



138th Annual Report Temple Israel

**July 7, 2023
18 Tammuz 5783**

Rabbi David Komerofsky

Dr. John H. Spitzer, Rabbi Emeritus

John Spera, President



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ANNUAL MEETING AGENDA

JULY 7, 2023

- I. Call to Order
- II. Minutes from 2022 Annual Meeting
- III. Finance Committee Report
- IV. Nominating Committee Report
- V. Board Election of Officers
- VI. Key Bank Presentation
- VII. Installation and Blessings
- VIII. Adjournment

TEMPLE ISRAEL BOARD OF TRUSTEES

2022-2023 TEMPLE ISRAEL OFFICERS

President: John Spera

Treasurer: Mark Atleson

Secretary: Joan Ortman

Immediate Past President: Shelley Schweitzer

2022-2023 TEMPLE ISRAEL BOARD MEMBERS

David Adler (until May 2023)
Courtney Johnson-Benson
Shelley Jurkiewicz
Todd Kotler (since May 2023)
Denise Nielsen
Anita Porter
Stanlee Rosenblatt

Dr. Eileen Saltarelli
Susan Shafer
Barbara Spera
Suzanne Stieglitz
Mark Taylor
Judy Tenenbaum

HONORARY LIFETIME TRUSTEES

Mark Atleson
Robert Friedman
Dr. Ron Gelb
Bev Gross
Martin Jacobson

IN MEMORIAM

Through the years, Temple Israel has honored those special individuals who have made the congregation their life and have contributed above and beyond the norm to the well-being and growth of Temple Israel. The congregation has seen fit to enroll them in our annals as Honorary Trustees for life. Herein, we record the names of those Honorary Trustees who have finished their earthly service. May their memories be a perpetual blessing.

Harry Berger
Ernest Cohen
Ben Dreyer
Blanche Feiman
Dr. Edward Feiman
Lillian Goodman
Harry Greenberger
Eldy S. Gross, Jr.

Louis Hoicowitz
Daniel Jonas
William Lavin
Sandford S. Lazarus
David Livingston, Sr.
Martha Lottman
Milton Lottman
Edith Marks

Harry Mestel
Dan Reines
Sid Savage
Robert Schwartz
Alan Singer
Donald Stein

MINUTES OF 2022 ANNUAL MEETING

JUNE 17, 2022

Present: Eileen Saltarelli, Courtney Johnson-Benson, Sue Shafer, Denise Nielsen, Stan Rosenblatt, Judy Tenenbaum, Suzanne Stieglitz, Barb Spera, John Spera, Shelley Schweitzer, Joan Ortman, Mark Taylor

Staff: Rabbi Komerofsky, Julie Zorn

Lifetime Trustees: Mark Atleson, Robert Friedman, Ron Gelb

Absent: Dave Adler, Shelley Jurkiewicz, Anita Porter,

John Spera welcomed everyone and read the Temple Israel Mission Statement. He introduced the Board and Lifetime Trustees. He thanked Rabbi Komerofsky and the staff.

A quorum of at least 10% was present. A sign in-sheet was provided.

Meeting called to order at 5:18pm.

Joyce Ortman moved to accept the minutes from June 2021, seconded by Rob Schweitzer. Motion passed.

Denise Nielsen reported for the nominating committee which consisted of: Stan Rosenblatt, Courtney Johnson-Benson, Barb Ferne, Ellen Roberts, Toni Olenick and Todd Kotler. Anita Porter was nominated to stay on the board for her second three year term. Joan Ortman cast the vote for the membership.

Denise introduced and made the motion to accept the executive board, seconded by Stan Rosenblatt. Motion passed.

John Spera, President
Mark Atleson, Treasurer
Joan Ortman, Secretary

Mark Atleson presented the treasurer's report and endowment report. Mark Taylor moved to accept the treasurer's report, seconded by Eileen Saltarelli. Motion passed.

John Spera addressed the congregation and spoke on "Where do we go from here?"

Rabbi Komerofsky blessed the directors, officers, lifetime trustees and past presidents.

Meeting adjourned at 5:45 p.m.

Respectfully submitted by Joan Ortman.

PRESIDENT'S REPORT

Submitted by John Spera, Temple Israel President

It's hard to believe that another year is passing us by and most of us are wondering where did it go. Under the leadership and guidance of Rabbi David Komerofsky we have made progress on defining our positions toward the future. Although we find that our demographics are changing, our membership still remains strong.

As President of Temple Israel, I have been fortunate to have strong support from our Temple Board of Trustees and Officers. These individuals have been the catalyst to provide so many great opportunities and programs for our congregation to participate in. I want to thank you all for your continued support of Temple Israel.

I'm excited about where we go from here. Temple programming over the past year was outstanding, with opportunities for everyone to participate. In case you missed something, here are some highlights. But first, I want to thank all of the individuals who made so many of these programs possible. I greatly appreciate your commitment and effort to help the Temple by volunteering your time and energy.

This past year we adopted a Code of Ethics with policies and procedures in place to guide our congregation, board, teachers and Rabbi. Additionally, we have procedures in place to report any violation. Our Safety and Security committee provided opportunities for the board and members to learn about safety protocols in our building. They also provided classes on first aid and CPR Training. This group was instrumental in securing first aid kits for our building. I appreciate their attention to detail to keep us safe. All of our other committees were busy during the year providing all types of opportunities for our congregation. The Community Garden, Social Action, Outreach to the Community, Woman's Reproductive Rights, Gun Violence Awareness, MLK Shabbat with guest speaker, George Lemon, Urban Ark Dinners, Facing the Future Together Programming, Cemetery Clean-up, Refugee Shabbat, Brotherhood, Sisterhood and that is only a few of the programs and activities which happened this past year. Temple Israel will continue to be inclusive for everyone.

