



Beth El Synagogue Financial Report

Annual Meeting

May 17, 2020



Profit and Loss Summary

	FYE2019 May 31, 2019 Actual	FYE20 to Date Apr 30, 2020 Actual	FYE2020 FYE 2020 Budget	FYE2020 PJ 19-20 EOY	FYE Proposed 20-21 Budget
Total Operating Income	\$ 863,270	\$ 951,520	\$ 1,007,052	\$ 1,072,846	\$ 1,109,452
Total Operating Expenses	<u>\$ 911,143</u>	<u>\$ 1,008,311</u>	<u>\$ 1,001,783</u>	<u>\$ 1,072,846</u>	<u>\$ 1,109,452</u>
Operating Income (Loss)	\$ (47,873)	\$ (56,791)	\$ 5,269	\$ 0	\$ 0



Highlights

- **Annual Fund**

- 2019-2020 – Through major donations we received an additional \$70,000
- 2020-2021 – Already have pledges of \$80,000 toward our \$200,000 goal

- **Freedman Center**

- Projecting \$50,000 in rental income for 2020-2021

- **Government Stimulus Program – Payroll Protection Program**

- We received a loan in the amount of \$107,000 to be used for payroll and utilities.
- This loan is forgivable if we meet the criteria.



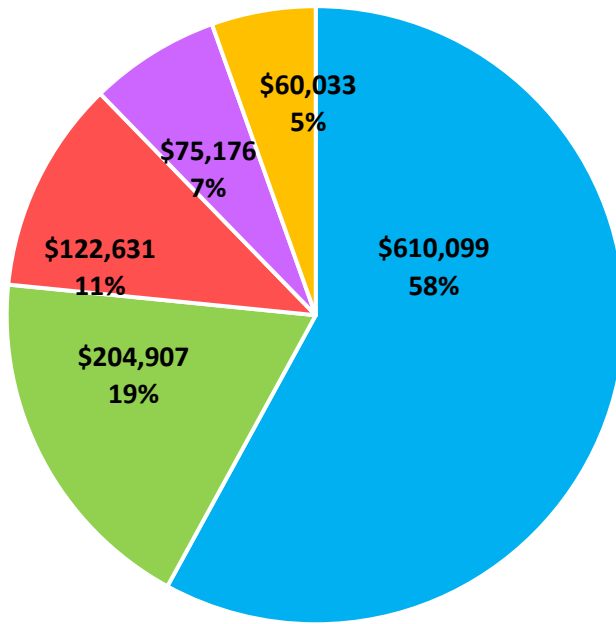
Income

	FYE2019 May 31, 2019 Actual	FYE20 to Date Apr 30, 2020 Actual	FYE2020 FYE 2020 Budget	FYE2020 PJ 19-20 EOY	FYE Proposed 20-21 Budget
Dues	\$ 595,894	\$ 578,221	\$ 671,990	\$ 610,099	\$ 655,000
Fundraising Income	\$ 119,911	\$ 146,110	\$ 140,000	\$ 204,907	\$ 275,500
Religious Income	\$ 18,291	\$ 16,763	\$ 17,600	\$ 16,613	\$ 17,600
High Holiday Income	\$ 6,435	\$ 10,835	\$ 7,500	\$ 10,834	\$ 10,000
Religious School Income	\$ 52,535	\$ 46,315	\$ 52,250	\$ 55,765	\$ 53,558
Youth Activity Income (USY)	\$ 5,200	\$ 4,286	\$ 2,800	\$ 4,268	\$ 3,500
Programming Income	\$ 2,771	\$ 10,641	\$ 2,500	\$ 12,834	\$ 12,501
Distributions and Interest	\$ 60,148	\$ 122,146	\$ 79,776	\$ 122,631	\$ 80,193
Kiddushim Net Revenue	\$ (3,872)	\$ (3,712)	\$ (2,000)	\$ (5,000)	\$ (2,000)
Shabbaton Net Revenue	\$ (2,359)	\$ 2,137	\$ 0	\$ 2,043	\$ 0
Miscellaneous Income	\$ 8,316	\$ 17,778	\$ 34,636	\$ 37,852	\$ 3,600
Total Revenue	\$ 863,270	\$ 951,520	\$ 1,007,052	\$ 1,072,846	\$ 1,109,452



