

BHBE Budget Approval Meeting 2025.5.20

Present: Carla Banoff, Jon Clemons, Ken Cohen, Fran Diamond, Laurie Feinstein, Adam Goldfarb, Andrew Graham, David Greenstein, Allison Kamen, Cynthia Lerner, Jessica Littmann, Joan Meyers, Harris Miller, Stewart Miller, Shoshanna Reynolds, Fred Rosenwasser, Elly Rousso, Gail Schneiderman, Gail Swerdlik, Barbara Ungar

Meeting was called to order at 7:33 PM

Think short, medium and long term. Tough decisions to be made.

Adam Goldfarb - Treasurer presented the budget proposal for FY26 including the 10 year profit and loss summary.

We sold the building due to budget issues and possible bankruptcy. Proceeds from the building sale will keep us going until things get under control.

Main concern is our ever increasing costs and decreases in membership revenue.

2 new possibly young members. Financial consideration is 50-50 between age groups.

Discount 3 year membership and 10 year membership is now gone. They will start to pay full dues in FY26.

Utilities and building maintenance is very expensive. Our costs of payroll continue to eat up more and more of our revenue.

Rent is \$50,000 a year to WPD.

Sinkhole and sanctuary ceiling are unprecedented building costs.

Custodial staff received an extra \$35K due to needing to do extra work.

Cleaning crew in the Academy building until 6/30/25. We will be out by then in this portion. Also, must maintain proper air temperature plus trash bags. Air and gas will go down for utilities.

Our current security grant is used up on security guards. Need to apply at the new address.

Change in income (loss) due to sale of the building and payroll.

Pay about \$90K for security and building/custodial, utilities expenses.

Concern over losing money, but locked into costs.

Losing money on food/drink/paper goods (smaller/light/snacks and no servers unless it's sponsored) - Academy too.

High holiday revenue - flat, affiliate contributions (Sisterhood and Men's Club) Room Rental at \$0 (no more), BJBE is gone on 6/30/25, fundraising will vary. No tenant at this time. The WPD may share our space - we'll adjust our budget and work it out. TBD. Security is flat, admin is down, finance charge is down due to the sale of the building

B'nai Mitzvah fee of \$1000 - families don't know what value they receive. Must be better articulated. For Academy families, fees were eliminated. Tuition will be increased. Some academy families are on consideration.

Catering could cause us to lose \$20K a year or more. High holidays and holiday Kiddush are very expensive. Hard to judge food waste based on attendance estimates and how many people register. Programming should be locked out 3 months out with publicizing well (people register very late, walk in or setup, extra walk-in fee). Have the activities for 2-3 days throughout the week. No more 54,000 square feet after 64 years beginning July 1st, 2025.

Suggestion: We should have Marsha track the food waste by the dollar, per item or per pound. Marsha agreed to drop one meal on Rosh Hashanah and extra choir voices - Use Beit Musica.

Payroll (\$1M), catering cuts and less staff may help control the budget. Staff got a 2-2.5% cost of living increase.

Costs of future home and moving expenses are not included yet in the budget as hard to estimate.

Roll out the membership renewal meeting form after the May 28th annual meeting.

Friend of BHBE \$400 - not a member, yahrzeit notices and emails.

Individual and family membership - Families \$3850 will increase to \$3950 - consideration is available - 50%-2/3 of members pay full dues. Individual membership is \$1975.

Optional donation to Kiddush.

No line for capital improvements.

Kiddush cost X 52 weeks per individual or family.

Include appeal in the email.

Must be paid or on a payment plan to get a high holiday ticket. Some people just show up to high holidays.

Members in good standing vs. not issue. They no longer get emails and sometimes call in after several attempts. Some people come often and even don't pay their sponsorship.

We must contribute to security (mandatory) in dues. Must click on a button to "opt-out." FY26 security fee \$300 for an individual and \$600 for a family. Sometimes, we only need 1 guard depending on the day.

Budget shows a \$375,000 operating loss.

The budget assumes \$225,000 for rent at the new location. TBD.

In the future home payroll could go down to \$600K

We currently pay for 3.5 full time custodians. Only need 2 in our future home at most.

VP of Communications and Programming is needed on the board.

Could close in 7-8 years if we keep having \$1,000,000 expenses.

Costs are going from fixed to flexible.

Deficit money will come from the \$4M building sale.

\$1M proceeds will be spent on average (will vote on this and will accept). Debt service is not there anymore.

Those who pay towards the Kiddush line or angels (food committee) may cover the next one.

125-130 on average for Kiddush. 50-60 during Covid.

Drop deficit by \$10K due to the Kiddush costs. Marsha Lyons, Cynthia Lerner, Bev Reinglass.

Goes from \$80,000 -\$10,000 to \$70,000. Hot food would have servers.

Un-sponsored could be volunteers.

Set up (could be done on Friday) and take down - need workers or volunteers.

Decision to vote was made on 5-20-25 after discussion.

71% of the board is present - need $\frac{2}{3}$ to pass. 20/28 are here.

Motion to approve FY26 the budget and shrink the deficit by \$10K:

Motion is approved unanimously.

Meeting adjourned at 9:15 PM