Future leadership has been one of my biggest concerns and struggles over the past two years. I hope that next year will see the Temple developing leaders to move us forward – Moving Forward Together for All. Our congregation has a lot more to accomplish and we have only just begun.

Recently several of our Past Presidents, Board Members, and Community leaders have made decisions to move closer to their loved ones. I want to express my gratitude and appreciation for all the hard work and guidance you have given over the years.

Your efforts have left our congregation standing on a strong foundation and you will always remain a part of our Temple family.

No organization is complete without the individuals behind the scenes. The Administrative Assistants, Debbie Spetich and Patti Green are always helpful and willing to go that extra mile. A big thank you for all of your hard work which is very much appreciated. Additionally, a thank you goes to Darrell Vanest, who takes care of the building, making sure everything is in tip-top shape. I couldn't ask for a better team.

TREASURER'S REPORT

Submitted by Mark Atleson, Temple Israel Treasurer

Temple Israel's finances continue to be strong and stable. We finished 2022 with a total income of \$449,973.02. This included money from our religious school endowments to help fund Chadash. Our expenses were \$539,659.64. Additional funds were taken from endowments to offset the deficit.

Our endowments, which continue to be well managed by Key Bank, were down due to market fluctuations but were still at a total of \$5,220,868.00 as of January, 2023.

Our board knows that expenses will continue to rise. They are doing everything possible to keep the increases to a minimum. If you have an overdue account, please bring it up to date. This would be appreciated and help to balance the budget without using additional endowment funds. We also thank those who pre-pay their dues. Doing this helps our cash flow and enables Temple Israel to manage our accounts better.

As you plan for your future, please consider the Temple. Members who are able to increase their dues or make gifts to the Temple are greatly appreciated. Your generosity will help ensure the continuity of Temple Israel in Canton.

BUDGET STATEMENT – JANUARY-DECEMBER 2022

(Accrual Basis)

	Jan - Dec 2022 Actual	YTD Budget	Annual Budget
Ordinary Income/Expense			
Income			
4000 · Dues Income	188,021.00	196,988.00	196,988.00
4001 · Contributions	7,130.00	10,000.00	10,000.00
4015 · Miscellaneous income	853.36	2,000.00	2,000.00
4018 · Tuition	5,880.00	4,560.00	4,560.00
4019 · Hebrew School tuition	1,695.00	760.00	760.00
4070 · General Program Income	4,493.66	25,000.00	25,000.00
4072.00 · Income for Outreach & Programs	0.00	8,333.33	8,333.33
4080*00 · Endowment Income for Chadash	0.00	11,815.00	11,815.00
4095*00 · Income from Endowments	50,000.00		
7001 · Sisterhood -Rel school	7,400.00	6,500.00	6,500.00
7002 · Brotherhood-Rel. school	9,500.00	10,100.00	10,100.00
4.75% From Funds	175,000.00		100,454.49
Total Income	449,973.02	276,056.33	376,510.82
Expense			
5000 · Accounting	5,075.00	4,500.00	4,500.00
5008 · Building rental expense	105,999.96	111,250.00	111,250.00
5010 · Kitchen, Building	80.00	500.00	500.00
5012 · Insurance-director's, renters	3,312.25	3,200.00	3,200.00
5015 · Teaching Materials	308.87	1,000.00	1,000.00
5018 · Payroll expense	2,008.78	1,500.00	1,500.00
5019 · Compensation & Benefits	325,385.98	156,670.00	156,670.00
5040 · Music	26,464.11	25,000.00	25,000.00
5050 · Payroll Taxes	12,281.44	7,833.50	7,833.50
5060 · Miscellaneous expense	1,338.74	1,200.00	1,200.00
5080 · Office Expense	4,684.72	3,500.00	3,500.00
5085 · Credit Card Fee Expense	535.66	750.00	750.00
5090 · Professional Meetings	0.00	1,000.00	1,000.00
5102 · Temple Programming	10,296.82	15,000.00	15,000.00
5110 · Publications	0.00	300.00	300.00
5120 · URJ Dues	8,152.31	9,572.32	9,572.32
7000 · Chadash Subsidy	33,735.00	33,735.00	33,735.00
Total Expense	539,659.64	376,510.82	376,510.82
Net Income	-89,686.62	-100,454.49	0.00

RABBI'S REPORT

Submitted by Rabbi David Komerofsky

Rabbi Akiva says, "If you have learned Torah in your youth, you must [continue to] learn Torah in your old age. If you have had students in your youth, you must [continue to] have students in your old age," as the verse (Ecclesiastes 11:6) says, "In the morning, plant your seeds and don't desist from planting in the evening." - Babylonian Talmud, Yevamot 62b

This year marks my twenty-fifth in the rabbinate. I was ordained in June 1999 and am in awe of how much the world has changed since then. I have also changed, as has my understanding of what it means to be a rabbi. My rabbinate has had three distinct phases in three venues since 1999: academic administration, Hillel, and congregational life. Each has been enriching in its own way. My work has allowed me to learn how to manage and lead organizations and people in line with Jewish tradition. I have been blessed to share life-changing moments with thousands of people. It has been quite a ride thus far, and it's not over yet. Still, I have felt something missing.

Over the course of the year now concluding I have been guided largely by the Talmudic paragraph I cite above.

A quarter of a century since being a full-time student I reflect on how much I do not yet know, and how the lives of the people I serve can be made more meaningful by my ongoing learning. To this point since ordination, my study has been almost exclusively for the sake of teaching. In other words, I learn in order to share specific information as opposed to engaging in pure scholarship. I do study Torah regularly with Rabbi Samuel Stahl of San Antonio, and that is *Torah lishmah* (learning for its own sake).

