Committee involved many of our congregation for participation in the Judy Freeman Art Project that raised substantial Funds.

Julie Sander from our Membership Committee is very prompt in keeping our site on the Temple of Aaron Website up to date. Linda Eisenstadt has been given the title of "Roving Reporter" to cover some events that Members of our Committee support and Anna Angus is our "Unofficial Photographer". Terry Zien is responsible for Reinstatement to contact Members resigning. There has been a small number leaving town.

New for this Committee is when one of our Congregation has the death of a family member then on behalf of the Membership Committee the Chairperson Renee Kvasnik sends condolences on the Hodroff Website to the family of Deceased. Hazzan Kowitz and Rabbi Shavit-Lonstein send separate condolences.

The Temple of Aaron is an icon among Conservative Synagogues. We have museum pieces, ritual articles, award winning Contemporary architecture, Stained Glass Windows second to none and a talented, skilled Membership and Professional Staff. Ken Agranoff, Executive Director has been a great Source for our Committee to introduce some new, updated endeavors through the Administration area of our Synagogue.

When an email was received could The Membership Committee put an ad in the USY Ad book I sent out an Email requesting 25 people volunteer to contribute. Quickly we had enough contributed for a full page in their Play Ad Book. Most of our Meetings and Updates are done through the speed of email.

The Temple of Aaron Membership can and will accomplish even greater things. We are educating generations of young members in our Rabbi Bernard S. Raskas Religious School. Our membership voice is heard in Jewish National Affairs by the Social Action Committee with Brian Zaidman, Chairman and a Member of our Committee. Michael Saxon, President has led the Synagogue forward with progressive leadership with his officers.

Our Holiday celebrations, many underwritten by Committee Members David and Janie Berg, and other current and previous generations of members provide opportunity for involvement. We constantly strive to serve our Membership better. Joshua Fineblum Educational Director has raised the standards of education even higher and Robby Erlich led USY to receive four awards. Hazzan Mitchell Kowitz and Tom Bartsch have taken our choir and music to new heights with some of our Committee members Jenni Schwartz, Dan Spector, Betty Agranoff and Hugh Gitlin actively participating. We are one of a small group of Synagogues in the United States to have a twice a day Minyan thanks to the warm and involving expertise of our Ritual Coordinator Larry Eisenstadt, leading this for decades and Membership Committee Members attending as volunteers. With a full Friday Evening service, Shabbat inclusive Service, Rabbi Shavit-Lonstein and Rabbi Cytron fulfill our Religious Services.

Healthy signs of being on a path of continued success are self-reflection and refinement. Our Membership Committee wants every member to feel they are an "insider". We are One Hundred Years and Soaring.

2010-2011 Men's Club Report

Hugh Gitlin, President

The Men's Club Executive Committee members are: Hugh Gitlin (President), Barry Divine (Vice President), Jeff Marks (Secretary), Bill Lerman (Treasurer), Terry Zien (Past President), David Baldinger (at-large), and Matt Clark (at-large). We also rely on two other past presidents, George Bier and Gary Portnoy for counsel.

Once again the Men's Club major emphasis was service to the synagogue, both socially and ritually. We had our four annual events: the 2010 summer picnic, the fall 2010 Havdalah Campfire Sing-a-long, The World Wide Wrap and The Super Bowl Party in February 2011.

Attendance was down slightly at 3 of the programs (the World Wide Wrap had an increase thanks to our 7th graders), but we are going to try different ways to increase attendance at our congregational programs.

Our service projects include annually flipping pancakes at the Rabbi Bernard S. Raskas Religious School Confirmation Class' pancake breakfast in the fall, frying latkes at the Religious School Hanukah party, staffing the food booth at the Purim Carnival, and grilling at the Religious School end of year block party. We also arrange and provide sponsorship of the Sunday morning breakfast after Minyan and provide a contribution to the summer camp scholarship fund. Thanks to Morrie Katz for recruiting sponsors and coordinating the Sunday Morning breakfasts.

In addition, 2010-2011 featured George Bier spearheading the Men's Club fundraising for our brand new 2010 Sukkah, and worked with the staff to locate it in a new location, the Effress Garden immediately outside the Leifman Chapel windows. We look forward to the formal dedication this fall, 2011.

We also had a successful series of Dinner with the Rabbi to build community. We were pleased the attendance at the last three dinners was in the 12-16 range. We are always open to new ideas for events for our members.

