







Temple Shir Tikvah

2023
ANNUAL
REPORT
and
CHAI FUND
APPEAL

34 Vine Street • Winchester, MA 01890 781-729-1263 • www.shir-tikvah.org









A MESSAGE FROM OUR PRESIDENT



What is the measure of a thriving Jewish community?

At Shir Tikvah, it is the joy that our clergy, lay leaders, and staff share in building sacred relationships with its members.

It is the eagerness our members exhibit when given the opportunity to congregate.

It is the warmth that we show as we welcome the stranger into our sanctuary and into our lives.

It is the resilience, creativity, and determination that each of you employed during these last few difficult years that enabled our community not only to survive, but also to flourish.

Our Jewish values of mutual respect, empathy, kindness, and openness fill us with a sense of connection to each other, as different as we may be.

And it is our continued commitment to make the world a better place, through social action and social justice pursuits, that gives us hope.

Shir Tikvah's success is not determined by financial measure. And yet, as the Annual Report shows, attentiveness and responsible management continues to be applied to our fiscal resources and expenditures. The Chai campaign exhibits the generosity of our donors such that Shir Tikvah can pursue the day-to-day work required to meet the spiritual, educational and social needs of our community. The dedication to create meaningful Jewish experiences through prayer, music, education, celebration, and comfort makes Shir Tikvah the vibrant community that it is.

I am most grateful to be part of this thriving community, and I thank you for giving me the opportunity to serve as your temple President.

Martha Berman, President



WILL YOU PLEASE SUPPORT THIS YEAR'S ANNUAL CHAI FUND?

See final page for details

This year we are combining the Annual Report and the Chai Fund Appeal into this single mailing/document.

FINANCIAL GOAL

The financial goal of our Temple is to set dues and tuition to be as inclusive as possible while funding programs and services that reach all and providing a religious education to teach our young. The Board and Finance Committee work very hard to achieve this goal in a fiscally sound manner. A breakdown of Revenue and Expenditures in FY23 [the 12-month period ended June 30, 2023] is in the charts shown on the next page. We also plan for our Temple's long term financial health by managing our Endowment Fund responsibly. The market value of the Temple's Endowment Fund was \$719,000 at June 30, 2023. The Temple may take an annual distribution from the Endowment of 5% or less to supplement our operating revenues.

If you have questions about this report, please contact Don Abrams at vpfinance@shir-tikvah.org or Dan Raizen at vpdevelopment@shir-tikvah.org.

FROM THE TREASURER AND VP OF FINANCE

We are pleased to report that Temple Shir Tikvah remains in good financial health, thanks to the generosity of our community, our dedicated volunteers, and responsible spending by our staff.

We have continued to adapt to the new hybrid world and our resources have allowed us to be welcoming and accessible as we maintain and deepen our sense of community. The extraordinary generosity of our members during FY23 enabled us generate a modest surplus reserve even as we remain open to all who want to join regardless of financial ability due to abatements funded by Chai.

The approved FY24 combined Operating and Capital Expenditures Budget can be found at www.shir-tikvah.org/FY24budget. The budget includes a 4% increase in Dues and a 4% increase in EJL-6th Grade tuition (the first tuition increase in 10 years). In FY24, we plan to use funds from our Building Fund to make a number of significant capital investments, including the remodeling of the kitchen. We will continue to monitor and manage our operating and capital expenditures in the current inflationary environment with a view to ensuring the long-term stability of the Temple.

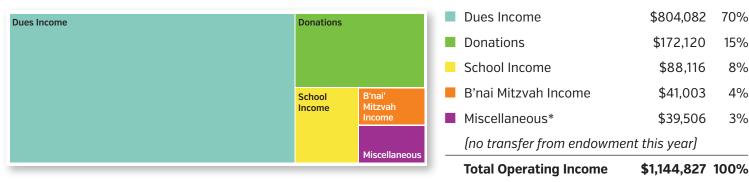
Don Abrams, VP of Finance and Dan Rosan, Treasurer

"We could not have imagined how enriching the community would become to all our lives. Holiday celebrations, Shabbat services with voices—young and older—harmonizing together, sunset over the pond during Havdalah, catching up with friends on Sunday morning while our kids play - each of these bring joy and a deep sense of spirituality of what it means to be Jewish."