It is for this reason – learning for the sake of learning and growing - that I enrolled in 2022 as a student in the Doctor of Ministry program at Ashland Theological Seminary. I take one or two courses per term and am finding the experience exciting and transformational. Though I am the only Jewish student (and perhaps the first) in the program's history, and the context is evangelical Christianity, there is much that is transferable. I am grateful to Rabbi Spitzer for encouraging me in my ongoing learning, and for providing coverage during the one week per term I am in-residence at Ashland. I know already that I am better in ministry because of my experiences at Ashland.

My epiphany this year has been that I can be a better rabbi, which means "my teacher," by continuing to be a student even as I serve full-time in all the ways that our congregation expects and deserves.

Temple Israel has done much in the last year of which we can all be proud. This Annual Report includes updates from the volunteer and professional leadership so that our members might be up-to-date on the life and health of our congregation. To these data points and stories, I add the following highlights:

- An interfaith Israel trip in February with Christ Presbyterian Church.
- The launch of new chavurot (micro-communities) focusing on shared interests.
- Two Adult Education series with a total of 62 registrations: “What Does Judaism Say About?” and “Jewish Theology.”
- Four-part series on Jewish practices around death and mourning with Rabbi Spitzer.
- Two semesters of Introduction to Judaism with a total of 38 students.
- We celebrated 4 b’nai mitzvah since the last annual meeting.
- I officiated one wedding ceremony for a Temple Israel couple at Beit Ha’am.
- I officiated at the conversion rituals for 7 new Jews-by-choice with the help of Rabbi Spitzer.
- I officiated at 8 funeral services since the last annual meeting.
- We launched a new website and began using a new membership database.

I submit an overview of my activities to our board every month and will be happy to share those updates with any member upon request.

With blessings for a refreshing summer and anticipation of a good year ahead.

CHADASH REPORT

Submitted by Julie Zorn, Director

Chadash was back in person for our first full school year since the pandemic set in in 2020. Our attendance for each of our programs was back in full swing, and we operated as business as usual. For the 2022/2023 school year, Chadash consisted of 4 classrooms with a total of 30 students:

- Torah Tots - Pre-K/Kindergarten (Shabbat, Holidays, Rituals and Symbols) taught by Ellen Shankle
- 1st-2nd Grades (Bible Stories) taught by Linda Poole
- 3rd-5th Grades (Jewish Lifecycle) taught by Jessica Whitehill
- 6th-8th Grades (Comparative Religion and Comparative Judaism) taught by a clergy team consisting of Rabbi David Komerofsky, Rabbi John Spitzer, Rabbi AJ Kushner and Hazzan Bruce Braun

There was no confirmation class and no consecration in the 2022/2023, but the following special programs took place through the school year.

- Rosh Hashanah greeting cards made for Sanctuary Grande and other senior residences
- Yom Kippur Tashlich program
- Family Sukkot dinner
- Family Chanukah latke party
- Tu Bishvat environmental food waste program with Stanlee Rosenblatt
- Chadash Shabbat honoring Shelley Schweitzer
- Annual Purim spiel and Hamantaschen baking
- All new “Stepping into Passover” program teaching the 15 steps of a Passover seder
- Mock Jewish wedding/End of Year Picnic

Hebrew school consisted of 6 students taught by Laura Solomon and Ellen Shankle.
Special Mention

Hannah Roberts grew up in the Canton Jewish community and now serves as an assistant teacher in Linda Poole's classroom as a volunteer. She donates her time week after week, as she adores watching the students grow up. Most recently, Hannah has devoted additional time to Temple Israel's new Peace for Packs initiative making peace signs and talking up the program to anyone who will listen. Chadash would like to thank Hannah for all of her contributions!

OUTREACH REPORT

Submitted by Julie Zorn, Director

The following outreach programs took place in 2022-2023:

- Stark Pride – Exhibitor table
- Light Up Downtown – A wooden Chanukah menorah was displayed in downtown Canton for the month of December. The menorah was created by Linda Poole with woodworking help from Mark Atleson. Dreidels and gelt were passed out in front of the menorah during the Light Up Downtown event festival.
- First night Chanukah candle lighting event at Beit Ha'am with singing, snacks and candle blessings.
- MLK educational exhibitor's table at the Leila Green Alliance of Black School Educators
- Collaboration with the Canton Jewish Community Federation on the Day of Remembrance/Day Against Hate program where 75 high school students from Alliance, Perry and Northwest school districts attended workshops led by the ADL and the Maltz Museum at Beit Ha'am
- Creation of the Peace for Packs program and a corresponding website. Peace for packs empowers youth with the tools needed to report a hate crime on their own by the creation and distribution of Perler Bead peace signs. A special thank you to the Temple Israel sisterhood for helping to develop the peace signs.

SISTERHOOD ANNUAL REPORT

Submitted by Barbara Spera, Temple Israel Sisterhood, President

Temple Israel Sisterhood is fortunate to have a dedicated group of ladies who make my job easier as President. I want to thank the following individuals who dedicate their time and energy to help make Sisterhood run smoothly, Betty Smith secretary, Hannah Jolly treasurer, Davina Schweitzer membership, Terri Barat gift shop, Diana Collum Caring Sisters, Sue Shafer Templegrams, Eileen Saltarelli email and Anita Porter college holiday packages.

Our goal is to support the Temple Israel family by providing a gift shop with Judicia items, Templegrams for the simchas which are occurring in our community, Rosh Hashanah packages to those congregants who have young adults in college and cakes to those families who have experienced the loss of a loved one. We hope that our programs encourage personal growth, Jewish involvement, feelings of community, strengthening our faith and learning its precepts and establishing and maintaining a meaningful Jewish lifestyle.

