



**Memphis Jewish Federation Board of Director's Meeting
April 9, 2024
5:30 p.m.**

I.	Welcome and Call to Order	Scott Notowich
	a. Approval of Minutes*	
II.	Campaign Status Report	Steve Libby
III.	Budget and Finance	Jonathan Frisch
	a. New Director of Accounting & Finance	
	b. Audit	
	c. Financials	
	d. Preliminary Grant Recommendations for 24/25*	Scott Notowich
IV.	Community Relations Strategies and Discussion*	Bluma Zuckerbrot Finkelstein
V.	Israel Emergency Campaign Allocations Update	Scott Notowich
VI.	President's Report	Laura Linder
VII.	Adjournment	Scott Notowich

*Attachments

Upcoming Important Dates:

May 1st	B'nai Tzedek Grant Reception 5:30 PM @ MJCC - Gallery
May 5th	Yom HaShoah Community Wide Program 4:00 PM
May 7th	Lion of Judah Spring Event – 5:30 p.m. @ Bornblum Jewish Community School
May 30th	Virtual JFOM Budget Briefing – 8:00 a.m.
June 6th	Board of Director's Meeting – Budget Approval - 5:30pm JCC Board Rm
June 6th	JCP Annual Meeting 7:00 pm



Board of Directors Board Meeting

March 6, 2024 5:30 pm
MINUTES

On March 6, 2024, Memphis Jewish Federation held a Board Meeting to conduct its business in the MJCC Board Room.

At 5:15pm, Laura Linder, JCP President & CEO, introduced a board member exercise to rank the Federation Values that were created at the January 17 board meeting breakout session which are as follows with the results of the exercise:

- Convening and bringing the entire community together in times of need and for annual events like Yom Hashoah. (18)
- Neutrality of the federation. (1)
- Volunteers and donors that represent all segments of our Jewish community. (9)
- Welcoming newcomers. (3)
- Regular communication about important local and global Jewish issues and events. (7)
- Intentional engagement of younger generations (14)
- Missions – especially women’s missions (12)
- Outreach into the greater Memphis community (10)
- Support of Israel, including the percent of our campaign that is granted overseas (16)
- Funding of summer programs/Israel trips (5)

What surprised you most that was not included in our list of Federation Values?

- Security
- Fighting Antisemitism

At 5:30 pm, Scott Notowich, Federation Chair, welcomed all to the meeting.

Memphis Jewish Federation Board of Trustees in Attendance

Hal Fogelman, Jonathan Frisch, Jan Groveman, Michelle Katz, Molly Lane, Debbie B. Lazarov, Sarah Lewis, Steve Libby, Jaclyn Marshall, Lisa Menuskin, Scott Notowich, Eileen Posner, Jimmy Ringel, Shelley Robbins, Jill Shanker, Rachel Siegel, Kimberlee Strome, Jason Susser, Andie Uiberall, Keri Unowsky, and Jana Weiskopf.

Jewish Community Partners Staff in Attendance

Sarah Besser, Judy Lansky, Laura Linder, Carrie Richardson, and Bluma Zuckerbrot-Finkelstein.

Guest in Attendance

Samuel Cross, Margo Fogelman and Ethan Vanderwalde.

Scott Notowich, MJF chair, called the meeting to order and called for approval of the January 17, 2024, Board Minutes. Andie Uiberall moved that the minutes be approved, and Michelle Katz seconded the motion. The January 17, 2024, Board Minutes were approved.

Mr. Notowich introduced Margo Fogelman, who went on Federation's Israel Solidarity Mission Trip. She shared heartfelt remarks about the impact of the trip.

2024 Campaign Update

Steve Libby, VC FRD, reviewed the following campaign update:



2024 Campaign	Goal	Raised To-date	Amount needed	Open Value	Notes
March 5, 2024					
Annual Campaign					
Unrestricted	\$ 2,800,000	\$ 2,201,263 *	\$ 598,737	#####	need increases from open cards Plough gift valued at \$408,000
Local Only	\$ 560,000	\$ 111,755	\$ 448,245	#####	(2024 could be 431k) - LY level
Above and Beyond JFS	\$ 100,000	\$ 105,168	\$ -		
Meal Program	\$ 130,000	\$ 82,873	\$ 47,127		\$25,000 gift lost this year
Hillel	\$ 150,000	\$ 130,612	\$ 19,388		Raised thru yiddishe cup
Hillel Capital	\$ 1,200,000	\$ 800,000	\$ 400,000		one time gift from 2023 will not be repeated.
Israel Emergency	\$ 3,000,000	\$ 4,089,838	\$ -		as of 3.1.2024
Corporate Gifts	\$ 75,000	\$ 18,500	\$ 56,500		as of 3.5.2024
Finestone Challenge	\$ 25,000	\$ 17,170	\$ 7,830		