-Emily Shield, TST member

FY22-23 REVENUE AND EXPENSES

FY22-23 Sources of Operating Revenue: \$1,144,827



DISPLAY OF REVENUE: Area of each box is proportional. You can see that, for example, Donations are approximately twice the amount of School income. This can give you a sense of where our income comes from.

FY22-23 Operating Expenditures by Category: \$1,144,827



DISPLAY OF EXPENSES: Area of each box is proportional. You can see that, for example, Salary and Benefits make up the largest category of Expenses. These proportional boxes can give you a sense of how our operating revenues are spent.

Total Expenses	\$1,144,827	100%
Held in reserve for FY24 expense	\$71,953	6%
School Expenses	\$35,541	3%
■ Programming, Net*	\$30,908	3%
Services	\$33,384	3%
Facilities	\$73,356	6%
Administrative Expenses	\$102,871	9%
Salaries & Benefits	\$796,814	70%

^{*}Expenses less Income

FY22-23 ANNUAL GIVING

Annual Donations

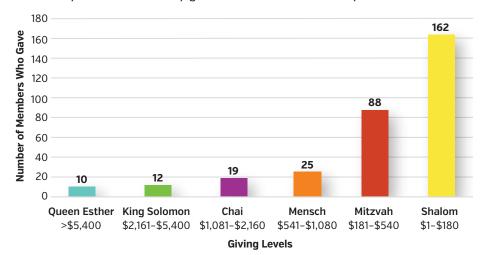
"taking care of each other"

FUND	Donations
Chai Campaign	\$157,746
Endowment	\$32,061
Rabbi's Discretionary Fund	\$9,134
Cantor's Discretionary Fund	\$9,273
High Holiday Donations	\$9,891
All Else	\$5,804
TOTAL	\$223,909

Total Donations includes both gifts recorded in operations and to restricted and endowment funds, so will not be equivalent to recognized donation income in revenue

Giving Levels & Number of Donors

So many in our Community gave in 2022–2023! Thank you!



DISPLAY OF ANNUAL GIVING: These two charts show that Shir Tikvah members gave generously during FY22–23. A total of 316 families gave a total of \$223,909.

^{*}including Interest/Dividends on Operating Accounts



LEGACY CIRCLE MEMBERS

We wish to express our heartfelt gratitude for those who have committed to leaving a gift to Shir Tikvah in their estate plans.

> Merel & Derek Abruzzese Robert & Iulie Ain Maura Albert & Linda Blair Areve Alexander Bonnie Alpert

David Aptaker & Sherry Reisner Denise Aronson

Martha & Gary Berman Judy & Jerry Blaine

Diane & Steve Boettcher

Jill Bohliin

Rabbi Carolyn & David Bricklin-Small

Lynne Brodsky

Marc Dohan & Marion Magill

Peter & Kathy Feinmann

Judith Feins

Neil Fisher & Meryl Loonin

Jerilyn & David Heinold

Barry Kahn

Susan Kemp

Stuart Koman

Carol Lamb

Beth Levin & Sandi-Jo Malmon

Chris & Heidi Logan

Cliff Manko

Sue (z"I) & Steve McHugh

Rabbi Rim & Anne Meirowitz

Ron & Kathleen Nath

Bonnie Newman

Andy Oram & Judith Lebow

Richard & Susie Pallan

Dan Raizen

David Rosen & Paula Solomon

Lyn Shamban

Reva Shapiro

Linda & Alexander Singer-Berk

Charles & Paula Small

Todd & Beth Spivak

Bailee Star & Daniel Fein

Amy Travis & Tim Blackman

Jo Anne & Alan Travis

Jeff Zegas & Pat Urick

For information about joining the Legacy Circle, please contact Dan Raizen at vpdevelopment@shir-tikvah.org

Shir Tikvah Donors Fiscal Year 2022-23

This past year, an astounding 316 households gave to our temple. Because of your contributions, we continue to keep Shir Tikvah open to all who want to join, regardless of financial circumstance. Thank you to each and every one of you for your generosity.

