



Board of Directors Meeting

January 27, 2022 | 5:30 p.m.

Agenda

I. Welcome / Approval of Minutes*	Cindy Finestone
II. Security 90-Day Plan and Q&A	Amanda Braswell
III. Community Relations Progress & Shine a Light **	Janis Finan, Jill Notowich
IV. Campaign Update*	Jimmy Ringel
V. New Needs Assessment Initiative*	Susanne Landau
VI. Young Adult Engagement	Jaclyn Marshall
VII. Grants Process Update	Sarah Lewis
VIII. President's Report	Laura Linder

*Attachment

** See [Solidarity Statement Against Antisemitism | Jewish Community Partners \(jcpmemphis.org\)](https://www.jcpmemphis.org/solidarity-statement-against-antisemitism)



STATE OF TENNESSEE
PROCLAMATION
BY THE GOVERNOR

WHEREAS, January 27th marks the anniversary of the liberation of the Auschwitz concentration camp and is designated as International Holocaust Remembrance Day; and

WHEREAS, the Holocaust was the state-sponsored, systematic persecution and annihilation of European Jewry by Nazi Germany and its collaborators between 1933 and 1945 during which six million Jews were murdered; and

WHEREAS, during the Holocaust, other groups were also targeted for destruction or decimation for racial, ethnic, or national reasons; and

WHEREAS, the International Holocaust Remembrance Alliance (IHRA) has adopted a non-legally binding "working definition" along with examples to aid in identifying and combatting antisemitism, which the Trump Administration adopted and the State Department continues to use; and

WHEREAS, the aforementioned IHRA working definition reads: "Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities;" and

WHEREAS, though the tragedy of the Holocaust occurred decades ago, Jewish people continue to endure violent attacks antithetical to our founding principles; and

WHEREAS, we the people of the State of Tennessee should remember the victims of the Holocaust and reflect on the moral responsibilities of individuals and governments, remain vigilant against hatred and acts of antisemitism, and stand in solidarity with Jewish people;

NOW, THEREFORE, I, Bill Lee, Governor of the State Tennessee, do hereby proclaim January 27, 2022, as

Holocaust Remembrance Day

in Tennessee and encourage all citizens to join me in this worthy observance.



IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of the State of Tennessee to be affixed at Nashville on this twenty-fifth day of January 2022.

Bill Lee

Governor

Ju Hargett

Secretary of State

Combined JCP, JFOM and MJF Board of Directors Meeting

**November 17, 2021, 5:30 pm
MINUTES**

On November 17, 2021, Jewish Community Partners, Memphis Jewish Federation, and Jewish Foundation of Memphis held a Board Meeting to conduct its business via Zoom.us.

At 5:30 pm, Mr. Scott Vogel, chair of the Jewish Community Partners Board of Directors, called the meeting to order.

JCP Board of Trustees in attendance

Herbert Gerson, Mark Gillenson, Lee Harkavy, Charles Jalenak, Gary Kaplan, Michael Kaplan, Marty Kelman, Jason Salomon, Irvin Skopp, and Scott Vogel

Memphis Jewish Federation Board of Trustees in attendance

Aileen Cooper, Cindy Finestone, Hal Fogelman, Jonathan Frisch, Jason Goldstein, Michael Greenberg, Jan Groveman, Lee Harkavy, Charles Jalenak, Gary Kaplan, Michelle Katz, Marty Kelman, Debbie Lazarov, Emily Lennon, Richard Lewis, Sarah Lewis, Steve Libby, Jaclyn Marshall, Scott Notowich, Jimmy Ringel, Wendy Rotter, Jason Salomon, Jill Shanker, Irvin Skopp, Ken Steinberg, Kimberlee Strome, Elissa Taub, Keri Unowsky, and Scott Vogel.

