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North Western Reform Synagogue

Minutes of:

Annual Budget General Meeting
held on 4th December 2018 at 8.00pm

Present: Peter Backman, Russell Baum (In the Chair), David Brown, Michael Simon (Hon. Treasurer), Caronne Graham, Angela Wilson, Keith Maynard, Noeleen Cohen, John Cohen, Nicola Feuchtwang, Lanny Silverstone, Brian Schottlander, Jon Epstein, Brenda Freedman, Richard Fraiman, Alan Brudney, Michael Jawett, Philip Freedman, Jodi Myers, Val Russell, Gary Lipman, Cheryl Brodie, Arieh Miller, Andrew Gellert, Howard Bogod, Margaret Harris, Martin Cohen.

Apologies: Sue Haskell, Fran Moscow, David Finlay, Michael Overlander, Robert Weiner, Ruth Weiner.

Present: Adam Martin, Rabbi Josh Levy, Rabbi Hannah Kingston.

- 1 Introduction from President, Peter Backman. Peter welcomed everyone to the meeting.
- 2 The Chair read a statement regarding the departure of Rabbi Mark Goldsmith. The statement is available in the Alyth weekly email.
 - 2.1 There was a question regarding who would replace Rabbi Mark. The strategic planning for this will start in the New Year. The process of selecting a new Rabbi will be transparent but will not be rushed.
 - 2.2 The trip to Andalucia will go ahead with a different Rabbi or member of staff.
 - 2.3 The Chair said he could be contacted with any future questions at chair@alyth.org.uk
- 3 D'var Torah given by Rabbi Josh Levy
- 4 Michael Simon (Hon. Treasurer) presented the proposed 2019 Budget.
 - 4.1 A copy of the presentation is available on the Alyth website.
- 5 Comments and questions were taken from the floor:
 - 5.1 John Cohen requested that the leadership consider making the voluntary contribution to the BOD an Opt-in rather than Opt-out contribution and that this be considered before the upcoming billing cycle.
 - 5.2 Brenda Freedman wanted to know if those paying reduced fees are encouraged to pay more each year. This is the case and it was noted that a project is under consideration to modify the many bands of payment.
 - 5.3 Jon Epstein noted the 10% increase in the Youth and Education expenditure and wanted to know if we are getting value for money. What are the key indicators for this and how is the success or failure of the department held to account. The Head of the Youth and Education department reports to Council every year. Rabbi Josh agreed to provide the numbers.
 - 5.4 Jon wanted to know how the staff are monitored. Employees have appraisals twice a year and a rigorous system is in place to uphold good practice.
 - 5.5 Arieh Miller commented that the depth of impact and the retention of the children is just as important as the numbers.
 - 5.6 Jon Epstein wanted to know if the staff salaries are linked to their performance and appraisals. They are in part.

6 Resolutions:

- 6.1 To confirm the recommendation from Council that the Synagogue Annual Subscription for 2019 (net of basic rate tax) be increased between £20 and £26, depending upon the tax status of the Member, this being the equivalent to an increase of approximately 4%.

Proposed by Michael Simon
Seconded by Andrew Gellert

The resolution was passed with one abstention.

- 6.2 To confirm the recommendation from the Executive and Council that the proposed budget for the year ending 31 December 2019 be adopted.

Proposed by Michael Simon
Seconded by Howard Bogod

The resolution was passed unanimously.

- 7 There being no other business the President brought the meeting to a close.

DRAFT