

TABLE OF CONTENTS

Agenda of the 45 th Annual Meeting of Temple Jeremiah.....	3
Mission Statement.....	4
President's Report.....	5 - 7
Staff Reports:	
Rabbi Paul F. Cohen, D.Min.....	8 - 9
Cantor Amy J. Zussman.....	10
Fern M. Kamen, FTA.....	11
Anne M. Lidsky, Ph.D., RJE.....	12
Finance Committee.....	13 - 15
Brotherhood.....	16
Sisterhood.....	17
Committee Reports:	
Adult Learning.....	18
Building.....	19
Caring Community.....	20
Long-Range Planning.....	21
Membership.....	22 - 23
Outreach.....	24
Planned Giving.....	19
Social Action & NACOEJ.....	25
Committee on Spiritual Life.....	26
Youth Group.....	27
Appendix I: 2003/04 Worship & Programs.....	28 - 29
Appendix II: 21 st Century Donors.....	30 - 31
Temple Leadership	
Board of Directors 2003/04.....	32
Board of Directors 2004/05.....	32
Past Presidents.....	32

AGENDA

45TH ANNUAL MEETING OF TEMPLE JEREMIAH

18 SIVAN, 5764

JUNE 7, 2004

Call to order

Opening Blessing..... Rabbi Robert D. Schreibman, D.D.

D'var Torah..... Rabbi Paul F. Cohen, D.Min.

Introduction of Rabbi C. Michelle Greenberg..... Rabbi Paul F. Cohen, D.Min.

Financial Review..... Howard Lanznar, Executive Vice President

- Presentation of current financial position and budget for 2004/05
- Time for questions

Report from Task Forces:

- By-Laws..... Ken Lorch, Legal Counsel
- Long-Range Planning..... Joel Kaufmann, Vice President
- Time for questions

Vote on Slate of Candidates..... Diana Kaufmann, Leadership Development Chair

President's Report..... Mitchell L. Slotnick, Ph.D.

- Past Achievements, Future Challenges
- Time for questions

Closing Blessing..... Rabbi C. Michelle Greenberg

Adjournment

Reception

TEMPLE JEREMIAH

MISSION STATEMENT

- Temple Jeremiah is a Reform Jewish congregational family whose mission is to foster and invigorate a love for worship, study of Torah and acts of Tikkun Olam in a caring community that embraces diversity in its membership.
- We are dedicated to lifelong Jewish education, tzedakah, social justice and the state of Israel.
- We strive to fulfill our mission by building relationships that connect us as members of an extended family who recognize each other as created in the image of God.

*- Adopted by the Board of Directors
April 26, 2004*

PRESIDENT'S REPORT

Mitchell L. Slotnick, Ph.D.

Dear Congregants:

Continuing a practice established two years ago, an Annual Report of the temple activities is presented. The format this year is comparable to previous years'. Reports from Rabbi Cohen, Cantor Zussman, Dr. Lidsky and Fern Kamen are followed by a financial report and committee reports. Summaries are presented of the year's Social Action projects, Center for Learning, and special programs.

Having served as a director, officer and president for a total of eight years affords me the opportunity to reflect on where we are as a community and the challenges we face. In particular, as I reflect on these past three years, I honestly believe that I leave a stronger, more vibrant, more exciting temple that is well positioned for the future.

So much has been accomplished during the past three years. As president, I set a tone of hard work and dedication and have been most fortunate to have officers and a Board, committee chairs and volunteers who have responded in positive ways. The support that I have received from the clergy and professional staff have enabled us to complete a very aggressive agenda.

During the past three years, we have:

- Completed the first phase of our capital campaign with 4.5 million dollars pledged. This capital campaign started a culture of giving to the temple. No longer should we be hesitant to ask members of our community to give to Temple Jeremiah.
- Completed the renovation and expansion of our facility, including the first phase of our sanctuary renovation. This project was undertaken with the primary goal to make our facility accessible and welcoming to all members of our community. Our efforts were recognized by New Trier Township in 2003.
- Developed the conceptual framework for our Center for Learning. Now we talk about learning for all members of the community regardless of age, for preschoolers and adults, as well as our children in the Religious and Hebrew Schools.

- Established a preschool, a dream of mine, in cooperation with the Board of Jewish Education.
- Involved more members of our community in the life of the temple through various committees. The Adult Learning Committee has expanded the number and variety of program offerings. A relationship has been established with the Dawn Schuman Institute and Florence Melton Adult Mini-School. Membership has focused not only on getting new members but on doing more for our present members. Outreach met my challenge and earned the prestigious national Belin Award for outstanding programming. Social Action continues the work of Tikkun Olam, undertaking many worthwhile projects including the successful project on Ethiopian Jewry.
- Engaged the Youth Groups with the addition of dedicated Youth Group Director Andrea Jury. This past year, we had more youth programs with more participation.
- Met the pledge to this community to bring another rabbi to Temple Jeremiah with the hiring of new Associate Rabbi C. Michelle Greenberg. I warmly welcome her on behalf of the entire community as a member of our extended family.
- Formed a past presidents' council as an advisory group to the current president. These individuals have guided Temple Jeremiah during challenging times and have been very helpful to me during the past three years.
- Completed a program on Planned Giving that will be introduced to the congregation prior to the High Holy Days. This program, entitled the Covenant Society, is necessary for the long-term health of the congregation and will serve to enhance the culture of giving to the temple. My thanks to Miff Ardell and the dedicated members of his committee for producing this outstanding program.

In addition, two task forces were organized and have

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worked diligently throughout the year focusing on fundamental issues impacting the present and future operations of the temple. One of these task forces has focused on the temple by-laws. We have been operating with by-laws that have not reflected the changes that have taken place over the years and the way the temple presently operates. Under the able guidance of our legal counsel, Ken Lorch, revised by-laws were approved by the Board in May 2004. My sincere appreciation to all who worked on this project.

Almost 13 years have elapsed since a Long-Range Plan was developed. No organization that is as dynamic as Temple Jeremiah can be guided by a plan that old. I asked Joel Kaufmann to head a task force that has worked considerable hours throughout the past year. Beginning with the development of a new Mission Statement (printed on page 4 of the Annual Report), the task force considered where the temple community is at, where it should be one to two years out and where it should be in three to five years. A “journey map” for these five years has been completed and an executive summary has been presented to the Board. The completed Long-Range Plan will be given to the Board for review and approval after this summer. I am most pleased with the results to date and look forward to the completed document. My gratitude goes to Joel and the entire task force.

While so much has been accomplished and the temple’s future is bright, some challenges must be met in order for us to reach the level of excellence that we are capable of obtaining. These challenges include:

- Eliminating our long-term debt and building our endowment;
- Involving more families in the work of the temple; and
- Bringing a growing group of individuals, from post-Confirmation to married couples without children, into the life of the temple.

Our beautiful building, which gets such positive comments from congregants as well as guests, has a sizeable mortgage. After considering the outstanding pledges, we still have

\$2.2 million of debt that has to be funded. Our annual debt service for the complete mortgage is about \$150,000. The earlier we fund the debt, the sooner we can eliminate the sizeable annual debt service. In addition to paying off the debt, we should complete the sanctuary and social hall and add to our endowment.

Because of these needs, phase II of our 21st Century Capital campaign must begin. A goal of \$3.5 million to accomplish the three objectives previously stated must be raised. This amount is very much in reach given the size of our temple community. I hope that everyone who did not participate in the first phase of the campaign, as well as those who gave but may wish to do more, will respond in a thoughtful, caring and proportionate manner so we can achieve our goal in a relatively short period of time.

In order for our temple to be an active house of worship, house of study and a place for gathering, increased reliance is placed on the work of volunteers. The lay work of the temple is done at the committee level. While we have many volunteers, we need more help. Furthermore, we recognize that making the commitment as a volunteer is the best way to enhance one’s connection to the temple. Commitment truly does create connection.