Jewish Foundation of Memphis Board of Trustees in attendance

Dot Bilsky, Stanley Bilsky, Nina Blockman, Aileen Cooper, Hal Fogelman, Paula Jacobson, Charles Jalenak, Marty Kelman, Ron Lazarov, Alla Lubin, Anthony Morrison, Laura Paller, Elkan Scheidt, Elaine Skopp and Irvin Skopp.

Jewish Community Partners Staff in Attendance

Michael Barnett, Sophie Bloch, Sheri Gadberry, Laura Linder, Elyssa Pfeffer, Carrie Richardson, Larry Schaffer, Matt Timberlake, Sarah VanderWalde, Tim Wheat and Bluma Zuckerbrot-Finkelstein.

Cindy Finestone, Memphis Jewish Federation chair, guided everyone through the Icebreaker exercise and each board member listed something rarely known about themselves.

Anthony Morrison, Jewish Foundation of Memphis chair, introduced our guests from JDC, Elisheva Massel, and JAFI, Dr. Ilana Kwartin. Each speaker stood and gave their background information and a brief introduction to their organization's partnership with Federation.

Interactive Activities with Federation, Foundation and Federation Overseas Partners

All board members participated in a rotation of discussion tables:

- a. Jewish Agency for Israel with Dr. Ilana Kwartin
- b. JDC with Elisheva Massel
- c. Foundation Strategic Plan
- d. Meeting Local Federation Priorities: New Community Calendar, Community Relations & Leadership Engagement

JCP Measurements & Impact Data Presentation

Mark Gillenson, Vice-Chair of Impact and Data, gave a presentation on JCP measured data and impact data.

We have started a data mining project examining donation, grant, and financial information analytically and formulating presentations that introduce a visual component to enhance clarity. We have selected a few samples of the graphical representations created to date that are oriented toward a big-picture understanding of JCP Finances.

- 1) Total Grants include secular grants paid by Foundation (funding from Foundation to Federation has been eliminated to avoid double-counting).
- 2) Local Jewish Needs is primarily to Partner Agencies and includes entities such as Facing History (funding from Foundation to Federation has been eliminated to avoid double-counting).
- 3) International Jewish Needs
- 4) Total Assets controlled by JCP and Affiliates shows the financial base accumulated by JCP to serve the Jewish community through the years. Assets have grown from \$97 million to \$143 million from 6.30.2017 through 6.30.2021 – growth of \$46 million (\$10.7 million from net inflows/outflows plus \$35.3 million from investment activities).

The meeting was adjourned at 7:30 pm.

Memphis Jewish Federation Board of Directors Meeting

December 15, 2021, 5:00 pm

MINUTES

On December 15, 2021, Memphis Jewish Federation, held a special Board Meeting to conduct its business via Zoom.us.

At 5:00 pm, Mrs. Cindy Finestone, chair of the Memphis Jewish Federation of Directors, called the meeting to order.

Memphis Jewish Federation Board of Trustees in attendance

Bob Eiseman, Cindy Finestone, Aviva Freiden, Jonathan Frisch, Jason Goldstein, Michael Greenberg, Jan Groveman, Lee Harkavy, Michael Kaplan, Michelle Katz, Martin Klazmer, Susanne Landau, Debbie B. Lazarov, Debbie H. Lazarov, Emily Lennon, Richard Lewis, Sarah Lewis, Steve Libby, Alla Lubin, Jaclyn Marshall, Scott Notowich, Eileen Posner, Jimmy Ringel, Shelley Robbins, Jason Salomon, Jill Shanker, Dorit Shiloah-Boxer, Daniel Snyder, Kimberlee Strome, Andie Uiberall, Keri Unowsky.

Jewish Community Partners Staff in Attendance

Michael Barnett, Laura Linder, Elyssa Pfeffer, Carrie Richardson, Tim Wheat and Bluma Zuckerbrot-Finkelstein.