Men's Club Shabbat Weekend was the weekend of April 8-10, 2011. This year we featured a Friday night self-prepared chicken wing dinner, an unplugged musical Friday night service in the Greenberg Room, a traditional service on Saturday, a lunch and learn on Passover food, and of course, Sunday Minyan. A big thank you to Matt Clark for being chair; Josh Fineblum, David Baldinger, George Bier and Hazzan Kowitz for helping with the music on Friday night; and to Neil Gitlin, George Bier, Peter Wallace Setter, Cheryl Bier, Harlan Stern, Mike Lewine, and the kitchen staff for helping to prepare dinner on Friday night. If I forgot anyone, I am truly sorry.

Once again, the Men's Club runs on a very modest budget. Our primary focus from year to year is expanding our membership to build an engaged community. To that end, we are looking for new ways to get a more diverse group of men to become members. For nearly a decade Morrie Katz has been successful in finding sponsors for the Sunday breakfasts and it has recently become more difficult. We are exploring options for finding new weekly sponsors. We need 3 sponsorships per month to defray the cost of the breakfast. We are also looking at new fundraising activities for the Men's Club to strengthen our ability to better help a range of activities at the synagogue.

President's Report

As President of Temple of Aaron, it is a privilege and honor to welcome you to our 101st annual meeting. As we convene this evening I remind you that our annual meeting is required by our bylaws. This meeting, as in the past, generates a written history for our synagogue and allows us to review our accomplishments of the past year and look ahead to the future.

The strong work of Rabbi Alan Shavit-Lonstein and Hazzan Mitchell Kowitz, assisted part-time by Rabbi Barry Cytron and Ritual Coordinator Larry Eisenstadt has continued to make us a vibrant religious institution. Our "Team" works countless hours on our behalf to meet the needs of our diverse membership each and every day of the year, for every life cycle event, daily Minyan, Shabbat and Holiday service. On behalf of our congregation, I thank them for their continued dedication and leadership to our congregation.

We were proud to continue our year long Centennial celebration in June, 2010 with a Golf tournament, one of the many fun and unique events of the year. Each experience of the Centennial Celebration gave different members an opportunity to be part of this commemorative year. On October 10, 2010; 10/10/10, Eve and Steve Kafitz chaired the very successful Time Capsule event that completed our Centennial Celebration. Many thanks again to the Centennial Celebration Committee: Layne Rosen, Marilyn Smith, Jonathan and Becca Kvasnik, Ben and Nicole Gitler and Executive Committee Liaison, Sally Lorberbaum.

During our 100 Year celebration we were deeply saddened by the passing of Rabbi Bernard S. Raskas. He was a truly remarkable person. We came together, as the Temple of Aaron community to honor his lifetime of leadership, creativity and dedication. Our Board and staff often reflect on the wisdom he provided over the years. As we continue to develop and change as a community lets remember his great vision and foresight. Rabbi Raskas taught us to look forward, be innovative and create our vision for the future.

The summer brought important changes to the Education Department. Joshua Fineblum was hired as the new Director of Education, Robby Ehrlich as the new Youth Director and Susie Haim became the new administrator. We thank the YES (Youth Education Services) committee for their hard work as they reorganized the Education Department. We also thank Search Committee Co-chairs, Mark Adelman and Larry Solomon along with committee members: Susie Andler, Tracy Arnold, David Baldinger, Wendy Baldinger, Mark Divine, Faye Feinstein, Lisa Lane, Lisa Lerman, Wendy Oskey, Margie Schneider, Rosalyn Segal, and Leslie Strohm for their leadership in the search that led to the hiring of Josh, Robby, and Susie.

Under new leadership the Rabbi Bernard S. Raskas Religious School and the Rossy and Richard Shaller Hebrew School along with the Youth Department experienced some exciting changes to the program while maintaining many of the long time successful program elements. Ongoing Youth and Education programs include; Golden Kephah and Yad Hazakah, Challah baking, 10th Grade Confirmation trip to New York City, Kinnus Regional Convention, Hanukah Carnival, USY Play, Purim Carnival, Spring Kallah, Matzah making, Spring Kallah, Israel Independence Day celebration, CMT at Herzl Camp, and a new relationship with Sholom Home East residents that provided a wonderful experience for our students and the residents throughout the year. A hardcover book was created using photos and comments by the students and residents who participated in this program, and copy of this book was presented to Sholom at the end of the school year.

The end of the 2010-2011 school years will again bring changes to our program. Two of our longtime and very dedicated teaching specialists have chosen to conclude their weekly responsibilities with the Rabbi Bernard S. Raskas Religious School. Tracey Agranoff who has run our Art department for 18 years and Wendy Baldinger who has headed our Music department for 25 years. We thank both of them for long and dedicated service to our School, we are grateful to both Tracey and Wendy and wish them the very best.