Don Abrams & Roberta Rubin Merel & Derek Abruzzese

Linda & Mark Adler

Shari Agatstein & Mimir Reynisson

Jack Aghassi

Robert & Julie Ain

Maura Albert & Linda Blair

Areve Alexander

Rebecca & Chris Allen

Bonnie Alpert & Nathan Rome

Cathy Amsterdam

Emily Andreano

Dana Ansel & Krishna Rajagopal

David Aptaker & Sherry Reisner

Steven & Christine Arkin Daniel Arons & Sarah Scully

Denise Aronson

Michael Arwe & Rachel Buchsbaum

Davi Axinn Levine & Kenneth Levine Shelley Ayervais & Michael Allen

Lorraine & Kevin Barry

Stephanie & Malcolm Beaudett

Michelle Noska/Beaujolais Catering

Karen Benedek

Elizabeth Bennett

Barry Berman & Laura Gold

Martha & Gary Berman

Stanley & Carole Berman

Tim Bernstein & Suzanne Schwartz

Karen Bjorkman

Jerry & Judy Blaine

Susan Bloom

Diane & Steve Boettcher

Iill Bohlin

Donald & Melissa Bornstein

llene Bornstein

Eli & Carol Bortman

Lawrence Boxer

Mallory Bram & Clinton Pong

Andrea Brand & Alex Langshur

Nanu Brates & Sandra Reismann

Gail Breslow

Carolyn & David Bricklin-Small

Lynne Brodsky

Andrew Brody & Coleen Reid

Hilary Brooks Friedman &

leff Friedman

Gloria Brumer

Dan Caroff & Jean Bakey

Adrianne Casebeer

Laura Cerino

Marni & Sasha Chanoff

Ellen Cohen

Sheldon Cohen

Adrienne Cohn

Florence Cohn

Suzanne Collier Judy & Mel Cooper

Jonathan Cutler

Ed & Kathy Czeck

Michal & Peter D'Antonio

Roslyn Daum & Andrew Nichols

Joseph Davis

Sarrah & Matthew Davis

Steven Dennen & Debra Kass

Alicia DePaolo & Katie Hoyer

Bernard & Lisa Deutsch

Allison Berger & Bradford Dickerson

Mark Dockser & Linda Snow Dockser Marc Dohan & Marion Magill

Scott & Nicole Doliner

Marc & Anne Emmerich

Steven Eppinger & Julie Laukkanen

Sara Epstein

Peter & Kathy Feinmann

ludith Feins

Iill Feldman

Pat Finder

Sarah Fink & Benjamin Rudick

Jon Finkelstein & Jeanette Macht

Lindsay & Jesse Fiorito

Neil Fisher & Meryl Loonin

Bruce & Carv Forman

Stuart Forman & Ellen Hitzrot

Sally S. Frank

Ellen Friedman

Ali Furman-Hanson

Jennifer Garfield &

Jared Glanz-Berger

Norma Geller

Jayne & Bruce Gershkowitz

Karyn Ginsburg & Ken Moraff

Mike & Elizabeth Girioni

Barry Glass & Alison Abdu

Hannah Glass

Michael Glicksman &

Bethany Queior

Mina Gobler

continued on next page

Shir Tikvah Donors continued

Louis Goldberg
Paul & Julie Goldberg
Rick Goldberg & Maryellen Conway
Joshua & Kate Goldlust
Paula Goldstein
David Goodman & Marian Ahearn

Daniel Gordon & Elizabeth Kaplan Martin & Anna Gordon Phyllis Gordon

Shoshana & Jacquelyn Goss Maryann Gottdenker

Karen Grossman & Fred Moses Louise & Mike Grossman

Robin Grossman Arnie Gruskin

George Harris & Lynne Tilkin

Erica Heffer

Jerilyn & David Heinold Janis Hersh & Marc Frader William & Sarah Hesse Tom Hirschfeld

Debbie Hodin & Daniel McCarthy Alex Hoffinger & Janet Peluso

Mark Hoffman Sherrie & John Holder

Sherrie & John Holde David Horn

Neil & Tina Horwitz Laura Ingano

Jennifer & Darrell Irvine

Sue Janowitz

Elinore & Herbert Kagan Mark Kagan & Nancy Shafman Barry Kahn & Maggie Huff Rouselle Julie Kahn Schaye & David Schaye

Marcie Kaplan

Janice & Monte Kaufman

Susan Kemp & Timothy Wangombe Samuel & Jessica Kesner

Susan Kessler Elise Kigner Heijung Kim

Matthew & Laura Kleiman Gary Klein & Betsy Schreuer Joan Kleinerman-Bram Andrew Kleppner & Judy Mintz