The importance of the committee structure is reflected in one of the changes in the revised by-laws where, for the first time, standing committees of the temple are enumerated. These committees are: Adult Learning, Administration and Finance, Leadership Development, Education, Membership, Outreach, Social Action and Spiritual Life. Many of these committees will have sub-committees, some of which will be set up for a specific project. You will be hearing more about these committees after the summer and I strongly encourage you to get involved.

Another way to get people involved is through programming and worship. During the past three years, we have worked very hard to get people involved in temple activities by offering a variety of programs. For our youngest family members, a preschool was started. Our children in Religious School have had the opportunity to experience energized youth group activities. Programming

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has been expanded to cover a broad range of topics of interest to the adult members of our community. An increasing number of social activities has been introduced by Brotherhood, Sisterhood and the Empty Nesters group. Tot Shabbat Services have been designed for families with preschool children. Each monthly Family Shabbat Service focuses on a different grade level in our Religious School. Saturday morning offers congregational services, generally featuring a Bar or Bat Mitzvah.

However, there is a segment of our Temple Jeremiah community and, for that matter, the greater Jewish community who is not involved with our temple or any temple. That age group spans post-Confirmation through the college years to the young single adult to the young married couple without children. We recognize the challenge and are working on programs and activities to attract these individuals. However, responsibility also falls on us parents. For our children to have an interest, we must be interested. We as parents should not send a negative message by leaving the temple because our children have become a Bar or Bat Mitzvah or been confirmed. The benefits of affiliation do not end with these life-cycle events.

While varied programming is one way to keep families associated with the temple, relationship-building is equally as important. We know that the earlier families get involved in the life of the temple, the more friendships are made and the stronger connections become. I assure you that the clergy, professional and lay leadership will always reach out. In turn, we need families to reach in. I remind you that this temple, Temple Jeremiah, is the one organization to which you belong that you can count on to always be there for you and your family from “birth, a beginning, to death, the destination”.

Friends, my extended family, I thank you for the most wonderful three years of my life, my service as your president. No matter how much I have given, I assure you that I have received so much more in return.

The accomplishments that were achieved were the result of the efforts of many. A temple president could not have a better professional staff than we have at Temple Jeremiah –

Rabbi Schreiberman, Cantor Zussman, David Lornson, Dr. Lidsky and Fern Kamen.

Rabbi Cohen and I have had a wonderful partnership and developed a very close friendship. While we approach issues from different perspectives, we always approach these challenges with mutual concern of dedication, love, and commitment to this temple community. Working together and getting to know each other so well on both the professional and social level has been a highlight for me.

My thank you to the office support staff: Carol, Phyllis Burg, Phyllis Z., Renee, Jackie and Sandy. And a special thank you to a group of individuals that everyone relies on, our maintenance staff: Peter, Adam, Jola, Patric, Frank and Anna. Your behind-the-scenes efforts helped make me look good.

To the lay leadership, my Executive Vice President Howard Lanznar, the officers, directors, committee chairs and volunteers, thank you so very much. As president, I tried to lead by example. Hard-charging and strong-willed are many times positive attributes and yet, I realize, at times are challenging to those who worked with me. I very much appreciate your support during these three years.

Finally, to my partner in everything I do, my wife, Valerie, thank you for your understanding and support. Your willingness to sacrifice allowed me to fulfill what I truly believe was sacred work. We both grew spiritually from the experience.

My very best wishes to the new officers and Board. You are about to embark on a most wonderful journey. Take every advantage of the honor that has been given to you.

Shalom,
Mitchell L. Slotnick, Ph.D.
President

RABBI PAUL F. COHEN, D.MIN.

Dear Friends,

The Torah portion for the week in which we hold our Annual Meeting is called *Shelach Lecha* from the book of Numbers. The book of Numbers describes in dramatic detail the struggle of our ancestors to build a strong and caring community out of a ragtag group of former slaves. At this juncture, the Israelites are poised to enter the Promised Land. Moses sends out twelve spies, the heads of each of the tribal units, to reconnoiter the land before the group enters into battle with its inhabitants. You know the story. Ten spies return with an evil report. That is to say, they relate in gory detail how inhospitable the land is and how gigantic the residents of the land are. "We were as grasshoppers in their eyes", they proclaimed in front of the entire community. But Caleb and Joshua return from the same mission with the faith that no matter how large the enemy seemed and no matter how rough the land seemed, God was with them and they would succeed. Sadly, the people could only hear the message of the ten and not the two. They were not ready to trust in themselves and their God. The Israelites had yet to form the strong and caring community that would have stood with Caleb and Joshua and entered the land.

How fortunate we are to have learned so much from our ancestors and from the instructions contained within the Torah and the history of our people. Temple Jeremiah is a strong and caring community. Temple Jeremiah **is** a community built on trust and faith that welcomes all people, even as it welcomes the new challenges that arise from living in the 21st century. How fortunate I am to be surrounded by a leadership, lay and professional, that emulates the best of Caleb and Joshua, promoting and acting upon the message of faith and hope.

You will see within the pages of this Annual Report the great work that has been done over the last twelve months. It has been a busy and rewarding year. In *Pirke Avot*, The Ethics of Our Ancestors, we learn: "The world stands on three things: *Torah*, *Avodah* (worship), and *Gemilut Hasadim* (acts of love and kindness)."

Torah - We have grown our pursuit of Torah as we have partnered with the Board of Jewish Education in

forming a preschool program, even as we have partnered with the Florence Melton Adult Mini-School and the Dawn Schuman Institute to strengthen what we offer to the adult members of our community for their own pursuit of knowledge.

Avodah - We have invigorated our worship services through combining the familiar and comfortable with the new and the challenging. We have continued to experiment with new liturgy, using the pilot copy of the new movement Siddur prayer book. We have developed new worship materials for our Religious School program. We have incorporated music in new ways to build on the strength of the Jeremiah tradition.

Gemilut Hasadim - In the area of Tikkun Olam, social justice, we have renewed our work with the Interfaith Housing Council. We have strengthened our relationship with SHALVA and JCUA. We have successfully helped to ease the plight of Ethiopian Jews still waiting to make *aliyah* to Israel. We have created a culture of giving that says, "Do not come to the temple empty-handed. Bring clothing. Bring books. Bring toys. Bring toiletries. Bring non-perishable food. Bring these items to our collection boxes whenever you enter the temple and help those in need."

I am so proud of all that we have accomplished. These past three years I have been blessed to have Mitchell Slotnick, the Caleb to my Joshua, serving as the president of Temple Jeremiah. I feel so very fortunate. He is my partner, he is my dear friend. Mitch has given his heart and his soul to the work that he has done. This work has borne tremendous fruit. We are a better and a stronger community for his efforts. Mitch has communicated his love of God, Judaism and people in both word and deed. We thank him with all of our hearts and know that he will continue to strengthen us in the new roles that he will tackle. I must also thank his beloved Valerie, who has given Mitch and the temple her complete support. Her generosity has allowed our community to flourish.

I am deeply indebted to our Board of Directors, our

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committee chairs and our committee members for all the work that they have done to make this year such a great success. Their energy and vision allow us to pursue our mission. I cannot adequately express my appreciation and love for Cantor Amy Zussman, Dr. Anne Lidsky and Fern Kamen, FTA. Their love for Jeremiah and Judaism animates every aspect of the work that they do for our temple family and our community.

Andrea Jury, our new Youth Group Advisor, has had an incredibly successful year as you will read further in this booklet. Through her delightful personality and hard work, she has engaged the children of our congregation. We are lucky to have her spirit and energy as part of our team working with our young people.

We welcome Rabbi C. Michelle Greenberg with great enthusiasm to our temple family as our new Associate Rabbi. Her warmth and learning will contribute greatly to our temple. We look forward to the strength that she will add to our existing programs and the new initiatives that she will bring to our temple.