Bylaws and Management Agreement

Cindy Finestone, Memphis Jewish Federation chair, reviewed the revised Federation bylaws and management agreement between JCP and Federation. Jonathan Frisch asked why the Federation board of directors has increased to close to 40 members. Laura Linder, JCP CEO and President, explained this was due to the new governance structure of JCP, Federation and Foundation. Steve Libby requested the verbiage of 3.2 in the bylaws be revised to state the goal of the annual campaign is to solicit every Jew in Memphis. Scott Notowich requested 11.3 of the bylaws be revised to state that there will be at least 4 Federation Board Meetings per year and not at the sole discretion of the board chair. Jill Shanker asked for clarification between Partner Agency and Affiliated Organization. Mrs. Linder provided the clarification. Cindy Finestone moved the revised bylaws be approved. Alla Lubin seconded the motion and the revised Memphis Jewish Federation bylaws and management agreement were approved. No questions were raised over the management agreement. Cindy Finestone moved the revised management agreement be approved. Jimmy Ringel seconded the motion and the revised Memphis Jewish Federation management agreement were approved.

Community Relations

Cindy Finestone, Memphis Jewish Federation chair, reviewed the new Community Relations mission statement:

Mission: The Community Relations arm of Memphis Jewish Federation seeks to advance the values, interests and priorities of the Memphis Jewish community through partnerships and collaborations within the Jewish and greater Memphis community.

Core Values:

- We are inspired and guided by Jewish values;
- We seek to foster Jewish unity and consensus;
- We seek civil discourse and mutual respect with those with whom we disagree;
- We support a secure and thriving State of Israel and the well-being of its people.

Strategic Priorities:

- Convene, educate, mobilize and unite the Jewish community around combatting Antisemitism and anti-Israel bias, and other issues facing our Jewish community, global Jewry and Israel;
- Engage in advocacy on issues related to Jews and Israel in local, state, national & international arenas;
- Build relationships and partnerships with other ethnic, faith-based and civic groups around issues impacting the Jewish and greater Memphis community;
- Serve as a resource on Jews, Judaism and Israel to the Jewish and greater Memphis community.

--Approved by the CRC Working Group on Policies & Protocols,
November 2021

There were no questions raised on this mission statement. Cindy Finestone moved that the Community Relations mission statement be approved and Jason Goldstein seconded the motion. The Community Relations mission statement has been approved.

The meeting was adjourned at 5:30 pm.



Campaign Update as of January 20, 2022

<u>CLOSED</u>	<u>2022</u>	<u>Achieved</u>
FJFS Directed	\$103,488	80%
Senior Meals	\$103,345	79%
Local Agencies	\$560,413	98%
PJ Library	\$20,000	100%
Hillel	\$119,095	86%
Unrestricted	\$2,243,163	90%
TOTALS	\$3,149,504	

JFS Endowment **\$7,188,000** **96%**

<u>OPEN CAMPAIGN</u>	<u>DONORS</u>	<u>VALUE</u>
\$25,000-\$49,999	2	\$70,000
\$10,000-\$24,999	5	\$60,120
\$5,000-\$9,999	12	\$78,897
\$1,000-\$4,999	31	\$57,604
\$500-999	29	\$17,558
\$1-499	<u>198</u>	<u>\$31,365</u>
Total	277	\$315,544

Achievement Highlights

Unrestricted Increase 11.45%
 New Lions 7
 Ahead of PACE from last year's campaign

Prior Campaign Year's Achievements

	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Fogelman Jewish Family Service	\$88,629	\$109,754	\$267,183	\$213,462
Senior Meals	\$128,521	\$105,365	\$67,810	\$69,492
Local Agencies	\$677,270	\$103,648	\$175,199	\$166,811
PJ Library	\$20,500	\$15,072	\$15,118	\$15,000
Hillel	\$111,598	\$94,186	\$83,294	\$68,659
Unrestricted	\$2,344,629	\$2,817,369	\$2,701,854	\$2,651,471
Total	\$3,373,169	\$3,247,415	\$3,312,476	\$3,186,913

Community Needs Assessment Study-2014
Progress in Meeting the Recommendations
Memphis Jewish Federation

January 2022

Sustain and build on services the community finds valuable

Jewish Education

- Recognizing the importance of all Jewish education to the entire community, not just to the individual families receiving scholarships, we reformulated education funding based on per pupil rather than scholarship need; school admin now have more discretion in spending of funds;
- Created Day School Collaboration Grant to encourage community efficiencies and collaboration/cooperation among our two day schools.