Over this past year we did some remodeling at the Temple. The Kaplan Bride's Room had a makeover in time for the late summer wedding season. It was so well received that two of the participating families; Nancy & Stephen Lane along with Susan & Alan Divine, gave the Temple substantial gifts to help us pay for most of the remodel. Young couples who have had the opportunity to use the newly redecorated Kaplan Bride's room have been pleased with the experience.

We also thank the Sisterhood for repainting and redecorating the gift shop area. We were fortunate to host some events for the Sisterhood Intercontinental Regional Conference this spring which was co-chaired by Barbara Gitlin and Marcia Taple. Thanks to their efforts our Synagogue looked wonderful and we were happy to welcome this Conference to the Temple of Aaron earlier in May. In the fall of 2010, we awarded five Ner Tamid awards at our Selihot Service. We honored; Betty Agranoff, Lynne Bell, Shirley Grobovsky, Inge Hirschhorn, and Matzie Miller. These volunteers were recognized for their lifetime of commitment to our Synagogue. Thanks to Dave Rosner and his Keruv Committee for their work with the Ner Tamid awards.

Our High Holydays featured one adult service for the first day of Rosh Hashanah, bringing together our large community to share the New Year. We also provided a musical service for guests from Sholom Home's Shaller Campus. During Sukkot the Men's Club purchased a new Sukkah and gave members the opportunity to honor loved ones with the purchase of a Sukkah panel.

It is important to take a moment and recognize our fiscal position this past year. Even in these challenging times our fiscal position remains strong. Many thanks to our hard working Treasurer, Sue Rosner. Over this past year we added online giving, providing an easy way to honor or memorialize others with a gift to the Temple of Aaron. Our Endowments have remained an important source of funding for special programs. We continue to work on building the endowment for a Cantorial Chair. When this endowment is completed it will completely underwrite the Cantor's compensation. For many years the Donald & Helen Swartz family has underwritten trips to Israel for our teens. Recently they have increased their gift, threefold. Giving kids a chance to visit Israel has been shown to create strong ties to Judaism. We thank the Swartz family for their commitment to our Temple of Aaron teens. Thank you to both the Sisterhood and Men's Club for their ongoing financial support for summer camps and programs at the Temple of Aaron

We have been honored to present many wonderful events throughout this past year in addition to those previously noted; we hosted the UJFC Annual Opening Event, the Judy Freeman Art Dedication, Hanukah Dreidel Dash, Inver Hills Symphonic Band Concert, University of Minnesota Twin City Lecture, Twin City Jewish Female Artists Tikkun Art Exhibit, and the Metropolitan Male Choir to commemorate Martin Luther King Day.

Our Clergy and Staff provided exceptional educational opportunities for the adult members of our community including; weekly Shabbat morning, Coffee with Rashi, and regular Lunch & Learn sessions with Rabbi Alan Shavit-Lonstein; weekly Talmud, Bible and Hebrew classes led by Ritual Coordinator, Larry Eisenstadt; and this past winter Dr. Steve Derfler presented a four part educational series about the Middle East, "From Spice

Routes to Space Age—Patterns of Living in the Mideast". These are examples of the number of educational options always available to our membership.

Highlighting additional work by committees; our Social Justice Committee, Chaired by Brian Zaidman, worked this past year on Habitat for Humanity, and other housing issues; rights for immigrant workers, health care, help to those facing foreclosure, and the Jewish Women's Tikun Olam Art Exhibit.

Our Membership Committee, Chaired by Renee Kvasnik, welcomed over 60 new members to the Temple of Aaron and they continue their work greeting members and visitors every week.

Our Bylaws committee, Chaired by Rhonda Schwartz, completed a two year process of reviewing and updating the Bylaws. The updated By-laws were approved by a vote of the membership in March of 2011. Thank you to Rhonda and her committee who spent countless hours on this task.

Thank you to the following members of my Executive Board, who have worked with me and the Board over this past year. You all provide valuable input as we move forward, implement change and work for the betterment of the Temple of Aaron.

(Chair) Judy Werthausser, Sue Rosner, Roz Segal, Nancy Lane, Gary Portnoy, Alan Bernick, Alan Divine, David Gantman, Bruce Goldfarb, Sandra Kamin, and Steve Shaller.

Thank you to the members of the Board of Directors for the hours of volunteer time you put forth. We all rely on your input, guidance and direction throughout the year.