Thank you to Rabbi Robert D. Schreiber and his wife, Patti, who continue to support me and my family, as well as the temple, for which I am most grateful. Behind the scenes, we are blessed to have the skills and talents of Adam Cieniewicz, Jolanta Dabala, Patric Dabala, Sandy Dresner, Renee Goldstein, Carol Gottke, Peter Isio, Jackie Saper and Phyllis Zinanni. Without their hard work, we could not do the things you will read about in this Annual Report. As I wrote last year, I want to express my appreciation to my assistant, Phyllis Burg. Her organizational efforts and support insured that I would be able to serve as your rabbi without becoming overwhelmed by the additional responsibilities I had to take on this year.

Cathy, Jacob, Eli, Anna, Hope and I continue to thank God that Temple Jeremiah is our spiritual home. You have opened your hearts to us and we are continually grateful. May the next year find us growing from the strength of all that we have accomplished together to new strength enjoying God's blessings of health, happiness and peace.

Amen

CANTOR AMY J. ZUSSMAN

I felt this past year at Temple Jeremiah was filled with wonderful programs and worship services for congregants of all ages.

In August, I offered two “Preparation for the High Holy Days” classes to our congregation. One was a Hebrew refresher course and the other was a preview of the High Holy Day melodies. These classes will be offered again next year.

The Adult Choir, under the direction of David Lornson, continued to enhance Shabbat worship services once a month throughout the year. They also sang with me for Shabbat Shira and at our annual Mother’s Day Concert.

The Junior Choir had a record 36 children involved this year from grades 3 to 6. We visited Lieberman Geriatric Center twice again this year and also sang once a month for Family Shabbat Services. The children did a wonderful job with their unique rendition of “Fiddler on the Roof” at the Junior Choir Shabbat in February. Nineteen members of the choir participated in the 6th Annual Junior Choir Retreat in Oconomowoc, Wisconsin in April.

Our congregation rocked in the aisles once again for our special Friday Night Live! Shabbat Service. Professional instrumentalists helped jazz up our Shabbat worship. This service will be repeated again in the fall.

In addition to Friday Night Live!, we enjoyed the music of the Maxwell Street Klezmer Band during our Shabbat Chanukah celebration in December. We also heard “Seeds of Sun”, a group of Israeli musicians who performed a concert of Jewish music for Religious School in the fall, and Kol Sasson, a trio of professional musicians who came to celebrate Yom HaAtzma’ut, Israeli Independence Day, with the Religious School at the end of April.

Rabbi Cohen, David Lornson and I presented a program on a Wednesday afternoon for seniors entitled “The Decade of the Thirties”. With the support and help of the Temple Jeremiah staff, this program was a huge success. We will offer it again next year.

I continue to offer the Trope class to upcoming B’nai Mitzvah students in the fall and the spring. Many students have taken advantage of the class and it really seems to help them as they prepare for their Bar or Bat Mitzvah.

Next year, we hope to offer a social/fundraiser similar to “That’s Amore”, which was offered two years ago.

Tot Shabbat is still a vital part of our Jeremiah calendar the first Friday of each month at 6:30 p.m. from September through June. Many young families (members and non-members) drop in and are delighted with the singing, story-telling, crafts and snacks we offer.

We try to offer programs, classes, worship services and events that will be attractive to congregants of all ages. If you have any suggestions, please do not hesitate to call.

As always, I want to thank my Temple Jeremiah family for allowing me the honor and privilege to serve as Cantor of this wonderful congregation!

FERN M. KAMEN, FTA

Executive Director

Among our achievements this year was expanding programming of all types and at all levels. Because the details of the building were largely resolved, our planning turned again towards making Temple Jeremiah all that we hoped and wanted it to be...a recognized leader in quality, inclusiveness and breadth of programs to all of our communities.

Through this expanded programming, opportunities for our membership to connect at a whole new range of levels became possible. A broader range of choices and levels of involvement was offered. New chairpeople, new committee members and new faces appeared at events. Adult events, social programming and family activities all presented new ways for our members to connect and to come together at temple.

Because of the way we renovated our building, we are able to accommodate our space for different types of events. It is not unusual to see our sanctuary turned into a coffee house, a concert auditorium, a comedy theater, a lecture hall and back to its primary purpose...a place of worship.

Parallel events have become the expectation. Family programs, children's events and adult social groups may all be happening at the temple simultaneously. There is a steady beat and momentum to this excitement and it is contagious. When I open a newspaper or a magazine or drive past an outdoor marquee, I see Temple Jeremiah events being announced. Our programming is unusual, it is creative and it is compelling for not only our own membership, but for the entire community we serve.

As our members age, we see their legacy continuing, thanks to their children and, in some, cases, their grandchildren and their families becoming members in their own right. This continuum is even more concrete evidence of the meaning and reward of temple membership. This aspect of our temple membership is, for me, hugely fulfilling and when I see members and their families, whom I have seen through Bar and Bat Mitzvahs, Confirmations, and, in many cases, weddings, I see tangible proof that we are doing the right thing at Temple Jeremiah.

I have had the privilege of being part of the Caring Community. The opportunity to be a meaningful part of people's lives, both during good and difficult times, is very gratifying for me. My goal for the future is to encourage more members to participate in both becoming a part of the community and in sharing information so we can be even more effective and inclusive.

As the liaison to the Outreach Committee, many new objectives and goals were met as we moved in a very active, participatory direction. The recognition of our creative and innovative programming occurred when we received the prestigious Belin Award at the URJ Biennial.

To the staff of Temple Jeremiah, I want to extend my personal thanks and the congregation's thanks for being such a meaningful part of our lives - Adam Cieniewicz, Jolanta Dabala, Patric Dabala, Sandy Dresner, Renee Goldstein, Carol Gottke, Peter Isio, Jackie Saper and Phyllis Zinanni. To this year's lay leadership, especially our officers and Board, thank you for your hard work and commitment. To our new lay leadership, you have large shoes to fill and we look forward to many more years of excellence and vision.

ANNE M. LIDSKY, PH.D., RJE

Director of Religious Education

The 2003-04 school year has been fabulously successful. With a focus on our Center for Learning paradigm, we offered a multitude of opportunities outside the traditional classroom to preschoolers through high schoolers and their families. The faculty worked passionately on building community in the classrooms. With children living in so many suburbs, it was essential we spend time in small group work and get-to-know-you activities, which fostered friendships.

We had several all-school programs, including Open Houses, Torah Study through art appreciation and holiday programming for Chanukah, Purim, Passover, Yom HaAtzma'ut and Yom Kippur. With a focus on social action, the children in our Religious School launched a program to support the Jewish people in Ethiopia. Bake sales, Ethiopian embroidery sales and an incredible photo exhibit raised over \$12,000 to feed dozens of starving children and support struggling families.

Every grade level offered the opportunity for parents to learn with their children. Primary school children and families were introduced to a special Shabbat program. Third graders learned to be more sensitive to the challenges of special needs children through a program entitled "Kids on the Block", sponsored by CFJE. Fourth, fifth and sixth graders and their parents explored Israel with the aid of a 16-foot, three-dimensional map of the Land. Fourth grade families came together for a spiritual service created by the children. As always, our pre-Kindergarten program, involving four-year-olds and parents, was well received and we look forward to their entrance into our Kindergarten program. We also expanded our Parent and Family Education Programming. We offered several sessions for parents on "Talking to Your Children About God", including sessions for young children as well as for teenagers. We very successfully launched a Saturday morning Tot Shabbat program, as well as a Saturday afternoon Shabbaton experience.

Our high school programs were successful as well. Eighth graders studied with the Jewish Council on Urban Affairs to learn what they could personally do in the area of poverty in the city and suburbs. They shopped for groceries on a limited budget and stocked the Northfield Pantry under the guidance of the JCUA staff. Ninth graders, too,

had many hands-on projects, including creating quilts for ill children and holding in-depth discussions with survivors of the Holocaust. This year's Confirmation students were spirited and inquisitive and we enjoyed them tremendously. We look forward to seeing them in our post-Confirmation activities. Our creative ninth and tenth grade elective mini-courses were successful and we will offer this experience again next year.