Our biggest fundraiser of the year is our Donor, which supports Chadash. Donor 2022, L'Dor VaDor – Take Life by the Hand, and Dance, featured Israeli dancer Stuart Meyer from Cleveland. He presented a dance program with the Chadash students and the community. After the program, a catered Israeli style luncheon was enjoyed by all. Sisterhood was able to raise almost \$6,500 to support Chadash. We are grateful and blessed to have such supportive and generous congregants. Sisterhood provided Hanukkah gifts to our community residents at the Sanctuary as well as providing latkas and decorated cookies for their Hannukah celebration. Our Mah Jongg players supported our Mah Jongg card drive by purchasing over 60 cards. A special thank you goes to Ronit Sherwin for leading our book club discussion. She chose Shanda by Letty Cottin Pogrebin and lead an interesting and diverse discussion about the book. Additionally, Debbie Petroff and her therapy dog Bear came to our April meeting. We were able to hear all about the training and important ways therapy dogs give comfort, love and support to individuals in schools, hospitals, and nursing homes. This year Sisterhood has supported The Month of Giving Social Action projects, provided lunches for Habitat Interfaith Build, and the MANCI Prison Seder. A thank you to Cathy Atleson, Diana Collum, Hannah Jolly, Sue Shafer and Barbara Spera who helped to shop, prepare, cook and put together a Passover Seder that was transported to MANCNI prison in Mansfield.

Diana Collum received the WRJ Deborah Award for her contribution to our Caring Sisters Committee. She was honored at a luncheon in May.

Please consult the Temple Bulletin, Temple Tidbits and look at your in-box for information about future meeting dates and times as well as events.

BROTHERHOOD ANNUAL REPORT

Submitted by Todd Kotler, Temple Israel Brotherhood, President

Temple Israel Brotherhood is pleased to have resumed a fully in person reverse raffle. We sold out all our available tickets and raised over \$6,400.00 for Chadash. Linda and Howard Smuckler were an incredible asset as our co-grill masters. We also owe a huge debt of gratitude to our co-chairs Dr. Paul Garfinkle and Paul Hervey. We look forward to continuing the momentum into next year and increasing our membership which at present is over a third of the men in our congregation. We will be resuming meetings in September so look for a save the date in a Temple Tidbits coming to you soon.

COMMITTEE REPORTS

SOCIAL ACTION COMMITTEE REPORT

Submitted by Judy Tenenbaum, Chair

The Social Action Committee shall undertake and promote opportunities founded on the Jewish principle of Tikkun Olam, Repairing the World. They plan activities to carry out the mitzvot and charitable actions that assist those in need in our communities.

Month of Giving Social Action Group

Joan Ortman, Paulette Karelitz, and Anita Porter

The month of Giving is part of the Social Action group of Temple Israel. Our committee collects items monthly for their chosen local non-profit organizations.

July/August – School Supplies for Canton City Schools

March – Humane Society

April – GiGi's Playhouse

May – Family Living Center

Family Living Center in Massillon

Joan Ortman

Family Living Center is a non-profit homeless shelter for women and families. It is part of the Comm Quest umbrella. They offer a wide range of services that allow families to acquire emotional and economic independence. Temple Israel has sponsored room #317 as part of their "Adopt-a-Room" program for 5 years. We continue our support by providing an additional \$400 worth of groceries for after school snacks and weekend lunches as well as cleaning supplies. We also provide additional donations through our Month of Giving Social Action Group.

Thanksgiving Baskets Downtown

Shelley Jurkiewicz and Rabbi David Komerofsky

This charitable organization unites faith communities and civic organizations in Canton, to support the underserved population of Stark County with food at Thanksgiving. There were 920 Stark County residents registered for Thanksgiving Baskets Downtown in 2022.

Distribution day was the Saturday before Thanksgiving and each person was given a turkey and a \$25 gift certificate to Stark Fresh. Thank you to the many Temple Israel members who helped to make this outreach service to our neighbors possible.

Habitat for Humanity

Rabbi David Komerofsky

We continue to partner with Habitat for Humanity's Faith Build, and this year received generous gifts from friends and members to help underwrite our participation costs. The Faith Build and Trim Team is assisting with the construction of three new homes.

Interfaith Gan Bracha Garden

Stan Rosenblatt

The twelve raised beds have all been planted and are doing well. Over approximately 17 weeks the vegetable beds will be tended to by an estimated 29 volunteers. The volunteers are coming from Temple Israel and New Vision Church. Harvesting of vegetables/herbs is usually done on Tuesdays and transported directly to Cross Roads Methodist Church in Canton to maximize for freshness and distribution. At this time, spinach, thyme, sugar snap peas, and strawberries have been harvested and donated. There is always a need for additional folks to come forward and volunteer their time.

Urban Ark Dinners

Diana Collum

Temple Israel has been providing meals to the poverty sector through Urban Ark three or four times a year for more than a quarter of a century. While the population and number of recipients have fluctuated over the years, those who attend or are brought meals by others, truly appreciate our caring and generosity. This year we have celebrated Christmas, Easter and soon summertime with a picnic dinner at First Lutheran Church. Our Temple volunteers bring baked goods, decorate the tables and help prepare/serve a lovely meal. Thank you to all who reach out to others through this community service. You make a difference in people's lives.

SOCIAL JUSTICE ALLIANCE REPORT

Submitted by Judy Tenenbaum, Chair

The purpose of the Social Justice Alliance is to address and support social justice issues that are important to us as Reform Jews.

A Social Justice Alliance Reengagement Meeting was held May 9, 2023 to discuss future Temple Israel Social Justice initiatives. The Temple has two current Social Justice Programs that have on-going projects: Immigration and Preventing Gun Violence. This meeting was to discuss additional programs. It was decided to initiate a new program called "Protecting the Vulnerable". Our 2023/2024 priorities will be:

- Women's Rights
- Healthcare
- Economic Justice
- Disability Rights
- Voting Rights
- LGBTQ+ Equality

Immigration

Barb Ferne and Rita Schaner

The Immigration committee extended our reach to include a Canton immigration rights organization, Centro San Jose. One of their many programs is catering events of various types and sizes. We hired them for the Temple Refugee Shabbat in March, which featured the Rabbi from HIAS. The Guatemalan style dinner was delicious and enjoyed by over 60 people. Our next project is a visit to the Guatemalan market and community in Dover.