The daily business and activities of the Temple of Aaron continue to be successful in because of the work provided by the Chairs and the committees they lead. Thank you to the following Committee Chairs.

Executive Committee: Judy Werthausser

Nominations: Sue Rosner and Rosalyn Segal

Budget 2011: Sue Rosner

Business Administration: Sue Rosner

Cemetery: Gerry Frisch and Gary Swartz

Centennial: Layne Rosen, Becca & Jon Kvasnik, Marilyn Smith, Nicole & Ben Gitler

Endowment: Gary Swartz and Marilyn Smith

FOC: Michael Saxon

Governance: Rhonda Schwartz

House: Bob Marvy

Keruv: Dave Rosner

Kitchen: Betty Agranoff and Paula Schrabber

Membership: Renee Kvasnik

Ritual: Alan Divine

Scholarship: Paul Schanfield

Social Justice: Brian Zaidman

Technology: Mickey Kieffer

Youth Education Services: Tracy Arnold, Lisa Lane, Lisa Lerman

Finally, our thanks to the committed professional staff at the Temple of Aaron:

Rabbi Alan Shavit-Lonstein, assisted by Rabbi Barry Cytron; Cantor Mitchell Kowitz, Ritual Coordinator, Larry Eisenstadt; Executive Director, Ken Agranoff; Director of Education, Joshua Fineblum; Youth Director, Robby Erlich; Administrator, Susie Haim. All of the Teachers, Tutors and Classroom Aids. The office staff; Business Manager, Shelley Diamond; Kim Thomey, Kathy Berg, Maintenance Supervisor, Bill Jorke; supported by Todd Schmidt and Todd Jones; our Kitchen Supervisor, Svetlana Kazistova, supported by Tanya Soroka. Organist and Choir Director Tom Bartsch.

As we complete our 101st year and look toward the next year we know change is inevitable and necessary. We will work for the continued success of our Synagogue.

WE ARE 101 YEARS YOUNG

May We Go From Strength To Strength

Respectfully submitted,

Michael W. Saxon

President, Temple of Aaron

Rabbinic Report

Rabbi Alan Shavit-Lonstein

Since the last Annual Meeting we have seen some changes at the Temple of Aaron. They have helped to strengthen our community as we meet the current needs of our members, and as we build for the future.

In the past year, we mourned the loss of Rabbi Bernard Raskas. His vision for this synagogue, of exciting and innovative worship combined with personal involvement of all members, continues to guide and inspire us. He would appreciate our current focus on a synagogue that is committed to Diversity, Innovation and Joy.

The synagogue has also undergone staff transitions in the religious school, where our core leadership has shifted. Wendy Goodman's retirement after, 17 years of dedicated service at the end of the 2009-2010 school year, meant we needed to hire a new education director. After a thorough search, we welcomed Joshua Fineblum to the staff. His knowledge of Jewish Education practices, along with his ability to work with staff and member volunteers has been an asset to the synagogue and led us to a very strong year in the religious school. These skills will be necessary, as two other central leaders in the school have chosen to transition to different roles for the 2011-2012 school year: Wendy Baldinger and Tracey Agranoff. We are glad they will continue to work with students, in new ways, in the years ahead.

During this past year, the Temple of Aaron has continued to provide meaningful lifecycle events for our members. We strive to provide comfort when necessary, inspiration when possible, and to hold all of our *B'nai Mitzvah* students to the highest standard. In addition, it has become common practice for families celebrating a *Bar* or *Bat Mitzvah* to invite everyone at Shabbat services to join in a Kiddush lunch. This has strengthened the Shabbat community. None of this would be possible without the dedication of our clergy: Hazzan Mitchell Kowitz and Rabbi Barry Cytron on a part-time basis; along with our Ritual Coordinator Larry Eisenstadt and frequent guest prayer leader, David Baldinger.

We had many weddings this year, adults celebrated their *B'nai Mitzvah*, and we continued to welcome new members to the Jewish people and to our synagogue family. In addition, for the first time in Temple of Aaron history, we celebrated a commitment ceremony between two men. It was a joyous event that was part of a long, proud Temple of Aaron tradition of being inclusive to all Jews, of helping long-time members celebrate their lifecycle events in a Jewish context, and of finding creative, modern expressions of our ancient faith.

On that same day (October 10, 2010), we completed the celebration of the synagogue's first 100 years with a meaningful Time Capsule Ceremony. In our modern world of such rapid change, it is reassuring to know that the essence of who we are and what we do has remained constant.

We look forward to the next 100 years.