*includes estimated Garfinkel gift of \$128,000

Open Value Analysis		
Value	Donors	Value
5000+	16	\$ 468,697
1000-4999	33	\$ 63,986
500 - 999	23	\$ 13,290
100-499	64	\$ 12,446
under 100	42	\$ 1,409
total	171	560,000

Impact: Teen Engagement

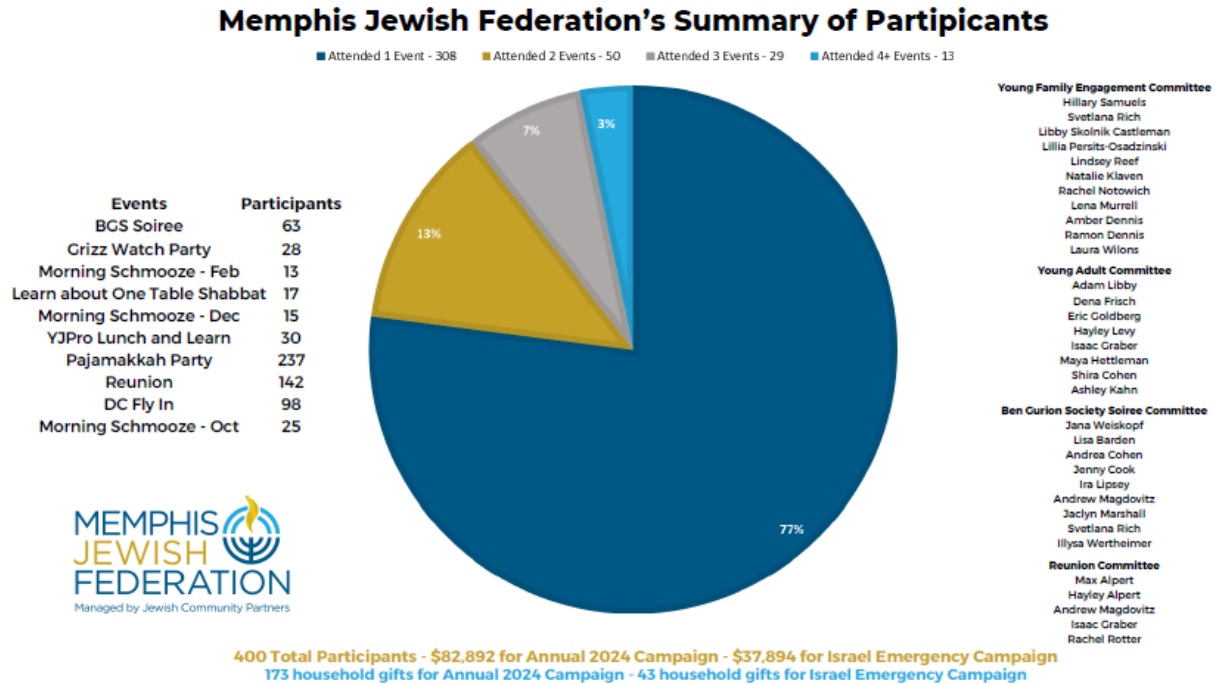
Scott Notowich introduced a teen who approached Federation for grant to create and distribute a printed Jewish teen literary journal, Ethan Vanderwalde. Mr. Vanderwalde shared with the board one of the newsletters named *Perspective* and explained its varied content of poetry, articles, and art. The goal is to provide Jewish teens from diverse backgrounds a platform to share Jewish content with other teens. Samuel Cross, Rhodes Jewish Community Fellow, asked that both Hillel campuses be added to the newsletter's distribution.

