

## CEEW Annual Meeting 2025

May 23, 2025

Dear Congregants,

This packet contains the documents you will need for our annual meeting on June 8, 2025. All items for decision making are included in the packet you are receiving today.

This year's annual meeting will be both in person and via Zoom at approximately 9:45. We will meet for our traditional bagel and lox brunch provided by the board at 9:00 followed by the meeting. Please have your copies of your documents, or their electronic equivalent available. Each member unit (household) may have up to two adults voting over 18.

The Zoom link for the meeting is as follows:

<https://us06web.zoom.us/j/85867984973?pwd=udw02eatSHTYCoEWILcByJ4brPZrb8.1>

The elevator is now working so it will be available if needed.

We are fortunate to retain much of our existing board who have worked so well together. Randy Newman will be stepping down as our YEC Board member. I thank him for his dedication to the Religious School and stepping up when called upon. Cindy Levy will also be leaving the board but I know will be close by if needed. After more years than even she can remember, Ann Meyers, will finally have her Monday evenings free as I will be taking her place as past president. Her dedication to our community knows no bounds!

I thank you all for your part in our community and look forward to seeing you at the meeting.

Laurie Schwartz

**AGENDA**  
**June 8, 2025**

- I. Welcome by President Laurie Schwartz
- II. Opening Prayer by Cantor Martin Levson
- III. Approval of the minutes of the June 9,2024 annual meeting
- IV. Spiritual Leader's report
- V. Education Director's report
- VI. President's remarks
- VII. Treasurer's report and budget presentation
  - a. Approval of the Budget for fiscal year 2025-2026
- VIII. Decision Items
  - a. Nominating committee report and election
- IX. Sisterhood report
- X. Committee reports (sent to members previously. Questions and comments taken)
- XI. New Business
  - a. Demonstration of new elevator
- XII. Closing prayer by Cantor Martin Levson

## **Congregation Emanu-El of Waukesha Annual Meeting Minutes June 9, 2024**

The annual meeting of Congregation Emanu El of Waukesha was called to order by President Laurie Schwartz at 10:02 at the Temple.

**Members present:** Laurie Schwartz, Mark Levy, Ann Meyers, Alan Meyers, Bernie Sandler, Carol O'Neil, Cindy Levy, Debi Schwid, Barbara Zacher, Lisa Breclaw-Barnett, Debbie Dintenfass, Philip Schuman, Denise Stodola, Deb. Hacker, Sandra Villa, Adrian Richfield, Elaine Goldberg, Elly Kraines, Mari-Claire Zimmerman, Mike Cummins, Nancy Cummins

**Employees:** Cantor Martin Levson, Carrie Barbakoff

Laurie thanked all “who are her family” and all who have become her family” especially through the last five years during her presidency of the congregation board.

Opening Prayer: Cantor offered a prayer on working on behalf of the congregation.  
“Feed the Captive”

Minutes of June 11, 2023 were accepted as distributed.

Spiritual Leader Report: (pages 7-8)

- Spoke about Noa Tishby's book Israel: A Simple Guide to the Most Misunderstood Country on Earth. Cantor will purchase a few copies for the library.
- Cantor's contract will continue for 5 years. He is looking forward to the opportunity to lead the congregation.

School Report: (pages 9-12)

- Carrie shared a picture portfolio of the school activities of the year.
- Thanked Sisterhood for funds that allowed the older students to tour the Tenement Museum on the New York Trip.
- Talked about her trip to Makon, an after-school Hebrew/Religious School.
- Israeli Shin Shins, Tom and Eitan, visited 3 times.
- Carrie and teacher Rachel went to Washington, D.C for a rally.
- A new family, the Newman's, joined the Temple and the school.

President's Report: (pages 13-14)

- Carrie and Brigitte will be serving the 2nd year of their 2-year contract.
- The elevator needs to be replaced. Hopefully by the fall holidays.
- Other major building projects that will need attention in the near future: roof, HVAC, structural damage, and the parking lot. This will require a capital campaign.