David & Lisa Kling Rachel Kolbin-Gupp Stuart Koman Josh Krancer

Larry & Paula Kravitz Stephanie & Ellis Kriesberg Rachel Kurlantzick &

Robin Kutner

Jeremy Hershfield

Annie LaCourt & Mark Burstein

Carol Lamb

Jonathan & Stephanie Lang Miriam & Rebecca Lansky Leslie Lawrence Laureen Leffkowitz

Rachel Lefkowitz & Jay Sherwin Christopher & Judith Leich Miriam Leigh & Nathan Bress

Gloria Leiter

Daniel Levin & Alfredo Csibi-Levin

Stuart & Jeri Levine
Daniel & Caroline Lieber
Chris & Heidi Logan
Richard Logan
Brett & Jane Lovins
Spencer Lynn & Lisa Price

Sandi-Jo Malmon & Beth Levin Cliff & Patricia Manko

Bill & Donna Marder

David Marks & Roberta Tovey Robert P. & Stephanie Marlin-Curiel Tim Martel & Wendy Greene

Deborah Martinez & Betsey Wollheim Steve McHugh

William McPadden & Andrea Bloch

Rim & Anne Meirowitz Deborah & Carlos Mendez

Laura Meyer Roberta Meyerson Adam & Mary Michelson

Debra Midman Sue & Ron Miles Todd & Kimberly Miles

Christine Mills Karen & Paul Morse

Neil Motenko & Mindy Margulies Debra & Michael Murray

Rekha Murthy & John Grant Bruce Musicus & Kathleen Morris

Tamar Myers & Ray Salvo Eric Nass & Nina Friedman

Ron Nath Lenore Nemeth

Douglas & Wendy Jo New Martin & Nancy Newhouse

Bonnie Newman Sarah & Jason Olsen

Andrew Oram & Judith Lebow

Dan Oren Anne Orens Zachary Orlov

Dan Ottenheimer & Sara Weber Nancy Owens & Sue Gumb Karen & Sharra Owens-Schwartz Emily & Jonathan Paisner Leslie & Eliot Paisner

Frances Paley & Robert Ottesen

LJ Panich Michael Passo Robin Patch Eric Pinstein & Madeleine Dassule David & Diane Podradchik Robin & Carol Pollack Adam & Robin Pollock

Stephanie Press & Dan Shapiro Daniel Price & Bonnie Diamond Samuel Putnam & Rebecca Steinitz

Todd Quinto & Judy Larsen

Daniel Raizen Lori Ratchin

Ellen Lee Pratt

Loretta & Bruce Richard Rachel & Rob Ritchie Jeremy Rosenzweig

Douglas Rosner & Erin Higgins
Audrey Roth & Deborah Schwartz

Amy Rubin & Joel Kandel Norman Rubin & Pamela Matz

Allan Rubinoff Karen Rubinow Ian Ruderman &

Melanie MacFarlane Dana Rudolph & Helen Maynard

James & Susan Rudolph Howard Rudzinsky Evelyn Rydz Rita Sacks

Pito & Christine Salas Diana Sanders Joanne & Beth Sandler Jay Sandvos & Elissa Ely

Jacki & Bill Santoro Linda & Richard Schaye Emily Scheinberg David Schreiber

Steve & Cristine Schwartzberg Tom & Toby Schwartzman

Marina Seevak
Meredith Seller
Rob & Edda Shaffer
Marina Shalmon
Lyn Shamban
Reva Shapiro

Emily Shield & Chris Cunnane

Margaret Shukur

Arnold & Sandra Shuman

Erica Sigal

David & Adrienne Silbermann

Jamil Simon

Linda & Alexander Singer-Berk Dennis Slafer & Andrea Davis Rebecca Slisz & Steve Blank

Harriet Slonim Charles & Paula Small

Debra Smith Thomas Smith Karen Sokol

Paula Solomon & David Rosen

Sharon & Richard Solomon Robert Solosko & Jean Krogh

Beth Soltzberg
Anna Spandorfer
Jana & Dylan Spencer
Todd & Elizabeth Spivak
Bailee Star & Daniel Fein
Barry & Heidi Star
Jon Star & Heather Hill
Heather Steckel