Preventing Gun Violence

Rabbi Emeritus John Spitzer

Temple Israel's Gun Violence Initiative was begun in June of 2022. Project Silhouette, supported by the Rabbi John Spitzer Social Justice Endowment and private donations, created 40" x 40" yard signs with adult and child silhouettes on them and channels which allowed for the changing of numbers on a weekly basis accounting for the number of adult gun deaths and the number of youth deaths (age 1-17) during the year. As of the one-year anniversary, we have tracked 40,871 gun deaths from all causes in the United States. Our source of information is www.gunviolencearchive.com.

This initiative has paved the way for Temple Israel's participation in an interfaith coalition against gun violence convened by Pax Christi, a Catholic social justice group. The initiative's meetings are hosted at Temple Israel and attended by Catholic, Protestant, Islamic, and Jewish clergy, and leadership. This group is presently planning a clergy and faith leaders' teach-in on how to engage congregations in a community-wide initiative to increase awareness and reduce the incidence of gun violence, to be held at the end of the summer. Also being planned is a Canton gun buy-back program for the fall. The group is drawing closer to Moms Against Gun Violence concerning issues of Advocacy in Columbus.

If you would like a Silhouette sign for your home or business, please contact Rabbi Spitzer. Look for images of the sign and weekly numbers in Temple Tidbits.

RAC Reproductive Freedom Campaign

Judy Tenenbaum and Debbie Sinopoli

Temple Israel collected 194 signatures to get an amendment to the Ohio constitution on the November ballot for "The Right to Reproductive Freedom with Protections for Health and Safety".

SAFETY AND SECURITY COMMITTEE REPORT

Submitted by Shelley Jurkiewicz, Chair

Highlights of activities this year:

- LLC Building security upgrades were reviewed.
- First aid kits were purchased and put in place in the office, sanctuaries, kitchens and Chadash classrooms with a recommendation to inspect the kits annually.
- CPR/AED and Stop the bleed training sessions were completed with the recommendation to offer training every other year.
- Usher and greeter training was provided by Rabbi Komerofsky with a recommendation to offer training annually.

CARING COMMITTEE REPORT

Submitted by Eileen Saltarelli & Denise Nielsen, Co-chairs

The Caring Community has the aim of bringing our congregation together in times of needs and celebrations. It has provided an opportunity to bring new members and long time members together in new and creative settings. We want to continue to provide connection in many ways.

We are currently planning our second annual Mitzvah Day for Sunday, August 20 from 9:30 am – 11:00 am. We will be continuing our clean up at Northlawn Cemetery as well as other small jobs within our community.

We previously hosted our first Mitzvah Day on June 12, 2022 and it was a huge success. We had many volunteers who cleaned up at Northlawn Cemetery, provided services at people's homes and baked challahs and made soup to distribute as needed. In addition, we had a group who worked in the library under Julie Zorn's direction organizing specific sections of books.

Due to a large need at the cemetery, our volunteers gathered again on November 6, 2022 from 10-12 to continue our efforts at Northlawn Cemetery.

We continue to send milestone birthday cards to members age 70 and above at five year increments until age 90, then every year. We so appreciate the efforts of Debbie Spetich and our volunteers in this effort. We also continue to send sympathy cards and get well or other wishes, as needed, to our Temple members and their families.

As always, we thank our volunteers for continuously stepping forward to help as we build our committee. Anyone who is interested in joining our efforts, in a small or large way, should contact one of us or the temple office.

MEMBERSHIP COMMITTEE REPORT

Submitted by Denise Nielsen, Membership Committee

Temple membership stands at 249 member households for a total of 384 people. Since our last annual meeting, 6 families have joined temple for a total of 13 new members. 6 families have resigned their memberships. No memberships were revoked, however, unfortunately, 7 members have died since the last meeting.

NOMINATING COMMITTEE REPORT

Submitted by Anita Porter, Chair

This year our committee members were as follows: Anita Porter, Joan Ortman, Judy Tenenbaum, Cathy Atleson, Betty Smith, Leanne Lehn and Diana Collum. The committee nominates Mary Jo Lockshin, Susan Shafer and David Whitehill each for a full term.

CEMETERY REPORT

Submitted by Barbara Spera & Betty Smith, Co-chairs

- 4 Temple Israel Members were buried at Northlawn Cemetery in Temple Israel's section.
- 1 Individual buried in Temple Israel's section at Northlawn and paid a non-member burial authorization fee.
- 1 Temple Israel member buried at Westlawn in the Temple Israel Section.
- 2 Temple Israel Members buried at other cemeteries.

Congregational Code of Ethics

Adopted by the Temple Israel Board – December 20, 2022



Ethics and Our Behavior

Ethics are the set of moral values and principles that we use to guide behavior. Our Jewish tradition offers the following teachings to help us understand how we ought to interact with God and each other:

"It has been told to you, child of Creation, what is good, and what the Eternal requires of you: Only to do justice, and to love goodness, and to walk modestly with your God." (Micah 6:8)

"Speak to the whole Israelite community and say to them: 'You shall be holy, for I, the Eternal your God, am holy.'" (Leviticus 19:2)

"You shall love your neighbor as yourself." (Leviticus 19:18)

The Babylonian Tractate Sotah (page 14a) includes a lengthy discussion of how we are meant to follow the commandment to walk in God's ways. In sum, it reminds us that we live more Godly lives by behaving ethically and treating all humanity with the respect due to others created in God's image as we are.