Our first Kol Mishpacha fundraiser put the spotlight on Corky Siegel, a popular local jazz musician who delighted young and old. The highlight of the Silent Auction was "Class Baskets", filled with gifts supplied by each class. A special thank you to everyone who made this fundraiser a huge success.

Five Jeremiah high school students participated in the Washington, D.C. program, Panim el Panim, which teaches our youth how to be solid Jewish activists. Group leaders raved about the quality of our kids.

Mission Statement of our Religious Education Board

To guide and support the Director of Religious Education and school staff in developing the highest quality programming to enrich the Jewish educational experience of Temple Jeremiah's youth and their families in a nurturing environment.

A Very Special Thank You to Our Religious Education Board Members

Bruce Zimmerman, Chair

Ilene Abrahams

Lori Andre

Betsy Lazerow

Jeffrey Sacks

Bruce Adams

Jani Harris

Karen Rohrbach

Robyn Weissburg

I want to thank the Religious Education Board and Kol Mishpacha for its support during this school year. I extend that same gratitude to everyone who contributed to the Education Fund, which allows us to purchase items and fund programs that we would not have without their generosity.

FINANCE COMMITTEE

Howard Lanznar, Chair

The mission of the Finance Committee is to assure that Temple Jeremiah remains a financially sound congregation. Through its subcommittees, the Finance Committee directs, oversees and coordinates the financial aspects of all of the congregation's activities. The Finance Committee understands that its functions are supportive of, and subordinate to, the congregation's spiritual, educational and humanistic goals.

This report discusses our projected financial results for the fiscal year that ends June 30, 2004 and describes the budget for the coming year that has been prepared by the Budget Committee and approved by the Board.

Overview - The most critical point that the Finance Committee wishes to convey is that our temple is fiscally sound and on solid financial footing. We will have a balanced budget for the current year and perhaps a small surplus. Our balance sheet is strong. We have reserve funds to cover planned and unanticipated expenses. Our accounting is conservative and our financial management processes are strong and improve every year. Indeed, over the past few years, we have made great improvements in our accounting and financial reporting, giving our senior staff and lay leadership better information with which to manage the "business side" of Temple Jeremiah.

That being said, our temple continues to face critical financial challenges. By far, the greatest of these is the debt burden that we incurred to finance the expansion and renovation of our building. While we were able to refinance this debt and reduce its short-term financial drain on the temple's resources, the existence of almost \$3 million of debt is a burden we face every day. Our most important financial objective in the near term is to retire this debt. Like other religious and charitable institutions, the temple has felt the negative impact of the difficult economic environment encountered by many of our members, which has hurt our revenues. However, the staff has responded to this challenge by controlling costs carefully while maintaining the full range of services to our members.

Projected Results for 2003-2004 Fiscal Year - As is our

practice, we had planned for the budget for the current fiscal year (ending June 30, 2004) to be in balance. We are pleased to report that, as of the date of this publication, we are confident the budget will be in balance. Our ability to achieve a balanced budget in the face of the challenges noted above is due to several factors. First, in planning for the current year, the committee was extremely careful and conservative in projecting membership levels and expected dues. Second, working with the senior staff, we were able to control expenses through more efficient use of resources and improved purchasing in areas such as utilities and insurance. Third, payroll expenses were lower as a result of not having an assistant/associate rabbi on staff (although a portion of these costs savings were spent in other areas to maintain high levels of programming and pastoral care). Finally, debt service costs were well below budget as we were able in January to refinance our construction loan on a favorable "interest-only" basis, significantly reducing our annual debt service costs in the current low interest rate environment. These factors enabled us to deliver a balanced budget despite less-than-anticipated fundraising income and unexpected cost increases in certain areas.

The Budget Process - Several months before the beginning of each fiscal year (July 1), we begin the process of establishing the budget for that year. The temple seeks to have a "balanced budget" each year, with total expenses equal to revenues. The committee strives to provide the necessary funding for desired programming, services and other activities, while maintaining a dues structure that is reasonable and comparable to that of other area congregations. Because the budget is based upon certain assumptions that may change during the course of the year, we closely monitor actual financial performance during the year. Starting this year, we have prepared a "re-forecast" of the budget during the middle of the fiscal year to reflect actual results for the partial year and changed assumptions.

Budget for the 2004-2005 Fiscal Year - The following briefly summarizes the temple's budget for the 2004-2005 year, beginning July 1 of this year:

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Revenues - The temple's revenues are budgeted to be approximately \$1.95 million, about 4.5% higher than expected revenue for the current year. Almost all our revenue comes from our members in one form or another. The largest source of revenues is our members' Annual Financial Commitment (also known as dues), with school fees in second place. The following is a breakdown of our budgeted revenues:

Members' Annual Financial Commitment	70%
Tuition & Fees (Religious & Hebrew School, Bar/Bat Mitzvah, High Holy Days)	18%
Fundraising and Contributions (excluding 21st Century Capital Campaign)	7%
Transfers from Funds	4%
Other (rentals, interest)	1%

The Annual Financial Commitment (dues) will increase less than 4% next fiscal year to enable the temple to support its activities, and school fees will increase \$30. Annual fundraising is an increasingly important source of revenue, consistent with our long-term goal of reducing dependence on annual dues and creating a "culture of giving." Two major fundraising events are planned, along with a variety of other fundraising sources for the temple. In addition, next year's budget includes funds provided from a special fundraising effort to help offset the cost of our new Associate Rabbi. While not yet a major source of revenue, rental income from the use of our facilities by temple members is expected to grow over the next several years, as a major event-planning program for Bar/Bat Mitzvah receptions, weddings and other events is rolled out. Transfers from funds will return to their normal levels, as the debt service fund established several years ago has been depleted and we replenish the building maintenance fund. As you may remember, 10% of

all funds raised in the Capital Campaign funded our endowment, which now stands at over \$315,000. While earnings from it are small now, as this endowment grows over time through additional giving, interest income generated will further reduce our dependence upon dues and fees.

Expenses - The Finance Committee realizes that our most valuable resource at Temple Jeremiah is our people. Our budget reflects this, as by far the largest expense category is the cost (salary and benefits) of personnel, including our senior staff, teachers and administrative and custodial staff. The following shows the major categories of expenses:

Personnel Costs (salaries, benefits, insurance)	67%
Building Operations (utilities, insurance, maintenance, supplies)	7%
Administration (postage, printing, office equipment, credit card fees)	4%
Religious School (educational materials, student programming, equipment & supplies)	3%
Religious Service (High Holy Days, supplies, programs)	3%
Programming (Adult Education, Family Programming, Youth Group) Technology, Development	4%
Debt Service	7%
URJ Membership	5%

Several expense items warrant some additional explanation:

- The small percentages shown for Religious School, Religious Service and Programming understate the resources being spent on these important areas, as they exclude all costs related to staff. Our personnel costs, which are separately stated above, cut across areas to support all temple activities.

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- Fees for Religious School, Hebrew School and Bar/Bat Mitzvahs represent only a fraction of the expenses related to our educational programs. The balance of these costs are supplied by the temple's general funds in recognition of the fact that our Center for Learning benefits our entire community. Our Board firmly believes that the education of our children is a core responsibility of the temple. We recognize that while our children's religious education has been supported by the congregation, we will continue to support the education of Temple Jeremiah's children even after they are grown. This is the truest embodiment of *L'dor V'dor* - from generation to generation.
- As a percentage of revenues, overall personnel costs are budgeted at approximately the same level as the current year. The additional expense related to our hiring of an associate rabbi will be offset in part by special fundraising efforts and in part through other staff cost savings. While overall salary increases have been modest, the cost of health insurance and other benefits has substantially increased. The Finance Committee continues to work closely with the senior staff to make sure that we provide the best possible balance between serving the needs of our congregational family and controlling our costs.
- Debt service remains a major expense item. Although we have refinanced our mortgage, interest is the single largest expense item in the budget, and the principal balance of the loan will need to be repaid in full or refinanced in three years. The Board of Directors believes that elimination of this debt is the most important financial goal over the next several years. A major new capital campaign with the goals of repaying the debt, completing the sanctuary improvements and building our endowment will be launched in the very near future.
- The membership fee that we pay to the Union for Reform Judaism (formerly known as the UAHC) is determined by a formula based upon the size of our congregation. For this fee, we are provided with

numerous benefits from the Union (the principal national organization of the Reform Movement).