Robert & Beatrice Steinberg Debbie Steiner Hayes & Steve Hayes

Ellyn Stern

Robert & Connie Stolow

Betty Stone

Dan Stone & Lynne Helfand Keith & Nancy Stuart Jeff & Rebecca Sugarman

Michael Switkes & Emma Stellman Elisabeth Sylvan & Mikhail Rutman

Mia & Ethan Tavan Marcie & Ken Theriault Shari & Kurt Therrien

Susan Tilkin
Tamara & Stephen Toub
Alan & Jo Anne Travis
Amy Travis & Tim Blackman

Miles Unger & Jody Naimark Candace Van Aken David & Julie Vogel Ronald & Margaret Watro Martin & Laura Wattenberg

Sandra Waxman Hilary Weingarden Edie & Jerry Weinstein

Jennifer Weintraub & Tom Hyry Marian Weisenfeld & Lisa Roderick Andrew Wellnitz & Karen Schwartz

Steven Wiesner

Steven Wofsy & Catherine Farrell Sara Yablon-Smith & Andrew Smith

Rog Yocum & Ilene Kantrov Marc Zauderer & Joan Atlas Jeffrey Zegas & Patricia Urick

Hy Zhitnik

Leora Zimmer & Julia Keller

Joel Zimmerman &

Susan Brown-Zimmerman Deborah & Wallace Zuckerman

Judith Zuckerman Neal & Hilary Zwicker

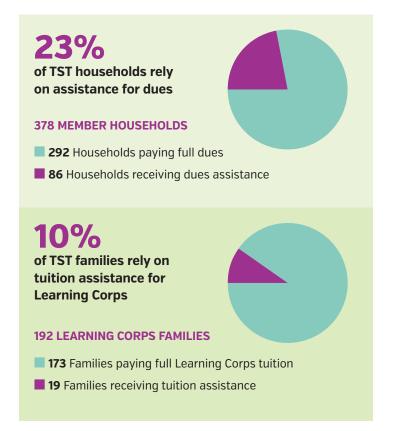
PLEASE SUPPORT THIS YEAR'S ANNUAL CHAI FUND



THE PURPOSE OF CHAI

The major purpose of the Annual Chai Fund is to keep dues and tuition affordable so that we can welcome all who wish to join our

Jewish community. More than ever, especially through these tumultuous times, many of us have come to appreciate how important Shir Tikvah is in our lives—providing a steady presence spiritually, socially and emotionally.







THE ANNUAL CHAI FUND— Ensuring we continue to thrive and remain inclusive when it matters most

How do we make sure that our spiritual home will be here for us tomorrow, and for our children? How do we support our culture of inclusion as we move forward in "hybrid" Jewish communal life?

We do it through the Annual Chai Fund.

Over 50% of the Temple has participated in giving to the Annual Chai Fund with donations that range from \$18 to over \$10,000 and amounting to \$158,000. This is in addition to generous donations to other funds.

We are a **giving** community!

Our Board and our clergy have been strong supporters of the Annual Chai Fund. We also receive donations to Chai from family and friends of our temple members. Chai donations enable us to "live" our values today so that tomorrow is a more just and whole world. Join us by making your gift today.

 Dan Raizen, VP Development & Chai Co-Chair and Cliff Manko, Chai Co-Chair

"How are we to spend this precious life we've been given? One thing I know for sure: connection and community are essential. TST's Chai Campaign strengthens both. When we give to Chai, we contribute to the sparkling web of spiritual and material generosity that makes our community so special. Rabbi Jonathan Sacks [z'I] taught that happiness is not made by what we own. It is what we share."

—Cantor Beth Levin

HOW MUCH SHOULD I GIVE?

You can make a donation to Chai at any one of the following levels. We appreciate your support.

Shalom (\$1 to \$180) **Chai** (\$1,081 to \$2,160)

Mitzvah (\$181 to \$540) **King Solomon** (\$2,161 to \$5,400)

Mensch (\$541 to \$1,080) Queen Esther (\$5,401+)

HOW TO GIVE

- 1. Return the enclosed envelope with your payment
- 2. Online under the GIVING link on www.shir-tikvah.org
- 3. Using this QR code at right