Living ethically is not always easy, nor is it always clear what is the right and ethical choice. If we are facing a dilemma and wonder if our intended behavior is ethical, we may find it helpful to ask ourselves these questions:

1. Is this behavior something I would be proud to have publicized?
2. Is this behavior something about which I would tell my intimate partner and close friends?
3. Is this behavior something about which I would be proud to have my colleagues know?

Therefore, discussing and reporting a specific situation of concern is part of living ethically. Unethical behavior is likely to continue unless and until it is addressed directly, and it can only be addressed if the issue is raised through appropriate reporting.

An Introduction to Temple Israel's Code of Ethics

We strive to hold ourselves to the highest standards of personal integrity, social responsibility, and human decency. When we behave ethically and hold ourselves accountable, Temple Israel is a safe, welcoming, and sacred environment.

This code of ethics, based in the values of our mission statement, sets forth the expectations for adherence to standards of conduct for our clergy, congregants, staff, visitors, and guests, whether participating in a Temple Israel activity that is in person onsite, online, or offsite.

Temple Israel Mission Statement

This congregation shall be known as Temple Israel and is founded to perpetuate the heritage of the Jewish people. Temple Israel of Canton, Ohio is a synagogue which fulfills the three classic functions as a House of Prayer (Beit T'fillah), a House of Study (Beit Sefer) and a House of Gathering (Beit Knesset). Temple Israel, as a member of the Union for Reform Judaism (URJ), shall provide for its members and their children a liberal interpretation of Judaism, and shall give them the opportunity of living Jewish life creatively by encouraging them to confront tradition and make choices and to create new modes of Jewish expression. Temple Israel shall foster the application of the principles of liberal Judaism to personal conduct, family life, and society.

Temple Israel Core Values

Personal Conduct meaning to a) promote a sense of identity with and commitment to the Jewish people and to the State of Israel, b) promote high standards of personal morality and ethical conduct, c) empower the individual as a co-worker with God and to d) promote personal piety.

Family Life meaning to a) promote education of children and adults for Jewish growth, b) promote the celebration of life cycle and passage events Jewishly, and c) promote living with the rhythm of the Jewish calendar.

Society meaning to a) promote involvement with and support of the Jewish community locally, nationally and internationally, b) actively work for a Godly society of Righteousness and Justice with Compassion and c) be good custodians of God's creation.

Our ethics dictate that:

- Temple Israel welcomes all who wish to engage safely with our sacred community.
- We embrace everyone without regard to religious background, age, ability, race, ethnicity, nationality, gender, gender identity, sexual orientation, marital status, or socioeconomic status.
- We strive to make all who participate in our community feel a sense of belonging with the expectation that their ideas and concerns can be openly stated and responded to with respect.
- We expect all who engage in our community to conduct themselves in an honest manner.
- We promote open and honest communication that allows for addressing differences constructively.
- We refrain from derogatory speech, hate speech, negative talk, gossip, and slander, whether in person or online. This includes, but is not limited to, intentional misnaming or misgendering.
- We oppose bullying, including any unwanted behavior that degrades, humiliates, or oppresses another. Verbal, physical, or cyberbullying is never acceptable.
- We believe that everyone entering our sacred space has the right to feel physically safe and respected, and that we are morally and ethically responsible for one another.

- We do not tolerate sexual harassment, including unwelcome sexual advances, requests for sexual favors, and other verbal, physical, written, or visual conduct of a sexual nature.
- We do not tolerate acts or behaviors that exploit the vulnerability of another, take advantage of a power imbalance, compromise one's moral integrity, or create an intimidating, offensive, abusive, or hostile environment.
- We strive to protect those who appear to be the victims of abuse or neglect, including intimate partner abuse, child abuse, verbal abuse, physical abuse, and other types of domestic violence.
- We make decisions regarding synagogue-related matters with transparency, openness and accountability, unless confidentiality dictates otherwise. For example, it is especially important that we protect inadvertent and premature release of names of candidates for employment. This includes adhering to placement guidelines of the CCAR (Central Conference of American Rabbis) and other institutions of our movement.
- We believe that our leaders should act solely according to the synagogue's best interest when acting on its behalf.
- We refrain from using one's synagogue position for personal advantage or benefit. For example, we refrain from hiring or firing, rewarding or punishing staff or volunteers, and awarding or denying contracts based solely on personal considerations such as favoritism, nepotism, or bribery.
- We conduct financial matters related to synagogue involvement with complete honesty. For example, we refrain from financial impropriety in decisions regarding restricted, committed, and discretionary funds.
- We conduct employment practices and related decision-making in an ethical and legal manner. We establish and enforce the appropriate policies and procedures to protect the employees of the congregation, such as fair employment policies, grievance reporting, and conflict resolution procedures. We treat others with respect, dignity, fairness, and compassion.

This Congregational Code of Ethics is based on a document created by Temple Beth-El of Somerset, New Jersey, made available through the offices of the Union for Reform Judaism.

Procedures for Allegations of Unethical Behavior

The following procedures delineate how allegations of unethical behavior based on the Temple Israel Congregational Code of Ethics will be addressed.

The Temple president will appoint a congregant to chair an Ethics Committee for receiving and addressing allegations of unethical behavior. The chair will not be the Temple president or the rabbi. The president and the chair will also select a minimum of three committee members based on the following qualities: integrity, leadership, independence, and ability to handle challenging situations. The Temple president shall be an ex-officio member of the Ethics Committee. The Temple president, if unable to serve, shall appoint a member of the Executive Committee to serve in that capacity. Members of the Ethics Committee must recuse themselves if an allegation pertains to them or an immediate family member (spouse/partner, sibling, parent, child) in any way.

