



**Board of Directors Board Meeting**

**April 9, 2024 5:30 pm**

**MINUTES**

On April 9, 2024, Memphis Jewish Federation held a Board Meeting to conduct its business in the MJCC Board Room.

**Memphis Jewish Federation Board of Trustees in Attendance**

Hal Fogelman, Jonathan Frisch, Jan Groveman, Sarah Lewis, Steve Libby, Sheri Lipman, Alla Lubin, Lisa Menuskin, Scott Notowich, Eileen Posner, Jimmy Ringel, Shelley Robbins, Jill Shanker, Rachel Siegel, Kimberlee Strome, Jason Susser, Mary Trotz, Andie Uiberall, Keri Unowsky, and Jana Weiskopf.

**Jewish Community Partners Staff in Attendance**

Paul Herman, Laura Kaplan, Laura Linder, Elyssa Pfeffer, Carrie Richardson, and Bluma Zuckerbrot-Finkelstein.

**Jewish Community Partners Board of Trustees in Attendance**

Marty Kelman

At 5:30 pm Scott Notowich, MJF chair, called the meeting to order and called for approval of the March 6, 2024, Board Minutes. Andie Uiberall moved that the minutes be approved, and Sarah Lewis seconded the motion. The March 6, 2024, Board Minutes were approved.

2024 Campaign Update

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

**Current Totals**

Annual Campaign Total	\$3,483,708
Current Unrestricted Total	\$2,444,960
Total Amount of Increase	\$330,467
Finestone Match Total	\$25,000
Percentage Increase	15.8%

**Open Donors**

<u>Open Gifts</u>	<u># of donors</u>	<u>2023 Value</u>
Over \$5,000	6	\$321,123.00
\$1,000 - \$4,999	21	\$34,304.00
Under \$1,000	86	\$16,933.00
	<b>113</b>	<b>\$372,360.00</b>

**Campaign Projections**

	<u>Open</u>	<u>Closed</u>	<u>Projection</u>	
114% of Open	\$424,490	\$2,444,960	\$2,869,450	
105% of Open	\$390,978	\$2,444,960	\$2,835,938	
100% of Open	\$372,360	\$2,444,960	\$2,817,320	<b>GOAL</b>
90% of Open	\$335,124	\$2,444,960	\$2,780,084	<b>PROJECTION FOR BUDGETING</b>
75% of Open	\$279,270	\$2,444,960	\$2,724,230	
	<u>Unrestricted</u>	<u>Local Only</u>		
<b>2024 Projected</b>	\$2,780,084	\$571,198.30		
<b>2023 Value</b>	\$2,512,626	\$529,138.13		

## Budget & Finance

Laura Kaplan, VP Finance & Operations, introduced Paul Herman, our new Director of Accounting and Finance. Mrs. Kaplan reviewed the Federation Budget and Balance Sheet as of (Date):

## CRC Exercise & Update

Bluma Zuckerbrot-Finkelstein, EVP, reported that the need to Community Relations has drastically increased and reviewed the CRC Update sent out to the board prior to the board meeting:

- 1- **Upcoming Community Relations Program:** Thursday, April 18<sup>th</sup>, 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.
- 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; Creating a multicultural guide with one-pagers; 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:**
- 4- **Building Relationships:** Margo Gruen’s Engagement Committee is working on nurturing relationships with the Chinese-American, Hindu/Indian and Sikh communities.
- 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.
- 6- **Speakers:** Members of our CRC continue to speak in the broader Memphis community.
- 7- **Community Inquiries:** We continue to respond to community inquiries.
- 8- **Community Visibility:**

Mrs. Zuckerbrot-Finkelstein handed out a case study for the board exercise. Board members divided into small groups to discuss the 2 FaceBook posts regarding a situation at Houston High School. Each group was instructed to answer the following questions:

- What should be done? / What should we do?
  - 1) Find out what really happened.
  - 2) Call the teacher at the school.
    - a. Ask is it appropriate? (educate on religion is ok but not politics)
  - 3) Contact the Administration
  - 4) Write a letter to the Principal / Superintendent
  - 5) Speak to Superintendent
    - a. Assured that it would not happen again.
  - 6) Send information on situation to constituent who 1<sup>st</sup> alerted JCP to the incident.
- What would success look like?
  - Parents email the superintendent to share appreciation for prompt response.
  - Invite principal / superintendent to community wide programs.

Preliminary Grant Recommendations for FY24-FY25

Scott Notowich reviewed the following recommendations:

<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 &amp; 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
<b>Total</b>	<b>1,754,120</b>	<b>\$256,846</b>	<b>2,010,966</b>

Laura Linder noted that these recommendations would not impact dollars for our Overseas Partners. Marty Kelman, JCP Board Chair, asked if the CRC increase includes new programs and/or a new JCP employee for CRC and Mrs. Linder responded the CRC increase would include both expenses. Bluma Zuckerbrot-Finkelstein responded that with increased funds, the Community Relations Council could be more present in the community, host more community events like a series of speakers on Antisemitism.

Israel Emergency Campaign Update

Scott Notowich reported that JFNA has raised over \$800 million for Israel. Memphis Jewish Federation has raised \$4.1 million for the Israel Emergency Campaign. JFNA has stated they will try to raise another \$100 million for bank loans to Israelis in need.

Rachel Siegel asked if there will be more mission trips to Israel and the board members present unanimously want more trips to Israel.

### President's Report

Laura Linder, JCP President and CEO, instructed board members to look at the printed marketing materials placed in front of them for the Memphis Jewish Federation. Using the colored dot stickers attached to the agenda, rank the pieces that are the most impactful.

For the Federation:

- 2020 Annual Report/ Covid Impact **#2**
- 2022 Annual Report
- 2022-2023 Highlights & Impact
- 2023 Annual Report **#1**  
(Hebrew Watchman insert)

Mrs. Linder reported that the Jewish Camp Scholarship Committee met and awarded \$50,000 to 33 students. Mrs. Linder announced that the position of Director of Accounting and Finance has been filled and introduced the board to Paul Herman. Mrs. Linder announced the new Lion of Judah Kipnis Wilson Friedland Awardee will be Eileen Posner.

The meeting was adjourned at 6:50 pm.