Scholarship Committee
Dr. Paul Schanfield, Chairperson
Joshua Fineblum, Director of Education

This year's scholarship committee met and granted several different types of scholarships for our youth. Through the generosity of our donors we were able to give over \$12,000 in scholarships to over 20 youth. Through the advancement and the generosity of the Helen & Donald Swartz family, 13 additional teens received grants totaling \$19,500 toward their trips to Israel.

These teens are participating in many different summer and Israel programs including Camp Chi, Herzl Camp, *Maccabi* JCC, BBYO, Young Judea, NCSY, Alexander Muss, and USY programming. We are also able to help our young members go to Israel on different programs. One chose to work with Magen David Adom another chose *Nativ* for a year program through United Synagogue for Conservative Judaism. All of these teens are ready to go and have a life altering experience which they will tell us all about upon their return.

The recipients of the Dr. Clarence and Rose Siegel Scholarships are heading to Israel either on a year program or through a 5 week summer experience. All of our awardees have had to do *avodah* hours within the school and synagogue in order to receive these funds. They have also written thank you notes to all of the donors and will be sharing their adventures with us in the fall.

The Jason Andler memorial Scholarship Award Winner was Evana Kvasnik who will be attending *Nativ* in the fall. She is eager to begin this gap year program and promises to give us first hand updates on what is happening in Israel while there next year. This award is given to a 16-24 year old applicant who best exemplifies leadership in Jewish values, community service, achievement or interest in the arts, involvement in Temple of Aaron activities, and committed to Israel.

A big thank you to all of our committee members for their help in allocating these vital funds which help provide meaningful Jewish experiences to our youth during their summers and beyond.

Sisterhood News
Paula Schraber, President

In the September Aaronian, we had Rosh Hashanah Greetings, wishing everyone a Happy New Year that 140 families contributed \$10 each to have their name listed

In October, 2010, we honored our paid up members and welcomed our new sisters with a performance by USA Dance Minnesota, which was preceded with a wonderful dinner by Svetlana Kazistova and her staff.

Roxane Portnoy leads a monthly knitting group which meets on the 4th Thursday of each month from 6:30-8:30 pm. Many of use learned how to knit to participate in our ongoing community service project, "Warm up America," which we are still knitting squares to make afghans for the women's shelters. A special thank you goes to Wendy Oskey for putting the Afghans together. They are beautiful. This year the women were making vests. It's a great time to socialize and meet new people. We have a ball!

In December, 2010, Sisterhood Shabbat was held. We enjoyed a great Shabbat dinner made by Svetlana and her staff. Our very talented members conducted services on Friday evening and led the Saturday morning services by chanting the Shacharit service and reading from the Torah and Haftorah. Rabbi Amy Eilerberg led Shabbat lunch and learn after Saturday Shabbat services. Sue Schwartz and Lori Marx did a wonderful job co-chairing the program.

Hamantashen sales began in January, where the sisterhood members and Svetlana and her staff baked over 580 dozen chocolate, fruit, apricot, and poppy seed Hamantashen. Sales were high. They sold out early. Temple of Aaron Sisterhood hamantashen are the best!

We have our continuing Book Club which meets every second Sunday morning at a Highland restaurant chaired by Teddy Gerr.

In March, after a light supper, Shayne Karasov led a program called, "Memory- Did I Forget What You Said?" Over 50 people attended this very informative program.

May 14-17 our Intra Continental Conference was held here in St. Paul. The theme was "K'heilu Kedosha, Celebrating Community Women to Women." It was very enjoyable, informational, and a great time was shared by all. Barbara Gitlin and Marcia Taple did an excellent job co-chairing the conference. Out of the 90 delegates who attended, 19 were from our own Sisterhood. A special thanks to our Rabbi and Cantor who participated in the conference. Thank you to Mike Saxon for attending our first dinner and adding a few remarks. Elections were held. Congratulations to Roxane Portnoy, who was elected to the board. Her portfolio will cover Tikun Olam.

Our final program of the year will be held on June 1, 2011. We will be treated to another delicious dinner by Svetlana and her staff. It will be followed by installation of new

officers. Heidi Ziman, accompanied by Les Block, will present the program, "Sh'tetel to Broadway".

Our major fundraiser is the Sisterhood Gift shop, chaired by Marcia Taple, with 20 dedicated volunteers. The Gift Shop is open 4 days a week and carries a full line of lovely Judaic items and contemporary items for the home and gift giving. A gift registry is available for weddings and Bar/Bat Mitzvahs, and gift wrapping is available. A dinner of appreciation to our volunteers will be held in June. We want to thank all of our congregants for their continued support. The Gift Shop motto is "Shop early- shop often." There is always something new at the Temple of Aaron Gift Shop.