Impact: College Student Engagement

Scott Notowich introduced Samuel Cross, Rhodes Jewish Community Fellow and Hillel International Board Member, to report on the Hillel chapters on both campuses. Mr. Cross reviewed the many programs on campus since October 7. Mrs. Linder reported that currently \$825,000 has been raised for the Hillel Beautification Campaign.

Young Adult Engagement

Sarah Besser, Campaign Associate and PJ Library Coordinator, reviewed the following information regarding event attendance and engagement:



Jaclyn Marshall, VC Leadership Development, reported on the Ben Gurion Society Soiree event held March 3rd and the 63 attended including a 30% increase in gifts to the annual campaign. Jana Weiskopf, Chair Appointee of Young Adults, stated that the young adults need to be educated more on Federation in order to develop their leadership potential.

Shelley Robbins and Debbie B. Lazarov, past Lion of Judah chairs, updated the board on their ongoing work with Lion Behind the Pin. As ambassadors of Memphis Lion of Judah, Mrs. Robbins and Mrs. Lazarov have been traveling to other federations and speaking on Lion Behind the Pin.

Israel and Overseas

Scott Notowich reported on the visit from Doron Almog, the Chairman of the Executive of The Jewish Agency for Israel (JAFI) in late February that was held at the home of Scott and Kimberlee Strome.

Keri Unowsky, Chair of the Memphis-Shoham Steering Committee, reported on the Shoham visit to Memphis and presented the board with a gift from the Shoham delegates, a piece of painted art. Jill Shanker, VC Israel and Overseas, and Scott Notowich reported on the packed 3.5 day Memphis Israel Solidarity Mission held February 26-29. Participants witnessed the sites of some of the atrocities, visited evacuees and volunteered their time to support the people of Israel affected by the ongoing war.

Mrs. Shanker welcomed the board to give suggestions for next steps. Jimmy Ringel suggested more education. Rachel Siegel suggested more mission trips with Israel orientations. Eileen Posner suggested a speaker bureau from the mission trip to go out and speak in the community.

President's Report

Laura Linder, JCP President and CEO, reported that the Federation and Foundation have commissioned new auditors. The position for Director of Accounting and Finance is still open and any suggestions are welcome. Mrs. Linder also made note that the date of the Annual Meeting has been changed to June 6th at 7pm.

The meeting was adjourned at 7:00 pm.

Community Relations Update

(April 8, 2024)

- 1- Upcoming Community Relations Program: Please save Thursday, April 18th, 8:15 AM, for a breakfast briefing on “The Current State of Campus Antisemitism” with Hillel International’s Lisa Armony, Executive Director of HI’s Campus Climate Initiative, and Sophie Bloch, Director, Hillels of Memphis. You may register for the briefing here: <https://form.jotform.com/240846387575066>
- 2- Mayor’s Multicultural Advisory Board: We submitted 3 project suggestions to the Mayor’s Multicultural Advisory Board and all 3 were accepted: Creating a multicultural calendar with important holiday dates for all faiths in Memphis to be distributed to Memphis schools; Creating a multicultural guide with one-pagers about each faith/ethnic community in Memphis to include an introduction from the mayor to be distributed through the city, non-profits, Memphis Chamber, businesses, etc.; Convening an anti-hate summit in Memphis to raise awareness of and provide tools to address antisemitism, racism, Islamophobia, anti-Asian hate, etc.
- 3- Antisemitism Microgrants: This year, we are offering grants up to \$3000 for non-profits in Memphis to offer antisemitism awareness programs. Please share the information with all your appropriate networks.
- 4- Building Relationships: Margo Gruen’s Engagement Committee is working on nurturing relationships with the Chinese-American, Hindu/Indian and Sikh communities. Margo and her husband Todd represented Memphis Jewish Federation & our Community Relations Council at the recent Chinese New Year banquet. Engagement committee member Marla Shainberg is working with our Hindu contact to set up a Jewish-Indian get-together. Janis Finan and Anne Reef are working with the Sikh community. Margo is also exploring a potential relationship-building opportunity with African-Americans in Memphis.
- 5- Legislative Advocacy: Advocacy Committee chair Elissa Taub recently represented MJF/CRC at a national JFNA Advocacy Day in DC and lobbied Nashville legislators to again secure State Houses of Worship security grant funding. In DC, Elissa joined Alla Olswanger-Lubin and 400 others from 60+ communities to meet with our Senators and Representatives to advocate on three issues: Funding for Israel, Combatting antisemitism on college campuses, and Ensuring the physical security of our Jewish institutions. In Nashville, Elissa joined our sister TN Federations and

noted that: “The Houses of Worship bill has strong bipartisan support, so it sounds like the state will at least allocate \$750k again for this program. Of course, nothing is final until the governor signs the budget, but it sounds like things are moving in the right direction.”