An allegation of unethical behavior should be directed to the Temple president, rabbi, or Ethics Committee chair. To initiate an Ethics Committee process, the person who received the allegation will share the information with the other two. If the allegation pertains to any one of the three, that person must recuse immediately.

To submit an allegation, visit www.templeisraelcanton.org/ethics. There you will find contact information for the appropriate people, as well as a form to share feedback and questions.

If an allegation of unethical behavior pertains to a member of a professional organization with its own code of ethics such as the Central Conference of American Rabbis (CCAR), American College of Cantors (ACC), Association of Reform Jewish Educators (ARJE), National Association for Temple Administration (NATA), or Union for Reform Judaism (URJ), the Ethics Committee will determine whether to handle the allegation or refer it to the appropriate organization.

When an allegation of unethical behavior is made to the Ethics Committee chair, the chair will decide with Temple president whether they should consult independent legal counsel representing the synagogue. The chair of the Ethics Committee shall be responsible for the follow through hereunder.

Where an allegation raises the possibility of imminent and substantial harm to the person(s) of concern, legal obligations will take precedence and supersede any procedures otherwise delineated by this Code. The Temple president, in consultation with the Ethics Committee chair and the rabbi, shall take such action as has been approved by the Ethics Committee.

The Ethics Committee in consultation with the rabbi will decide on a process that includes information gathering, deliberation, and resolution based on the particularities of each allegation that is received. All efforts will be made to resolve matters as promptly as possible.

Everyone involved in an Ethics Committee process is expected to comply with all Ethics Committee requests to assist in information gathering. All steps, from an initial allegation of unethical conduct to ultimate resolution, will be documented in writing by Ethics Committee.

Confidentiality will be maintained throughout any Ethics Committee process to the extent practicable and consistent with thorough assessment and resolution of the matter.

All attempts will be made to protect those who make an honest and reasonable allegation of unethical behavior from retaliation.

The Ethics Committee processes will balance the Jewish principles of judgment (*din*) and compassion (*rachamim*). All allegations will be responded to with sensitivity and compassion. Judgment will be withheld pending completion of a full evaluation. During information gathering and/or consideration of a resolution for an ethics violation, the committee shall bear in mind that, as a sacred community, healing and reconciliation are important goals to achieve. The committee may find it necessary and appropriate to ask parties to create distance between themselves and the congregation at various times during the process.

While there is no time limit to making an allegation of unethical behavior, the time that has elapsed since the alleged violation will be one of many factors in the totality of circumstances considered by the Ethics Committee.

This Congregational Code of Ethics is based on a document created by Temple Beth-El of Somerset, New Jersey, made available through the offices of the Union for Reform Judaism.

ENDOWMENTS AND FUNDS AT TEMPLE ISRAEL

Endowments (three types):

1) Special Purpose Endowment:

Minimum to establish: \$10,000

Minimum future contribution: \$18

Purpose: Determined by donor with vote of Temple Board required to accept gift for designated purpose

Restrictions: Whatever is agreed upon by donor and board at the time that the gift is accepted

2) Donor Election Endowment:

Minimum to establish: \$4,000

Minimum future contribution: \$18

Purpose: Donor chooses from one of 6 board-designated categories or unrestricted:

Administration

Leadership Development

Music

Programming

Religious School

Youth

Unrestricted Purpose

Restriction: Used for the purpose designated as a means to relieve the pressure on the operating budget

3) General Endowment:

Minimum to establish: \$1,000

Minimum future contribution: \$18

Purpose: General Operating

Restriction: Board directed; no special purpose designation permitted

Funds:

Bezalel Society for Capital Improvements

Minimum to join: \$7500

Minimum future contribution: \$10

Purpose: Maintaining and improving the Temple building and grounds, furnishings, fixtures, and decorating. Individual gifts and monies from the Beautification Fund, Capital Improvement Fund, Foundation Fund and ORFMAC Fund were merged to form this restrictive Fund.

Restrictions: As noted in the purpose

Temple Established by the Temple Board (including an initial amount to fund same)

Minimum contribution: \$10

Purpose: Board designated

Restriction: Purpose designated by the Board

TEMPLE ISRAEL ENDOWMENTS

GENERAL ENDOWMENTS: \$1,000 minimum gift to establish; \$18 minimum additional contribution

- Helene and Leon Albert Family Endowment
- William Altman Trust Endowment
- Art Family Endowment
- Alan B. and Estelle Wilkof Blau Endowment
- Judith Elsa Blau Endowment
- Maxine Bloom Education Endowment
- Sadye and Ann Bobrof Endowment
- Dr. Isadore Browarsky Endowment
- Dr. Theodore Burstein Endowment
- Diamond Family Endowment
- Gertrude Soule Drebin Endowment
- Ben and Ruth Dreyer Endowment
- Samuel J. and DeEtte R. Dreyer Endowment
- Stanley and Jeri Eigner Endowment
- Martin & Marilyn Evenchik Endowment
- Samuel and Tillie Feiman Memorial Endowment
- David A. Fettman Endowment
- Dr. Jerome Fladen Memorial Endowment
- Louis J. and Betty H. Friedman Family Endowment
- Harry Gordon Endowment
- Fanny and David Green Endowment
- William B. Harmon and Lottie C. Harmon Endowment
- Ralph and Ruth Heller Endowment
- Richard L. Henning Endowment
- Florence and Milton Hirschheimer Memorial Endowment
- Reuben F. Jacobson Endowment
- Richard Jacobson Memorial Endowment
- Rabbi Charles and Sylvia Latz Endowment
- Arthur and Dorothy Lavin Endowment
- Carl and Audrey Lavin Endowment
- Celia and William L. Lavin Endowment
- Leb Family Endowment
- Dr. Joseph J. and Bess S. Leven Endowment
- Abraham E. and Mina Levie Endowment
- Miriam and David Livingston Endowment
- Joseph M. and Hilda I. Love Endowment
- Herbert and Edith Marks Foundation Endowment
- Louis R. and Minna S. Myers Family Endowment
- Narens Family Endowment
- Ruth L. Nupuf Endowment
- Naomi and John Rapport Family Endowment
- Clarice and Dan Reines Endowment
- Frances Rosenblum Endowment
- Caesar and Kaete Saul Endowment
- Janet and Edward Schuman Family Endowment
- Frances and Samuel Shapiro Endowment
- Sirak Family Endowment
- Malvina Spitzer Endowment
- Stein Family Endowment
- Samuel J. and Minna Adolph Stone Endowment
- Temple Israel General Endowment
- Charles Wolk Endowment
- Zellinger Family Endowment
- Alfred Ziff Endowment