Included with the news is a fiscal update. Our fiscal year runs from July 1 through June 30. The fiscal report reflects our activity from June, 2010 through May, 2011.

I want to thank my board, the members of Sisterhood, our Clergy, our congregants and the Synagogue staff, for their continual support, which has allowed us to contribute to the listed items in this financial update. Over a ten year period, you have given us the opportunity to pledge \$100,000 to our Temple campaigns in addition to our scholarship and Oneg sponsorship, and our Building Fund Cards, which has enabled us to give over \$5,300 to the Temple Operating Expenses. Building Fund Cards can be purchased by calling Susan Kushner or Elaine Goren. Just as we have done in the past few years we are going to have our Rosh Hashanah Greetings in the Aaronion at \$10 a family. We hope that we will receive more congregant support this year than the past year.

Too busy to come to our programs? Your membership still counts! Many of us are busy; it's too bad you are missing our great programs. If you are one of those women, we hope you are still thinking of the Temple of Aaron Sisterhood and all of our hard work and support for the Temple of Aaron. It wouldn't happen without you. Every member counts! Todah Rabah to each and every one of you special women!

Review of Expenses

June, 2010- May, 2011 **\$39,883.50**

Kitchen Expenses	\$ 16,563.00
Onegs, kiddushes, baking for sale, supplies, hamantashen and Selichot	
Babysitting	\$ 0
League Calendars	\$ 189.80
Mailings	\$ 500
Flyers, meeting notices, postage	
Programs	\$ 275
Gifts	\$ 91
Miscellaneous	\$ 157.50
National Per Capita	\$ 2860
Torah Fund Expenses	\$ 297.20
League Overseas	\$ 75
TUSY Playbook Ad	\$ 72
Membership	\$ 260
Postage and Envelopes	
UJFC Women's Forum Sponsorship	\$ 75
Purim Booth Sponsor	\$ 50
Building Fund	\$ 5300
Intra Continental Conf. and Board Mtg.	\$4943
Torah Fund (National)	\$ 2000
Babysitting Fund	\$ 300
Summer Scholarship Fund	\$ 500
Religious School Scholarship Fund	\$ 500
Capp Matching Fund	\$ 2000
Gitlin Fund	\$ 0
Gift Shop Repair	\$ 2875

Technology Committee
Mickey Kieffer, Chairperson

The Technology Committee oversees both the internal technology systems of the synagogue and our website working very closely with Business Shelley Diamond.

To improve our electronic communication with members, other Jewish organizations and business vendors, we upgraded our server and PCs in 2010 to work well with newer software. The added power enables us to provide internet access for the purpose of updating the website and send information to members through software like Constant Contact. Our computer network now has one dedicated server. This server supports our email, stores files, Chaverware (synagogue data base program) and Quickbooks (accounting software), Microsoft Suite 2010 and all other programs.

We are exploring upgrading our current Chaverware to Chaverware 5. Chaverware 5 will provide us with a Web Module. Once we upgrade, members will be able to review online their private information through secure internet connections and make donations to selected funds. We strive for a cost-effective way to communicate with a growing number of members who rely on computer communication.

In addition, we selected Comcast so we have high speed Internet access allowing staff to communicate via email and conduct Internet searches on the World Wide Web without the technical and speed limitation previously experienced with the dial up connection.

The Temple of Aaron website: <http://www.templeofaaron.org> is maintained and updated by Rabbi Alan Shavit-Lonstein, Clergy assistant Kathy Berg and the School Administrative Assistant Susie Haim. Committees are in charge of updating their own work so members have access to the most current and accurate facts. Our website is fully functional and available to members and people outside the congregation. The website is a wonderful source of information and we hope that our congregation will use it regularly. As requested, we have successfully added a "Donation button" to the Website for those people wishing to donate to the Temple to recognize a birthday, wedding, bar/bat mitzvah, illness or a death.

We maintain a copy machine which also faxes, scans documents and emails important information. The telephone system is regularly reviewed. We maintain upgraded building security systems for internal and external protection for people, property and equipment. We also use two-way radios for the teaching staff so that response time will be much quicker for any student emergency.

Tikkun Olam – Social Justice Committee

Purpose Statement: Educate and engage Temple of Aaron members in community-based action to build a better world – Tikkun Olam. Through service projects, advocacy and organizing, the Social Justice Committee will ensure that social justice is an integral part of the synagogue's mission.