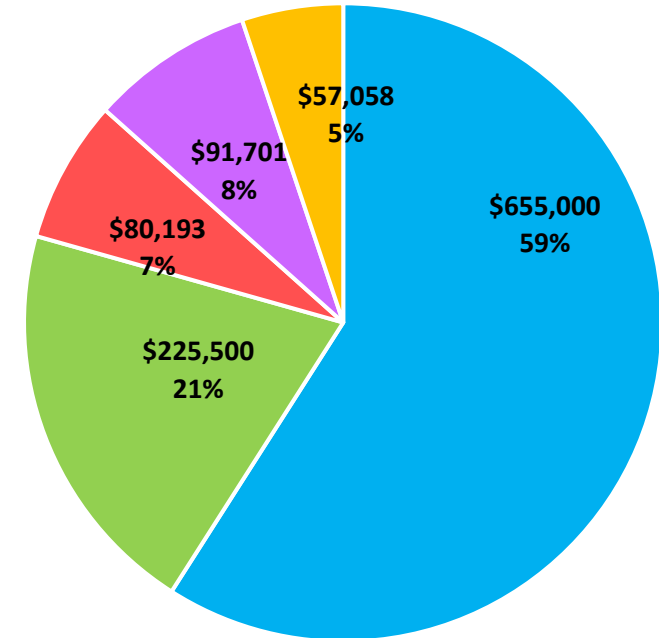
Income

FYE 2020 Projected EOY Revenue
\$1,072,846



- Dues
- Annual Fund & Other Donations
- Distributions/Interest from Endowment & Other Funds
- Other Income (Memorial Book, High Holiday, Facilities Rental, Misc.)
- Religious School & Youth Activity Income

FYE 2021 Proposed Budgeted Revenue
\$1,109,452



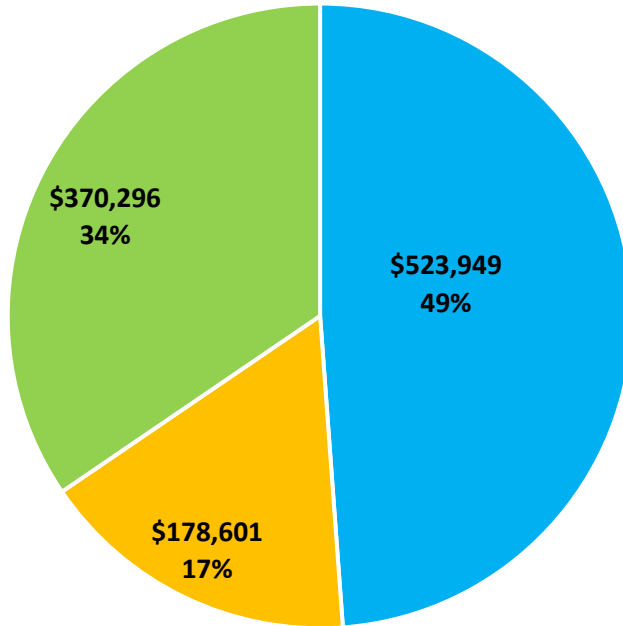


Expenses

	FYE2019 May 31, 2019 Actual	FYE20 to Date Apr 30, 2020 Actual	FYE2020 FYE 2020 Budget	FYE2020 PJ 19-20 EOY	FYE Proposed 20-21 Budget
General & Administrative	\$ 76,864	\$ 92,030	\$ 72,400	\$ 107,575	\$ 97,484
Compensation and Benefits	\$ 679,976	\$ 714,859	\$ 777,333	\$ 780,456	\$ 837,418
Building and Grounds	\$ 67,464	\$ 61,749	\$ 61,000	\$ 67,582	\$ 78,000
Religious Expense	\$ 4,366	\$ 12,994	\$ 6,600	\$ 13,148	\$ 4,600
High Holiday Expense	\$ 13,329	\$ 7,313	\$ 14,000	\$ 13,000	\$ 14,000
Religious School Expense	\$ 8,342	\$ 2,166	\$ 15,000	\$ 13,650	\$ 15,000
Youth Activities Expense (USY)	\$ 8,505	\$ 6,684	\$ 7,500	\$ 8,700	\$ 8,700
Programming Expense	\$ 18,192	\$ 12,290	\$ 25,950	\$ 16,014	\$ 32,250
Other Miscellaneous Expenses	\$ 34,106	\$ 98,055	\$ 22,000	\$ 52,720	\$ 22,000
Total Operating Expenses	\$ 911,143	\$ 1,008,311	\$ 1,001,783	\$ 1,072,846	\$ 1,109,452
Operating Income (Loss)	\$ (47,873)	\$ (56,791)	\$ 5,269	\$ 0	\$ 0