Respectfully submitted,

The Finance and Budget Committees:
 David Golder, Fern M. Kamen, Jeffrey Krupp,
 Howard Lanznar, Ken Lorch, Jeffrey Sacks,
 Mitchell Slotnick, Jack Zaban

BROTHERHOOD

David Abrahams, President

This has been an exceptional year for Brotherhood. We have met or exceeded almost all our goals.

The year was highlighted by several major events, starting with our Bears Night program on September 29. With a great deal of fanfare and advanced publicity, we drew more than 120 participants, more than we had hoped for. This event was followed by another blockbuster program in November - Humor Night with Dr. Stephen Cohen, one of the country's foremost lecturers on Jewish humor. Several hundred congregants attended and, judging from the laughter and comments afterward, it was a night to remember. In December, we renewed an old favorite, Family Bingo Night, and it too was enormously successful. Other outstanding events Brotherhood sponsored this year were Bulls Night, Brotherhood Card Night, the Annual Jim Rosenholtz Memorial Golf Outing, the Hot Dog Lunch on the last day of Sunday school and the annual Brotherhood Shabbat. It was, to say the least, an extremely busy year.

Many of these programs raised funds for our tzedakah initiatives. One of our most important contributions to the Temple Jeremiah community was the purchase of the information kiosks at the south and west entrances. Board member Bill Brown's generous contribution provided funds for signage for all the rooms in the temple, something sorely needed. Our monthly tzedakah contributions went to a wide variety of worthy causes. Just a few examples are our continued sponsorship of the Jewish Children's Bureau Respite Program, providing food to The ARK and giving aid to earthquake victims in the Middle East and to orphans in Central America. And there were others.

At this writing, we are also compiling a Brotherhood Information Directory, intended to be a source of both social and business connections for all Brotherhood members.

Even though our successes far outweighed our disappointments, there were several areas we are looking to improve. One is our membership numbers, which have been static for the past few years. We are currently looking

at new initiatives to bolster affiliation and to extend a welcoming hand to new and younger members of the Jeremiah community.

We are also looking for additional opportunities to improve the Brotherhood and achieve benefits through our affiliation with the National Federation of Temple Brotherhoods.

Our board members have worked extremely hard over the past year to make Brotherhood an important element within the Temple Jeremiah community. Our work has also established us as one of the leading affiliates in the regional and national Brotherhood movement.

It has been my privilege to lead Brotherhood during the past year. With the help of our active and committed membership, we look forward to an even more successful 2004/2005.

SISTERHOOD

Paula Kessler, President

Mission Statement - Temple Jeremiah Sisterhood is an organization of women who enjoy working together to enhance and enrich the lives of its members, the temple and the community at large.

Sisterhood fulfills this mission through:

- Educational Programming
- Religious and Spiritual Programming
- Social Action and Philanthropic Activities
- Women's Programming and Self-Enrichment Programs

Over the last year, our programs have included:

- Annual Sisterhood Shabbat, including our first Annual Shabbat Dinner
- Bar/Bat Mitzvah and Confirmation class gifts
- Fall Fashion Show opening event
- High Holiday Food Drive for The ARK Food Pantry
- New monthly Mah Jongg Club
- A popular Rosh Chodesh program on Kabbalah and the Tree of Life
- Rosh Hashanah Challah and Honey & Apple Sale
- Sisterhood Gift Shop
- Torah Study with Rabbi Cohen
- Welcome Baskets for new temple members
- Ninth Annual Women's Seder

We are already working on programs for next year, including our semi-annual Women's Retreat.

Sisterhood Executive Board:

Ilene Abrahams, Lori Goldstein, Jody Hyman, Julie Levine

Sisterhood Board:

Elan Adler, Julie Becker, Janet Blum, Laura Bream, Beth Chibnik, Robyn Cohen, Barri Colman, Judy Craven, Ellen Falkof, Terri Faust, Julie Ford, Rachel Friedman, Sherry Gamoran, Dorothy Gelman, Paula Gitles, Carol Golder, Leslie Goldhar, Holly Goldin, Lisa Gundersheimer, Beth Hafter, Jamie Hague, Deb Holzman, Pam Katz, Barb Kaufman, Sue Kaufmann, Gail Kayman, Gail Lanznar, Sherri Laurens, Liz Manaster, June Mayor, Barb Milsk, Gail Modro, Michelle Myers, Carol Saldinger, Trish Salk, Cindy Schwimmer, Shelley Spathis, Vicki Stoller, Gail Trubow, Deb Dreyfuss-Tuchman, Deanne Turim, Rachel Walovitch, Janice Weinstein, Mimi Weisbach, Lorna Widdes, Lori Wolff

ADULT LEARNING COMMITTEE

Steven Salk and Sharon Greenburg, Co-Chairs

Mission Statement: To develop and provide adult education programs that help participants learn about and identify with their Jewish life and heritage.

The Adult Learning Committee consists of a cross-section of temple congregants whose background in Jewish education varies in depth and degree. Our common denominator is a commitment to experience and promote lifelong Jewish education. Participation is encouraged and all congregants who share our passion for Jewish learning are welcome to join our ranks.

Torah Study meets every Saturday morning. The Torah Study group has sponsored and participated in Shabbat morning services. Adult Hebrew meets regularly on Sunday mornings with classes in Beginning Hebrew, Hebrew Through Prayer and Adult B'nai Mitzvah. This winter, two congregants completed their studies and were called to the Torah.

This year, the Adult Learning Committee supplemented these programs with a wide offering of classes designed to appeal to a broad range of interests. To provide continuity of study, we have developed strands or categories for programming. These include: Biblical studies, current events and contemporary issues, Israel, Jewish arts and culture and theology/philosophy/ritual.

Our association with the Dawn Schuman Institute has allowed us to access their expertise and resources to help with our programming and find the best Jewish educators in the area. They also list our courses in their catalog, which brings in non-Jeremiah members to insure an adequate class size.

This year, our programs with the Dawn Schuman Institute have included: "Judaism and the Great Religions", "Biblical History: Building a Nation, from Joshua through the Babylonian Exile" and "Today's Events Through the Prism of the Past".

We have collaborated with the American Jewish Committee to offer a three-part program on inter-religious

and social policy issues. This program was partially funded by a grant from the Community Foundation for Jewish Education of Metropolitan Chicago.

We have collaborated here at Jeremiah in programs with the Outreach Committee and Empty Nesters. We hope to encourage collaboration both within Temple Jeremiah and with other Jewish organizations when appropriate.

We are committed to evaluating our programs by gathering feedback from participants. Comments from our evaluations to date have been highly favorable, and we have learned much from them.

Adult Learning Committee:
Ilene Abrahams, Elan Adler, Ruth Adler,
Trudy Bers, Rabbi Paul F. Cohen, Joel Greenburg,
Carol Saldinger, Sheila Schlaggar, Mitchell Slotnick,
Robyn Weissburg

BUILDING COMMITTEE

Miff Ardell, Chair

As one might expect after our major renovation project, the year has been spent resolving “punch list” items and making final payments to the contractor. I am happy to report that, on a percentage basis, more than 98% of the items have been resolved and payments made accordingly. The first phase of the temple construction and renovation project will be completed shortly after the rendering of this Annual Report to the congregation.

The Building Committee is looking forward to its future task of finishing the sanctuary in accordance with the plans

that have been drawn and placed on hold pending funding for the second phase.

Building Committee:
Rabbi Paul F. Cohen, Julie Ford, Philippe Geyskens,
Fern M. Kamen, Howard Lanznar, Harry Major,
Mitchell Slotnick

PLANNED GIVING COMMITTEE

Miff Ardell, Chair

The committee has worked diligently this past year to launch the Covenant Society to recognize members of our temple community who have included the temple in their long-range financial planning.

We have also completed an informational brochure explaining the work of the committee and describing the benefits to our congregants, in both spiritual and economic terms, of making a future gift to the temple. The brochure will be distributed to all members of our congregational family shortly after the publication of this Annual Report.

Our plan for the coming year is to present the Planned Giving concept to as many members as possible and

thereby increase membership in the Covenant Society with the goal to achieve 100% family membership in the society.

Planned Giving Committee:
Keith Baker, Howard Lanznar, Ken Lorch, Harry Major,
Stephen Schar

CARING COMMUNITY

Lucy Blutenthal, Chair

Mission Statement: To reach out to congregants in times of sadness or celebration. This committee creates a sense of community among our temple family through Gemilut Hasadim, Acts of Love and Kindness. We serve as partners with God in caring for one another.

The Caring Community has involved itself in a number of activities and programs throughout the past year. A summary of the areas in which our deeply committed committee has been active is as follows:

- Care cards and care calls to congregants who have experienced a sad or joyous occasion.
- Transportation to temple worship services, activities, medical appointments, etc., as needed.
- Provision of meals to congregants as needed.
- Delivery of congratulatory baby bibs to congregants celebrating a birth.
- Monthly "friendly visits" to congregants confined to their homes, retirement communities or nursing home facilities.
- Offering, in cooperation with Family Service of Winnetka-Northfield, a three-week series in May/June, 2003 called "Who Takes Care of the Caretaker?"

Our plans for the coming year include the continuance of current programs and the development of new programs as deemed appropriate and timely.

2004 Organizational Committee:

Elan Adler, Aileen Blum, Rachel Friedman, Joan Golder,
Fern M. Kamen, Sue Kaufmann, Harriet Kogen,
Roberta Mallon, Emmy Rothschild, Carol Saldinger

Service Volunteers:

We have a number of volunteers who generously offer their time to provide needed services to our congregants.

LONG-RANGE PLANNING COMMITTEE

Joel Kaufmann, Chair

Mission Statement:

- Temple Jeremiah is a Reform Jewish congregational family whose mission is to foster and invigorate a love for worship, study of Torah and acts of Tikkun Olam in a caring community that embraces diversity in its membership.
- We are dedicated to lifelong Jewish education, tzedakah, social justice and the state of Israel.
- We strive to fulfill our mission by building relationships that connect us as members of an extended family who recognize each other as created in the image of God.

The four specific categories of our focus are: Worship, Center for Learning, Community and Administration. These categories coincide with the key components of our Mission Statement and tie in nicely.

By the time of this Annual Meeting, we should have nearly completed our journey and had our preliminary report reviewed by the Board of Directors.

After the final Long-Range Plan is written in mid-summer 2004, it will be available for review by all congregants.

The formation of the Long-Range Planning Committee was first announced at last year's Annual Meeting by President Slotnick. Two days later, we held our first meeting for the specific purpose of laying out a "road map" for Temple Jeremiah's future over the next 5+ years.

This is the third Long-Range Planning Committee since Temple Jeremiah was founded in 1959, almost 45 years ago. The last committee began its task in 1989, so we're overdue. The previous plan resulted in a new Mission Statement, including a number of goals and objectives that have served as a guide and inspiration over the last 15 years.

We organized a committee with an abundance of leadership skills, experience and commitment to the temple, and we represent as well as possible a cross-section of the congregation.

Over the course of the past year, we spent a great deal of time formulating a Mission Statement for Temple Jeremiah and dedicated our time and energies on mapping out our journey from where we are today to where we expect/wish the congregation to travel over the next few years.

Long-Range Planning Committee:
Lori Andre, Miff Ardell, Trudy Bers,
Rabbi Paul F. Cohen, Julie Ford, Joel Greenburg,
Herb Horn, Fern M. Kamen, Diana Kaufmann,
Joel Kaufmann, Howard Lanznar, Dr. Anne M. Lidsky,
Carol Maxon, Sheila Schlaggar, Mitchell Slotnick,
Robyn Weissburg, Jack Zaban, Laura Zimmerman,
Cantor Amy J. Zussman

MEMBERSHIP COMMITTEE

Julie Ford, Chair

Mission Statement: The mission of the Membership Committee within Temple Jeremiah is to retain and engage the current membership and attract new members.

To accomplish this goal, the lay leadership, in partnership with the senior staff, will provide activities, programs, events and communications that speak to our entire temple membership and assist in integrating them more within the temple community. In addition, we will promote our temple, its excellent staff and the Center for Learning programming to the general public and host events geared toward membership recruitment.

Temple Jeremiah's current membership is at 760 families. The Membership Committee's goal is to increase the size of the congregation to approximately 850 families. This is a number that the current Board feels will generate sufficient revenue to sustain us and provide the wonderful programming, facilities and leadership that Temple Jeremiah has become known for and reduce the reliance on dues.

The Membership Committee is made up of three groups:

Retention Committee:	Nancy Kessler, Chair
Empty Nesters	Jean Weissburg, Chair
Member Connections	Minda Bernberg
Social Events	Jennifer Deutsch
Welcome & Mentoring Activities:	Babette Sanders, Chair
New Member Dinner	Amy Torf and Jennifer Deutsch, Co-Chairs
New Member Brunch	Amy Torf, Chair
Prospective Member Recruitment:	Julie Ford, Chair
Neighborhood Coffees	Julie Ford, Chair
Young Adult Events	Ilene Goldman, Chair

Each of the activities listed below plays an important role in the connection, revitalization and existence of Temple Jeremiah. There were many successful membership events this past year, which will continue in the coming year:

- **The Almond Tree Cafe** - Sunday mornings at temple have a different feeling to them now. The café is a gathering place for many members, who enjoy the quiet lounge area by relaxing or reading the newspaper or engaging in lively conversation during Sunday School hours. Come and support its wonderful tzedakah causes and make some great connections at the same time.
- **Empty Nesters Programs** - The purpose of this committee is to plan social activities, trip and dinners for our members who are age 55 and older. Events held this year included: an outing to see the play, "Today I Am a Fountain Pen" at the Chicago Jewish Theatre, along with dinner; a brunch and book discussion centered around the coming-of-age novel, *A Trumpet in the Wadi*; Shabbat Dinners and Services, one honoring our 30+ year Temple Jeremiah members and one honoring our newest members; and an upcoming outing to the exhibit, "The Quest for Immortality: Treasures of Ancient Egypt", at the Milwaukee Public Museum, to name a few. Over 200 people attended this year's events.
- **Mentor Program** - The goal is to acclimate new temple members into the Jeremiah family in a more personal way. This type of mentoring is usually a new family's first connection with temple beyond the clergy. The Mentor Family is Temple Jeremiah's olive branch and an inclusive way to introduce new families to our programming and spiritual events on a one-to-one basis. We had over 100 new families this year and 82 Mentor Families. My thanks to those families who stepped up and took on more than one family. Next year, our goal is to have 100 Mentor Families sign up for this program.
- **Neighborhood Coffees** - Always a great way for temple families to interact with one another in an informal

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setting, the Neighborhood Coffees are also a good way for prospective families to meet the senior staff and other temple members. We have been very successful this year recruiting new members from Neighborhood Coffees. This year, we also hosted a Wine and Food pairing event for our young adult and Chicago-based members to get them more connected.

Our best temple members are your own families and friends - the people you would like to share special moments, celebrations, life cycle events and spiritual connections with. If you know of any families who may be interested in joining Temple Jeremiah, please call the office and give us their names. We will call and invite them to the next prospective member event.

- **New Member Welcome Dinner and Spring Event** - This past year our New Member Welcome Dinner and Shabbat was very well attended. We had about 28 new families join our senior staff and board members for a wonderful Shabbat Dinner and Service. In the spring, we hosted a brunch to make new members aware of all the committees, programs and ways to become involved at Temple Jeremiah.
- **Member Connections** - This committee assisted with the Chanukah Dinner activities and set up a dinner theatre outing. Its goal is to organize activities targeted at social programming that establishes connections within our membership at different phases of their life.
- **Retention Committee** - This committee held an anniversary dinner honoring members who have been at Temple Jeremiah for over 30 years and an Oneg Shabbat honoring those who have been members 25 to 29 years. These events were very well received and in the coming year we will be expanding the anniversary dinners to recognize members who have been with the temple 15 to 20 years, 25 years and 30+ years, respectively.

OUTREACH COMMITTEE

Susan Ardell, Chair

Mission Statement:

The Outreach Committee aims to:

- Create programming that will engage intermarried couples, their children, parents and other family members so all are comfortable with Judaism and feel welcome in our synagogue.
- Assist young people in strengthening their Jewish identity and in examining the implications of interdating and intermarriage for themselves.
- Actively encourage all temple members to make Jewish choices in their lives through special discussion groups, community support, adult education and Jewish resources.

- Adopted by the 2002-03 Outreach Committee, July 31, 2002

2003-04 PROGRAMMING

Life Cycles Theme:

- “The Many Voices of Conversion”.
- “You’re Welcome!” - Welcoming your non-Jewish loved ones into your child’s Bar/Bat Mitzvah Service.
- Shabbat Across America Dinner & Learners’ Service.

Enrichment:

- Almond Tree Discussions Presented: *The Case for Israel* by Alan J. Dershowitz. Joel Greenburg and Michael Kamen returned as discussion leaders.
- Dinner and Shabbat Service with Professor Ron Miller who spoke on “Today’s Agenda for Jewish-Christian Dialogue”.

Awards:

- Recipient of the Joseph Belin Award for Excellence in Programming at the URJ Biennial in Minneapolis, Minnesota in October, 2003 for “Teach Them Faithfully to Your Children” a three-generation Men’s Torah Study and Workshop.

2003-04 Outreach Committee:

Jeanne Angres, Carol Golder, Joel Greenburg,
Sharon Greenburg, Lisa Levy, Anne Richards,
Greg Richards, Sue Rubnitz

Fern M. Kamen, Staff Liaison

SOCIAL ACTION COMMITTEE

Mindy Kurtz, Barbara Miller and Stephen Miller, Co-Chairs

The Social Action Committee was busy as usual this year with our ongoing Feed the Homeless project. It continues to be a huge success, involving approximately 30 Bar/Bat Mitzvah families throughout the school year. They volunteer their time to come to temple and make lunches, then drive down to a shelter near the United Center, where the Bar/Bat Mitzvah students hand out lunches to the poor people in the community. It is a hands-on program that gives the kids a sense of how the other half lives and has a staggering impact on how they think about people upon their return home.

We also have moved the Tzedakah Boxes closer to the parking lot doors. The congregation is getting into the habit of not coming to temple empty-handed. We have made several deliveries from goods donated in those boxes.

Due to Religious School's undertaking of the Ethiopian Jewry project, we decided not to begin a new social action project that might detract from aiding the Ethiopian Jews.

However, we are excited to announce our new Mitzvah/Social Action program for the upcoming year and beyond

called "Feed-A-Family". Our congregation will "adopt" a needy family recommended to us by The ARK. We have begun compiling a list of temple members willing to grocery shop and deliver about one month's worth of food to the family. More details will follow in August. Our new Board member Stephen Miller will keep us informed.

- Mindy Kurtz

NACOEJ (North American Conference on Ethiopian Jewry) Update - We have raised over \$12,000, through embroidery sales, photo sales, donations, collections and fundraisers conducted by our Religious School classes, as part of our temple-wide social action project to benefit Ethiopian Jews. The NACOEJ Committee and Religious School staff thank our congregants for their support and enthusiasm in helping the Ethiopian Jews in Ethiopia as well as in Israel.

- Marlene Garfield, School Social Action

COMMITTEE ON SPIRITUAL LIFE

Joel Kaufmann, Chair

Mission Statement: Three central statements of purpose express the mission of the Committee on Spiritual Life. The committee will study, reflect, critique and guide the spiritual practices of Temple Jeremiah, act as an advisory board for the senior rabbi and clergy and serve as a liaison among the congregation, clergy and lay leadership.

During our third year, the committee spent a great deal of time studying and discussing a number of topics under the direction of Rabbi Cohen:

- “How to be a Truly Spiritual Jew (and avoid the pitfalls of Quick-Fix Religious Consumerism)”.
- “The Art of Jewish Self-Discovery”.
- “Imagine a Synagogue for the 21st Century”, an idealized viewpoint of a synagogue where people stay, finding it driven by spiritual vision and offering more than they ever thought possible.
- “Four Unintentional Sins of Synagogue Life”, which identifies a temple’s biggest mistakes as a focus on Pediatric Judaism, Ethnic Judaism, Corporate Judaism or Consumer Judaism.

In addition, we addressed many issues that impact our congregation directly while providing input to Temple Jeremiah’s clergy:

- Pre-planning discussions followed by a review of the High Holy Days.
- A sounding board for the Long-Range Planning Committee’s Worship Subcommittee to develop and finalize its report.

- Discussion of the Biennial and the worship services there as an indication of the direction of Reform Judaism.
- Review of the nationwide feedback to the piloting of the new Reform prayerbook, “Mishkan Tefilah”, due out in spring, 2005.
- Exploration of the B’nai Mitzvah guidelines and expectations, which were first formulated in our community in 1992 and are in the process of being reaffirmed.

We are happy to have spent an enlightening, stimulating and spiritual year under Rabbi Cohen’s inspirational leadership and look forward to next year.

Committee on Spiritual Life:

Rabbi Paul F. Cohen, Ernie Frankl, David Goldberg, Sheldon Gray, Herb Horn, Joel Kaufmann, Loryn Kogan, Jeffrey Krupp, Joan Reed, Trish Salk, Sheila Schlaggar, Mitchell Slotnick, Cantor Amy J. Zussman

YOUTH GROUP COMMITTEE

Jeffrey Sacks, Chair

Mission Statement - To create for our youth a welcoming atmosphere which provides ongoing opportunities for social, emotional and Jewish growth.

Youth Group programming continued to flourish last year, creating an increasingly positive environment for our youth. We hired Andrea Jury as the Youth Group Director for each of our three Youth Groups and saw wonderful participation and enthusiasm. The new Youth Group Lounge also expanded to provide many games and snacks for our youth.

The Youth Group Committee joined the Religious Education Board due to shared goals in education and commitment to our youth. This has been a successful change and has allowed for additional input and guidance. The year began with letters to our students in fourth grade and up (with special surprises enclosed), followed by a survey of all Hebrew School students to evaluate our programming for the year. Our event participants also received various treats with a note to thank them for joining us at our fun event. We received generous cooperation from Dr. Lidsky and the teachers and greatly appreciated their allowing a portion of class time for announcements and passing out fliers and treats. The response from our youth was phenomenal and led to a year full of excitement, growth and friendship.

Successful programs included: "Pizza in the Hut", "Movies & Magic", "A Dinner to Die For" (Mystery Dinner Theater), Gameworks, Chanukah Party, "Chillin' & Grillin'", Second City, Purim Carnival, Movie Day, "Sweet Home Chicago" and others. Senior Youth Group also took part in monthly social action projects, varying from food drives, sorting donations, making blankets, creating flashcards for new immigrants, creating games and cards for children and more. The dedication and hard work of our Youth Group Board and active participants have been superb.

In addition to focusing on increased exciting programming for all ages, our goal is to increase awareness among youth and parents that the Youth Group Lounge is a comfortable place to study, watch a movie, play a game and hang out with friends.

We have been honored to have Dr. Lidsky work with us to implement programming, provide resources, and give tremendous support for the Youth Groups. Dr. Lidsky's gift of love for children, her wonderful creative talents and her mentoring of Andrea have played a significant role in the success of the programs. Thanks also go to the education staff, Temple Jeremiah staff and faculty, volunteers and various synagogue groups for their great help and patience.

We look forward to increased participation in Youth Group events, programs and hanging out in the Youth Group Lounge. We hope to continue to meet the needs of youth of all ages at Temple Jeremiah.

Lastly, true credit for the success we enjoyed this past year goes to the hard work and dedication of Andrea Jury. She is a talented young lady and we are all very fortunate that she is part of our temple family.

APPENDIX 1: 2003/04 WORSHIP & PROGRAMS

CENTER FOR LEARNING

ADULT LEARNING & PROGRAMMING:

- Adult Jewish Studies
- “Beginning Hebrew”, “Hebrew Through Prayer” and Adult B’nai Mitzvah classes
- Chavurah Groups
- Hebrew Refresher Class with Cantor Zussman
- Florence Melton Adult Mini-School
- “Music of the High Holy Days” with Cantor Zussman
- “Pulse of Our World” with Rabbi Cohen
- Torah Study

ADULT LECTURES & PRESENTATIONS:

- “Anti-Semitism and How It Affects Us” with Scott Rogoff of the ADL
- “Biblical History: Lies That I Have Taught You” with Rabbi Schreibman
- JUF: “Jeremiah Reads” Brunch and Presentation by Julie Salamon, author of *Rambam’s Ladder*
- North Shore Community Kallah: “A Celebration of Jewish Adult Education”, sponsored by the URJ
- “Open Hearts, Open Doors: Fair Housing in the Northern Suburbs” with Gail Schechter, Interfaith Housing Center of the Northern Suburbs
- “The Spirituality Between People from the Teachings of Martin Buber” with Jason Mokhtarian
- “Tearing Down Walls, Building Bridges” Interfaith Weekend:
 - Golder Interfaith Lecture: “Can We All Get Along? Building Bridges Among Jews, Christians and Muslims in the 21st Century” with Bruce Feiler
 - “God of Abraham Praise” - Interfaith programs at Christ Church, Winnetka Covenant Church and Winnetka Congregational Church

AMERICAN JEWISH COMMITTEE:

- “Passionate Questions about Mel Gibson’s film, ‘The Passion of the Christ’ ” with Jonathan Schwartz
- “Separation of Church and State” with Rep. Jan Schakowsky
- “Strangers in a Strange Land: Jewish Responses to Immigration” with Jerry Biederman and Rabbi Cohen

BOOK DISCUSSIONS:

- “Almond Tree” Book Discussion - *The Case for Israel* by Alan Dershowitz
- Empty Nesters’ Book Discussion and Brunch - *A Trumpet in the Wadi* by Sami Michael

DAWN SCHUMAN INSTITUTE:

- “Biblical History: Building a Nation, from Joshua through the Babylonian Exile” with Dr. Ben Katz
- “Judaism and the Great Religions” with Professor Mark Berkson
- “Negotiating with the Arab World” with Professor Ilai Alon
- “Today’s Events Through the Prism of the Past” with Joyce Schragar

EARLY CHILDHOOD EDUCATION & PROGRAMMING:

- Board of Jewish Education Center for Learning Preschool Program
- Chavirim
- “Cooking with Your Children”
- Movement Center
- Tot Shabbatons
- Tot Shabbats

OUTREACH/INTERFAITH PROGRAMMING:

- “The Many Voices of Conversion” with Rabbi Cohen
- Shabbat Across America
- “Today’s Agenda for Jewish-Christian Dialogue” with Ron Miller, Common Ground
- “You’re Welcome - Welcoming Your Interfaith Family Members and Friends at Your Child’s Bar/Bat Mitzvah”

RETREATS:

- Adult Retreat with Rabbi Cohen: “Created in the Image of God”
- Junior Choir Retreat

YOUTH GROUP EDUCATION & PROGRAMMING:

- Chanukah Party
- “Chillin’ & Grillin’ ”
- End of Year Religious School activities, including performances by “Shining Lights” and hot dog lunch, sponsored by Brotherhood
- “Into the Arms of Strangers: Stories of the Kindertransport”
- Israel Advocacy Seminar for College Students, co-sponsored by AIPAC, the AJC and the ADL
- “Movies & Magic”
- Mystery Dinner Theatre
- OSRUI Summer Camp Presentation with Jerry Kaye
- “Pizza in the Hut”
- Scavenger Hunt
- “Sweet Home Chicago”
- “Talking to Your Children About God” for pre-K to 4th Graders with Dr. Lidsky
- “Talking to Your Teenager About God” with Dr. Lidsky
- Trip to Gameworks
- Trip to Second City
- Yom HaAtzma’ut Celebration with Kol Sasson

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PROGRAMS

BROTHERHOOD ACTIVITIES:

- Bulls Night
- Card Night
- “Comedy Night”
- Family Bingo Night
- Golf Outing, sponsored by Brotherhood and Sisterhood
- Monday Night Football
- Saturday Morning Usher Program
- Shabbat Dinner & Service

DINNERS & PROGRAMS:

- Chanukah Dinner
- Empty Nesters Dinners
- Grade Level Dinners
- Outreach Dinner
- “Pizza in the Hut” Sukkot Program
- Selichot Dinner
- Shabbat Across America Dinner
- “Sharing an Ethiopian Shabbat” Dinner
- Shavuot Dinner & Tikkun

EVENTS:

- Annual Blood Drive
- Annual Book Fair
- “At the Coffee House” Concert with Corky Siegel, Dinner & Auction
- Exhibit - “Children of the Lost Tribe of Dan: Portraits of Ethiopian Jewry”
- “The Decade of the 30’s”
- Empty Nesters: Trip to “The Quest for Immortality: Treasures of Ancient Egypt” at the Milwaukee Public Museum
- Empty Nesters: Trip to “Today I Am a Fountain Pen” at the Chicago Jewish Theatre and Dinner
- Leadership Development Fair
- Mini-Walk and Celebration for Israel
- Mother’s Day Concert
- Purim Carnival
- “Relentless: The Struggle for Peace in Israel”
- “Shushan Shuffle” 5K Family Run

FACILITY IMPROVEMENTS:

- Dedication of the Julie Sorkin Playground
- Installation of Information Kiosks
- Installation of Tzedakah Boxes
- Reopening of the Marshall B. and Viola R. Schwimmer Library

MEMBERSHIP:

- Almond Tree Café
- Dinner Honoring 30+ Year Members
- Mentor Family Program
- New Member Spring Event
- Oneg Honoring 25 - 29 Year Members
- “Pizza in the Hut” for New Members

SISTERHOOD ACTIVITIES:

- “Break the Fast” following Yom Kippur Services
- Fall Fashion Show
- High Holy Day Challah & Honey Sale
- Installation Dinner
- Mah Jongg Club
- Rosh Chodesh Celebration - “The Tree of Life as a Gateway for Self-Exploration and Personal Healing”
- Shabbat Dinner & Service
- Torah Study
- Women’s Seder

SOCIAL ACTION & ADVOCACY:

- Feed the Homeless
- Serve-A-Meal
- Sisterhood Chanukah Wish Tag Program
- Sisterhood Yom Kippur Food Drive
- Support of the North American Conference on Ethiopian Jewry (NACOEJ) through embroidery and photo sales and classroom projects
- Support of Sister City: Yerevan, Armenia
- Youth Group Social Action Projects

WORSHIP & RELIGIOUS PROGRAMS:

- Chanukah Service with the Maxwell Street Klezmer Band
- Family Shabbat Services
- Friday Night Live!
- Interfaith Thanksgiving Service with the Winnetka Interfaith Council
- Kabbalat Shabbat Services (with picnic and Good Humor ice cream truck)
- Passover, Shavuot, High Holy Day and other holiday worship services
- Purim Spiel & Megillah Reading
- Selichot - Bibliodrama, Havdalah and Selichot Service
- Shabbat Across America
- Shabbat Service honoring 30+ year members
- Shabbat Service honoring 25-29 year members
- Shabbat Service with the Maxwell Street Klezmer Band
- Shabbat Shira
- “Sharing an Ethiopian Shabbat” Service
- Tot Shabbat Services
- Youth Group Shabbat Service

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