- 6- **Speakers:** Members of our CRC continue to speak in the broader Memphis community. In early January, Rachel Shankman presented on antisemitism to the Germantown Kiwanis Club. In March, Rabbi Abe Schacter-Gampel presented “Judaism 101” to Hutchison 8th graders and in April, Sally Rosenberg spoke to 180 upper school students and faculty at St. Agnes about Judaism, Israel and antisemitism. Federation (in partnership with Facing History & The Tennessee Holocaust Commission), continues to send Holocaust Survivors and Second Gen to speak in area schools. Our Yom HaShoah keynote speakers will address students at University Middle School.
- 7- **Community Inquiries:** We continue to respond to community inquiries. Recent inquiries include: An inflammatory presentation by a Muslim Imam at the Calvary Lenten series, An extra credit assignment offered to students at University of Memphis, and a Ramadan information card that accompanied food brought into the Houston Middle School faculty lounge that referenced the “War on Gaza.”
- 8- **Community Visibility:** It is important for us to have a presence and participate in broader Memphis events. City Current (citycurrent.com) breakfasts are an easy way to mingle with members of the Memphis for-profit and non-profit communities. Most recently, CRC Council member Barry Lichterman attended the April 5 breakfast where he chatted with table members and answered their questions about Jews, Judaism and Federation.

TO: Memphis Jewish Federation Board of Directors

FROM: Charles Jalenak, JCP Treasurer
 Laura Linder, JCP president & CEO
 Laura Kaplan, JCP VP Finance and Administration

DATE: April 8, 2024

RE: **2024/2025 Preliminary Budget Recommendations**

Your consideration of the following recommendations will allow the community grants committee to complete its work on April 17, 2024.

After completing the “waterfall” calculation utilizing a conservative unrestricted campaign estimate of \$2,759,782 and a local-only unrestricted campaign estimate of \$560,000 plus adding in all additional revenue and expense categories, the following scenario would result in a **7 – 14%** increase to the community grants pool.

<u>Jewish Education</u>	<u>Prior Formula</u>	<u>Est. Change</u>	<u>2024 2025</u>
Increase 1-8 grade to \$1,000 vs \$950 and Increase 9 – 12 grade to \$1,250 per student vs \$1,187.50.	298,063	\$15,688	313,750
Increase religious school stipend to \$100 per student vs \$75.	21,525	\$7,175	28,700
Reduce Day School collaboration grant by 50% to \$25,000.	50,000	-\$25,000	25,000
<u>Meals, Security</u>	<u>2023 2024</u>	<u>Est. Change</u>	<u>2024 2025</u>
Provide a grant to meals program to cover past two years of home delivered meals.	0	\$64,412	64,412
Increase security by \$15,000 from \$85,000 to \$100,000 per contract with SCN.	85,000	\$15,000	100,000
<u>MJF Fundraising, Local Programming and Overseas Programming</u>			
Increase MJF Fundraising and Administrative Grant by 4%.	595,000	\$23,800	618,800
Increase MJF Overseas Engagement Programming Grant by 5%. And add 1/3 of unbudgeted overseas expenses from 2023/2024 budget	89,648	\$20,027	109,676
Increase MJF Local Education and Engagement Programming Grant by 5%.	594,884	\$29,744	624,628
<u>Community Relations & Confronting Antisemitism</u>			
New MJF grant for Community Relations Initiatives for each of the next three years.	0	\$75,000	75,000
Increase micro grants for confronting antisemitism from \$20,000 to \$36,000.	20,000	\$16,000	36,000
<u>Other</u>			
Create new \$15,000 grant pool for discretionary grants that may come up mid-year.	0	\$15,000	15,000
Total	1,754,120	\$256,846	2,010,966

With your approval of these items, we will be able to provide further guidance to the budget/finance committee and the grants committees to complete their work.

The final budgets will be presented for approval by the Board of Directors in late May/early June.