## CEEW Annual Meeting 2025

- Members are reminded that the bulletin, as we know it, has ended. Please watch the 2 times per week blasts. To add information contact Mark Levy.
- Thank you to Mari-Clair, Pati, Jennifer E, Rick S, and all others who make the Temple run.
- Elaine Goldberg thanked Laurie for all she does for the congregation.

Committee sign up: Laurie circulated a list of committees for attendees to sign.

Sisterhood Report: (pages 16-17)

- Deb Hacker announced that Ann Meyers will be taking over the position of President and Deb will become a Vice President. The President's role will be a shared position.
- Deb reviewed a successful year.

Treasurer's report: (Page 18)

- Alan reviewed the 23-24 year income and expenses.
- Review special funds balances.
- No increase in dues is necessary due to fundraiser.

Budget 24-25 (Page 19-20)

- Alan reviewed the proposed budget.
- On a motion by Alan Meyers/Elaine Goldberg the membership approved the budget as presented.

Other reports:

- Facilities Committee pages 23-24, Security Report page 25, Ritual Committee pages 26-27, Archives report pages 28-29.

Nominating Committee:

- On a motion by Ann Meyers/Elly Kraines the slate was accepted as presented.

### **Officers:**

President: Laurie Schwartz (2024)

Vice President: Mark Levy 1 year term

Treasurer: Alan Meyers 1 year term

Secretary: Debi Schwid 1 year term

### **Trustees:**

Cindy Levy 1 year

Bernie Sandler 1 year

Pati Allen Brickman 2 year

Loren Schmidt 2 year

Past President: Ann Meyers

Sisterhood Rep: Denise Stodola

CEEW Annual Meeting 2025

School Rep: Randy Newman

Security System: Mark and Bernie described and demonstrated the security system.

Meeting was adjourned at 11:27.

Respectfully submitted by Carol O'Neil

**2024-2025 Spiritual Leader Report**  
**Cantor Martin Levson**

“These are the times that try men’s souls.” Thomas Paine wrote that during the American Revolution, but truth be told, I first learned it as a child from the spoken introduction of The Kingston Trio’s recording of the Jacqueline Steiner/Bess Lomax Hawes song, *M.T.A.* (“Poor old Charlie!”)

It’s been a... challenging year. One year ago, I could not have imagined that 58 hostages would STILL be held captive by Hamas in Gaza, 23 of them believed to still be alive. Concerns about the ongoing war between Israel and Hamas, the rising incidents of anti-Semitism here in America (especially on college campuses), and the increasingly disturbing (and often profoundly un-Jewish) actions of the current administration have occupied far too much real estate in my mind and have taken up far too much of my energy. But despite all of this, *mir zaynen do!* We are here! We are a small congregation, we have limited resources, financial and otherwise, but in all the ways that truly matter, CEEW gets things done! We celebrated Shabbat and Festivals together, and we have had some wonderful and creative programming. Our Religious School, under the excellent direction of Carrie Barbakoff, continues to provide a quality Jewish education for our students, and our Jewish Adulting class continues to thrive thanks to the passion of Ann Meyers. (Here's something important to keep in mind: Percentagewise, we have a post B-Mitzvah retention rate that many larger congregations could only dream of!) The Wednesday morning “Midrash” class has had a fantastic time studying the Torah portion week by week. We have taken a deep dive into the books of Genesis, Exodus, and Leviticus, and we will resume in the fall with Numbers and Deuteronomy. And, perhaps most importantly, when a CEEW member is confronted with a crisis, this congregation rallies to support them!

Personally, I continue to be incredibly grateful for the trust you have given me to serve as your Spiritual Leader. As the ONLY non-Orthodox expression of Judaism between Fox Point/Whitefish Bay and Madison, we can all be proud of the community we continue to create here in Waukesha. I look forward to being with you in the years to come. As we say upon the completion of the reading of a book of the Torah, *Chazak, chazak, v’nitchazek!* