



Bet Aviv

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Dear Bet Aviv Congregants:

The Bet Aviv Annual Meeting will be held on Sunday evening, December 16 at 7:30 in Room 202 of the Oakland Mills Interfaith Center. At that time, the Congregation will vote on dues for 2019, approve a budget for 2019, and elect officers for 2019-20. We will also vote to adopt certain by-law changes as outlined on the attached pages. **If you will not be joining us at this annual meeting, please return the attached proxy to the office at the above address or email to office@betaviv.org.**

The following is a summary of the salient issues relative to the meeting:

Budget & Dues: A copy of the proposed budget is attached.

Despite a decline in membership for a third year in a row, the Board of Directors is recommending that dues continue to be held at the 2018 level - \$920 per family; \$460 per single. As a result of this restriction on income, the Board is recommending that approximately \$18,000 (miscellaneous income) be utilized from our accumulated reserves and restricted accounts for shortfalls and non-recurring expenses. For example, the Board has budgeted \$5000 for a financial audit to occur upon the change in clergy; and up to \$1000 for a marketing consultation with respect to stemming the declining membership and broadening demographics. Expenses associated with Rabbinical transition would also be drawn against the accumulated reserves. Budgeted restricted fund expenditures relate primarily to the Cantor's Discretionary Fund which has grown to over \$8000 and which the Board recommends using to fund the piano accompanist (choir and High Holidays). The primary shortfall driver is our OMI rent which is projected to rise by 5% this year.

It should be noted that although the 2018 budget authorized utilizing \$9500 from reserves to offset the deficiency in income from dues against expenses, no money from reserves was utilized. The generosity of the congregation in making donations in 2017 coupled with fiscal economies produced a considerable "carry-over" from 2017 to 2018, and the unfortunate health issues of Cantor Linda Baer yielded a smaller salary expenditure than anticipated. No carry over from 2018 to 2019 is anticipated at this time.

It should also be noted that the Board continues to adhere to the "break-even" policy previously adopted. As a result, programs at Bet Aviv that appear on the "Expenses" side of the ledger, also appear on the "Income" side of the ledger because fees are charged. For example, Hanukkah party (206000 & 506000); Scholar in Residence – food (205000 & 604000); Break the Fast (202100 & 601100) show as expenses that are offset by income. Likewise, a portion of our OMI rent is offset by Sisterhood and Kol Nefesh, who remit rent for space that they utilize that is billed to Bet Aviv.

Election of Officers:

The Board of Directors is recommending the election of the following officers for 2019 – 20:

President:	Richard Madonna	Treasurer:	Bob Markowitz
Vice Presidents (3):	Lynn Green (second term) Rona Cohen Pam Skulsky	Secretary:	Ellen Levin

(Note: The following Committee Chairperson positions remain open: Communication; Worship/Ritual; Budget; Facility/Property. Anyone wishing to volunteer to serve should contact Richard Madonna).

By-Law Amendments:

A summary of the by-law amendments approved by the Board of Directors is separately attached. These amendments are largely technical and relate to experience requirements for the office of Vice President; the need for notice by registered mail; the manner in which checks are drawn and signed; and an update to the utilization of electronic media.

Dues Payment Policy:

Most of our members pay the dues they owe when the bill is received or make regular payments to ensure the bill is paid in advance of June 30. To make matters easier for our congregants, the Board has enabled payment by credit card or auto pay. For the past several years, however, calls have needed to be placed to over 70 member families to remind them of their obligation. The Board discovered there was no written policy on dues payment, and so adopted the attached policy, which may be highlighted as follows:

- Bills for the calendar year will be sent out electronically (unless alternative arrangements have been made) by January 15. If you do not receive an invoice by this date, contact the office.
- A first payment equal to at least 1/3 of the amount due must be paid by February 28. Failure to make this initial payment (or alternative arrangements) will result in an administrative fee of \$15 being imposed.
- A second payment (another third), for those who have a balance remaining, shall be due by April 3.
- A final payment of any remaining balance shall be due by June 15. Failure to clear any balance by this date will result in an additional administrative fee of \$25 and declaration of “not current” precluding inclusion of loved ones in the High Holiday memorial book and exclusion from High Holiday services until monies owed are paid or arrangements made.

It has been a pleasure serving as your President for these past two years. I look forward to addressing you with some parting words at the annual meeting and thanking you for your support.

B'Shalom



Rich Rosenblatt