Sustain and build on services the community finds valuable

Israel Travel & Programming

- Created Memphis-Shoham Partnership to strengthen personal relationships between Memphis Jews and residents of Shoham;
- Increased # of Israel missions/trips offered (Three MOMentum women's missions, Women's Spiritual Mission; Upcoming missions: Men's trip, Mom's trip, Young Adult trip, Women's Spiritual Mission 2.0);
- Created needs-based flight subsidies for first-timer adult travel to Israel to complement our Israel travel/program grants to middle school trips, high school teens summer trips, and young adult college and post-college trips.

Expand and strengthen Jewish leadership experiences & opportunities, particularly for young adults

- Reimagined Young Adult Division (YAD) into FedLED
 - Chairs appointed & Advisory Council created
 - Networking Breakfasts
 - Mentor-Mentee Program
 - Kay Saslawsky Leadership Institute
 - Clothing sales to benefit Senior Meals program
 - Plans underway for Spring 2022 Signature Event & Trip to Israel;
- Sent 3 Memphis young women to participate in JFNA national young leadership program EMERGE (2020-2021);
- Created and hired a Director of Outreach & Leadership Engagement (Fall 2021)

Coordinate communications & collaboration across congregations & organizations

- Reimagined community calendar into www.myjewish901.org:
 - a central event repository for information on activities, events, services;
 - Information organized with different entry points to engage a broad array of Memphis Jewish demographics.
- Created Senior Services Collaborative, Senior Services Directory, Monthly senior e-news - all are community-wide resources;
- Created Regional Security Director, Community Security Council;
- Created Teen Professionals Council for all youth/teen group heads;
- Facilitated a Shared Day School Counselor (MJF, FJFS, BJCS, MHA).

Temple Israel Torah Study

JAN
22
SAT

Sat Jan 22, 2022 @ 10:00am



Israeli Shabbat Melave Malka

JAN
22
SAT



Baron Hirsch Mother-Daughter Bat Mitzvah

JAN
23
SUN



MHA-FYOS First Grade Chag HaSiddur

JAN
23
SUN



TI - Soul Searching: Ancient Wisdom for

JAN
23
SUN



J Family Picnic Series (Part 2)

JAN
23
SUN



Expand/promote Jewish programs & services and Enhance Jewish social opportunities for specific sub- populations

- Created Fedovation Impact Grants process in 2015
 - Opened up Federation grants to entire community
 - Enabled the funding of creative and innovative programs and initiatives benefitting specific sub-populations
 - Examples of funded initiatives:
 - Bluff City Bash for young, Jewish singles
 - Temple Israel's ConnecTI seed funding
 - 100 New Families recruitment initiative
 - Jewish support group for caregivers of loved ones with dementia
 - Equine Therapy program for Jewish Special Needs children and adults
 - Jewish holiday celebrations at Plough Towers
 - Roving Jewish Activities Coordinator for Isolated Seniors
 - Universal Language Room collaborative music-making program

Expand support services for individuals aging at home and the people who care for them; Expand Jewish content in delivery of social services

- Worked with MJCC to restructure Jewish Family Service with focus on senior services (meals, transportation, case management, information & referral);
- Created position of Roving Jewish Activities Coordinator to provide Jewish engagement to isolated seniors at home and living in independent/assisted living residences;
- Social support for caregivers met with creation of Temple Israel's Caregiver Café.

Expand targeted social support & access to resources for adults & children with special needs

- Creation of Special Needs Coordinator at the Fogelman Jewish Family Service