The committee members work in coalition in the broader community to change public policies and solve the root causes of poverty and injustice. Temple of Aaron members work with Jewish Community Action (JCA), a Twin Cities social justice organization of Jews, to address critical issues in our community. Members of our committee speak from the Bimah, present D'verei Torah, speak at programs and present speakers from our community to inform our congregation about important issues and how they can get involved. We also contribute a page concerning our committee's activities and the issues we address in each month's *Aaronian*. The committee sends e-mails to more than 30 Temple of Aaron members to keep them informed of our activities and opportunities for participation.

Housing issues constituted the committee's primary focus for its advocacy, education and direct service activities this past year. These included hosting a lunch and learn on poverty and homelessness and another on the foreclosure crisis, working on Habitat for Humanity building projects, staffing an overflow homeless shelter for families, planning transitional housing projects, and helping provide resources to homeowners facing foreclosure.

The committee is engaged in coordinating our social justice activities with the religious school and youth groups, and in increasing the number of Temple of Aaron members active in social justice activities.

The Social Justice Committee welcomes Temple of Aaron members to join us in all our activities as we work to improve our community and repair the world. Meetings are held approximately every six weeks on Wednesday evenings and sometimes on Sunday mornings. For more information, visit our web page at http://www.templeofaaron.org/committee_justice.php, contact either Brian Zaidman (651) 452-8751 (H) or (651) 284-5568 (W), or email clubzed@earthlink.net; or contact Vic Rosenthal (651) 222-2777 (H) or (651) 632-2184 (W) or email vic@jewishcommunityaction.org.

Annual Review of Activities, June 2010 through May 2011

1. June 12, 2010: Lunch and Learn about homelessness, poverty and affordable housing, in conjunction with St. John Neumann church in Eagan.
2. July 17, 2010: Lunch and Learn about health care, in conjunction with St. John Neumann church in Eagan.

3. July 26-August 6, 2010: Habitat for Humanity build, St. Paul.
4. October 5, 2010: Habitat for Humanity special project in St. Paul. Temple of Aaron members represented the Jewish community as volunteers from the Jewish, Christian and Moslem faiths worked together preparing a home for repainting that President Jimmy Carter later worked on. Sue Ellen Flynn spoke during a lunch program.
5. November 20, 2010: Lunch and Learn about foreclosure crisis.
6. February 14-24, 2011: St. Paul Fair Lending Coalition Community Wealth Day activities, starting with door-knocking to publicize the event in the Frogtown and Summit-University neighborhoods. The event provided homeowners facing foreclosure with access to resources.
7. March 12, 2011: "House meeting" at Bill and Mary Lerman's to view video about systemic housing segregation, discuss history of racism in housing, foreclosure prevention work
8. March 19, 2011: Brian Zaidman delivers d'var Torah as part of Triangle Fire centennial remembrance.
9. April 13, 2011: Premier of film *abused*, documenting the Postville raid and its aftermath, at Beth Jacob synagogue. Temple of Aaron was a co-sponsor.
10. April 29-May 31, 2011: *Tikun Olam* art exhibit, including co-sponsorship of oneq on April 29.
11. May and June 2011: Participation in Project Home, the emergency homeless shelter, at Unity Unitarian Church (May) and Mount Zion Temple (June).
12. ongoing: Planning for a low-income or transitional housing project in St. Paul with Plymouth Congregational Housing. Howard Goldman is representing the committee and the Temple may be asked to be a supporting congregation if a project is undertaken.
13. ongoing: Planning ways to integrate social justice concepts and activities in the religious school.
14. ongoing: Planning how to build broader base of social justice supporters at Temple of Aaron.

TEMPLE OF AARON
ANNUAL MEETING MINUTES
Sunday, May 23, 2010 10 Sivan 5770

President Nancy Lane welcomed everyone and called the 100th annual meeting to order at 10:01 am in Greenberg Room and entertained the following motions:

“UPON MOTION DULY MADE, SECONDED AND PASSED, IT WAS RESOLVED THE READING OF THE MINUTES OF THE LAST ANNUAL MEETING BE WAIVED AND THE MINUTES APPROVED.”

“UPON MOTION DULY MADE, SECONDED AND PASSED, IT WAS RESOLVED THE READING OF THE TREASURER’S REPORT BE WAIVED AND THE REPORT BE ACCEPTED AS PRESENTED.”