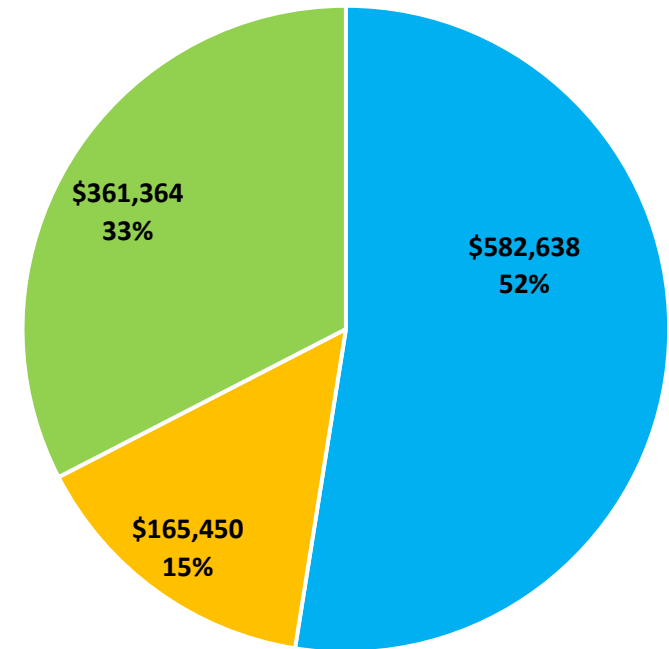
Expenses

FYE 2020 EOY Projected Expenses
\$1,072,846



- Member Ritual Life, Pastoral Care, Programming, & Engagement
- Children's/Youth Education & Engagement
- Secure, Maintained, & Welcoming Synagogue (includes Building & Grounds, General & Administrative, Fundraising, & Misc. expenses)

FYE 2021 Proposed Budgeted Expenses
\$1,109,452

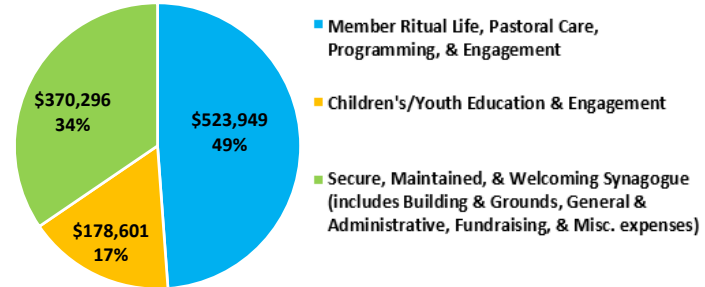




Beth El's Budget reflects our community's beliefs, values, and priorities. We share these projections to show what is required to live into **our mission to be a pluralistic and diverse congregation welcoming all who wish to enjoy an enriching experience through spiritual growth, observance, and mitzvot.**

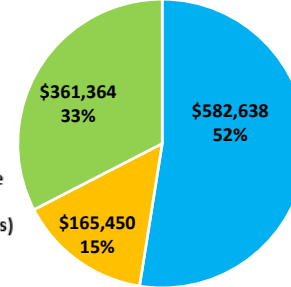
FYE May 31, 2020 Projected Expenses

\$1,072,846



FYE May 31, 2021 Projected Expenses

\$1,109,452

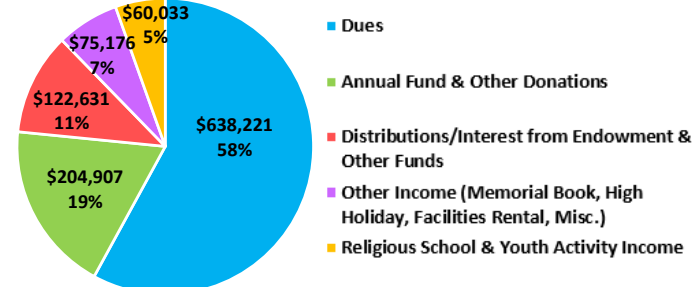


Keys to Beth El's vitality and growth are its: people (staff and members), **array of programming** and engagement opportunities for young people and adults, and **welcoming facilities**.

- Beth El's professionals (e.g., Rabbis, Executive Director, Congregational Services Coordinator, Program/Membership Coordinator) support our spiritual, intellectual, social, emotional, and basic needs. To help maintain this level of talent for years to come, our Board is committed to providing staff health insurance and retirement benefits.
- FYE 2021 will be the first full year using our new synagogue. With this expanded space, we anticipate slightly increased utilities, cleaning, and security expenses.
- Director of Youth/Teen Engagement is transitioning to part-time as she attends grad school. We are seeking a new Education/Youth Director who will evaluate Talmud Torah, Bnei Mitzvah, and Youth programming personnel needs to ensure we build upon our high-quality level of youth engagement while also being good stewards of resources.

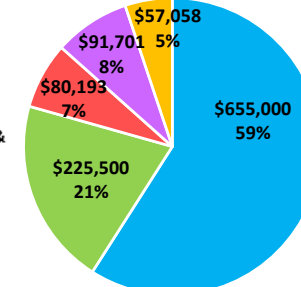
FYE May 31, 2020 Projected Revenue

\$1,100,968



FYE May 31, 2021 Projected Revenue

\$1,109,452



Beth El is **committed to being a welcoming spiritual home for all** who wish to participate.

- Dues will increase by 3% in FYE 2021 to help meet expected growth in membership and Synagogue offerings. Beth El currently has 423 member households – a growth of 113 households since 2010.
- Gifts to the Annual Fund and interest from endowment funded through Life & Legacy support keep membership affordable for all, especially the 1/4 of our congregation who cannot pay full dues.
- Tuition and fees cover only 1/3 the costs of Children's/Youth education and programming.
- In FYE 2021, we anticipate \$50,000+ in revenue from renting out the Freedman Center and Synagogue building.



Cost Saving Measures

- **Staff Raises and Retirement Contributions**
 - All staff raises and retirement contributions will be on hold until we have a better picture of our actual income. Hopefully by December 31st we will be able to give the staff raises and start contribution to the retirement plan. These are still in the budget and would result in a 5% savings if necessary.
- **Youth Engagement**
 - With Averyl leaving this year we decided to make the youth engagement position a part-time one saving more than \$20,000.
- **Shabbat Kiddush Lunches**
- **Programming cuts**
 - Scholar-in-Residence
 - Community Shabbat Dinners
 - Jewish Book Festival
 - Sulam Leadership Program



Sustaining Sacred Community Study

Summary of Findings & Recommendations

Background: Following a successful building renovation and campaign, Beth El leaders asked: *How can Beth El ensure it is financially sustainable for the long-term in light of evolving membership needs, growth, and a desire to fully live into our mission?*

Study Objectives:

- Explore and increase congregational awareness of Beth El's financial needs;
- Engage members to consider how they can help with Beth El's sustainability;
- Identify effective funding approaches aligned with Beth El's values; and
- Develop enthusiastic, well-informed member leaders for ongoing financial stewardship efforts.

Process:

- Convened Working Group
- Interviewed 20 households
- Conducted Online Survey
- Developed Findings and Recommendations



Sustaining Sacred Community Study

Summary of Findings & Recommendations

Key Findings:

- **A core value for Beth El is being welcoming to all.**
- **Most frequently noted Beth El strengths:** strong commitment to Jewish education, particularly for young people; talents and dedication of the rabbinical and administrative staff; and variety and depth of programming and ritual services.
- **Top reasons people support Beth El:** fostering synagogue community; ensuring the financial stability of current operations and programming; competitive salaries for staff; ritual and religious services; and children's/youth education and engagement.
- **There is a general lack of knowledge about Beth El's budget**
- **There is not a strong desire to change the Dues model for Beth El.**
- **There is a general lack of awareness around the need for the Beth El endowment**



Sustaining Sacred Community Study

Summary of Findings & Recommendations

Key Recommendations:

- **Systematically increase voluntary financial support**
- **Engage members in learning about sustaining Jewish community.**
- **Enlist volunteer leaders in annual planning/implementation of coordinated fund development efforts.**
- **Follow best practices in donor acknowledgement and recognition.**
- **Develop engagement plans to grow endowment.**
- **Use personalized fundraising strategies for meeting funding goals.**
- **Explore the revenue potential for leasing synagogue property.**



Capital Campaign Update

Total Pledges	\$6,112,323
Total Payments to date	\$4,523,567
Balance of Pledge Payments	\$1,588,756
Total Project Cost (to date)	\$5,952,926



Questions & Answers

If you have any questions please either join us for a Budget/Finance Q & A Zoom call or email Debbie Goldstein or Alan Friedman.

Zoom Q & A – Tuesday, May 12 at 10am and 7pm

Debbie Goldstein – president@betheldurham.org

Alan Friedman – alan@betheldurham.org