DONOR ELECTION ENDOWMENTS: \$4,000 minimum gift to establish; \$18 minimum additional contribution

A. Religious School Endowments:

- Rosalind and Benjamin Bagan Religious School
- Gertrude and Harold Drebin Religious School Education
- Lipson-Henkin Family Education
- Lockshin-Goldenfeld Religious School
- Temple Israel Brotherhood Religious School
- Dr. Samuel and Esther Winston

B. Music Endowments:

- Gwen Corbitt
- Rabbi Paul and Dorothy Gorin Shabbat Music

C. Lay Leadership Development Endowments:

- Simon Tamny Youth Leadership Development
- Ernest and Gusta Valentine Leadership Development

D. Programming Endowments:

- Marcia Berke Festival
- Eldy S. Gross Jr. and Nathan and Ida Ross Mazon
- Arlene Knell Memorial Program

E. Youth Endowment:

- Robert and Shelley Schweitzer Temple Youth Group

F. Administrative Services Endowments:

- Robert and Roberta Cohen Roberta's Network
- Jacob and Blema Finesman Family

G. Other Endowments:

- J. Edward & Janet S. Diamond Senior Enhancement
- Sheldon Fantle
- Frank and Barbara Fleischer Caring Committee
- Marty & Dottie Jacobson
- Dan and Clarice Reines Prayer Book
- Frank and Saragale Weinstock

SPECIAL PURPOSE ENDOWMENTS: \$10,000 minimum gift to establish; \$18 minimum additional gift

A. Special Purpose Endowments for Religious School Education

- Atleson/Laden Family Community Engagement Endowment
- Miriam (Mimi) S. Cohen Religious School Scholarship Endowment
- Cecilia Rosenblum Gross Religious School Scholarship Endowment
- Sylvia S. Levie Religious Education Endowment
- Bilha Ron Religious School Endowment

B. Special Purpose Endowments for Youth

- Elisabeth Bertman Memorial Youth Endowment
- Denise G. Luntz Jewish Futures Award

C. Special Purpose Endowments for Supplemental Funds for Rabbi

- The Livingston, Lottman and Narens Temple Israel Rabbinic Chair Endowment

D. Special Purpose Endowments for Temple Israel Programming

- Blanche K. Feiman Kallah Endowment
- Janet Fisher Liturgical Arts Endowment
- Paul and Mary Heller Endowment
- Gladys and Sanford S. Lazarus Memorial Endowment for the Arts
- Manheim Family Endowment
- Anne and Harry Mestel Endowment
- Edith and Maurice Kline Foundation for Senior Programming

E. Funds to assist the Temple Budget

- Fannie Pinkus Brack and Otto E. Brack Endowment

Funds for Alliance Jewish Cemetery; Overage for Temple Budget

- Harry and Mollie E. Cohen Special Purpose Endowment
- Erlanger Family Temple Yearbook Endowment
- Donald and Mildred Stein High Holidays Endowment
- Milton Lottman Community Involvement Endowment
- Martha & Milton Lottman Endowment
- Sandra Miller Endowment
- Vaisler-Barat Gemilut Chesed Fund
- Temple Israel Sisterhood Special Purpose Endowment
- Rabbi John H. Spitzer Endowment for Social Justice

THE BEZALEL SOCIETY FUND FOR CAPITAL NEEDS was established as a Temple Israel Restricted Fund for the purpose of maintaining and improving the Temple building and grounds. Monies from the Beautification Fund, Capital Improvement Fund, Foundation Fund and ORFMAC Fund were merged together to form this restricted fund. Members of the Society make a minimum donation of \$7,500 to be listed in the society. Additional contributions may be made to the fund for a minimum of \$10.00.

BEZALEL SOCIETY MEMBERS:

Gwen Corbitt | Florence Emerman | Eric and Susan Grossman | Leonard Laden

OTHER TEMPLE ISRAEL RESTRICTED FUNDS: Contributions can be made to Temple Israel Restricted Funds for happy occasions, for the recovery of a person who has been ill, or in memory or appreciation of someone. Contributions are a minimum of \$10.00. The funds included in this list are:

- Bilha Ron Religious School Enrichment Fund
- Cemetery Fund
- Community Relations Fund
- Fine Arts Fund
- Floral Fund
- Kiddush Fund
- Naomi and Arthur Freedman Fund
- Mazon Fund
- Memorial Board Recognition Fund
- Memorial Prayer Book Fund; \$20 minimum gift
- Rabbi's Discretionary Fund

Endowments and funds have been established over the years to support a need within the congregation.

We appreciate all who have established or contributed to Temple Endowments and Funds. For information on how to establish an endowment, please contact the Temple office at 330-455-5197 or office@templeisraelcanton.org, or contact the Temple president.

TEMPLE ISRAEL GUIDING PRINCIPLES AND MISSION STATEMENT

Statement of Guiding Principles

Temple Israel brings its rich history to Canton's Jewish community as a driving force for social and spiritual connections. It is a family that creates a Reform Jewish home that nourishes the soul, inspires the mind, and engages the hands.

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Temple Israel

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