President Nancy Lane delivered a report that was included in its entirety in the 2010 Annual Meeting booklet. She individually thanked committee chairs, clergy and other key personnel. Nancy recapped the recent meeting of presidents from five local Conservative synagogues, emphasized strong financial condition due to generosity of members, thanked Centennial Steering Committee, thanked committee chairs for creating weekend to honor over 20 years of dedicated service by Cantor Kowitz, recognized work on updating bylaws, emphasized retirement of Wendy Goodman after serving as our Principal for 17 years, thanked Board members, Officers and Executive Committee for working smoothly with clergy team and support team. We are 100 years and soaring.

Cantor Mitchell Kowitz reminded everyone it was time to rejoice as we celebrate our Centennial. His 1 on 1 bar/bat mitzvah training is very successful and parents are thrilled. Larry Eisenstadt and Lindsay Berg help with 15% of the students. We set higher standards relative to other St. Paul/Minneapolis conservative & reform synagogues while coordinating closely with focus of our Saturday School for 5th & 6th graders. Many students then move to Golden Kephah where they read additional Torah portions over a two year period. A select handful accept the challenge of advanced Torah reading and service leadership to earn the Yad Hazakah. We schedule numerous readers on Sukkot, Passover & Shavuot to attract families to holiday services. We successfully trained another adult group celebrating their B’nai Mitzvah.

We added more musicians to our twice per month Erev Shabbat Live Friday Night Service to keep everything engaging, exciting, fresh and spiritual. The Mollie Tankenoff Fund provides resources for this very special service style. We started our second consecutive adult b’nai class with 16 beginning the journey. Larry Eisenstadt and Lindsay Berg are helping teach. For Purim, we recruit adults and students to read the megillah with its distinctive trope.

We have had our choir helping at Shabbat by being visible to the membership to encourage more participation. The Inver Hills Symphonic Band features a Broadway to Broadway Theme to add more musical programming on October 24, 2010. Our adult choir will be singing with the Band. He formally thanked everyone for supporting his 20th celebration weekend which was meaningful and touching.

Rabbi Alan Shavit-Lonstein thanked everyone for attending. We will continue emphasizing

Jewish values while pursuing a diversity of volunteers. We will focus efforts on being innovative on and off the bench. We continually study broad contexts looking at national trends, best practices and growing pressures. Many colleagues lament bigger changes than we are seeing but significant demographic shifts are real. We are working steadily in dealing with new realities as membership slightly declines. Volunteers and members are the true strength of the synagogue. He thanked Principal Wendy Goodman for 17 dedicated years prior to health concerns prompting retirement. We are grateful Jodi Saltzman and Wendy Hemingway stepped in to assist during the past school year. Our new Youth Education Services Committee re-designed its operating style and scope and special thanks to chairs Lisa Lane, Lisa Lerman, Tracy Arnold, and Jim Berg. He thanked search co-chairs Larry Solomon and Mark Adelman for leading the process hunting for a Director of Education and a Youth Director. We will install the officers on Selihot and he thanked the full Board for meaningful work. He thanked Nancy Lane for her dedicated services as President and reminded everyone to also join us on Selihot for multiple honorees receiving the Ner Tamid Award. Rabbi concluded with hope for another year of growth, joy, diversity and innovation.

President Lane formally thanked Morrie Katz for his continued successful work recruiting people to sponsor breakfasts following Sunday morning services.

There was brief discussion reinforcing the need to explore more suggestions to help combat the decline in Shabbat attendance on both Friday night and Saturday morning. Attendance is a perpetual challenge so it must become a perpetual discussion.

Sisterhood Building Fund Chairpeople Janet Gordon & Sis Goren mail cards throughout the year to help members celebrate simchas, issue get well greetings and express condolences. Treasurer Betty Agranoff presented a check for \$6,000 to the synagogue.

Sue Rosner and Mickey Kieffer served as Nominations Committee Chairpeople and Board member Dave Rosner delivered the report. He thanked the following people for dedicated service as their terms concluded: Isaac Ganz, Jeff Goldetsky, Lisa Perlman, Richard Shaller. The committee placed into nomination the following individuals to serve three year terms (2010-2013): David Baldinger, Sandra Kamin, Terry Zien, Julie Sander, Susie Andler, David Berg, JoAnn Silvers, Bob Kaufman, Ken Boschwitz, Jim Leventhal, and Renee Kvasnik.

“UPON MOTION DULY MADE, SECONDED AND PASSED, IT WAS RESOLVED THAT THE SLATE FOR THE BOARD OF DIRECTORS BE ACCEPTED AS PRESENTED.”

“UPON MOTION DULY MADE, SECONDED AND PASSED, IT WAS RESOLVED THAT THE 100th ANNUAL MEETING BE ADJOURNED AT 10:36 AM.”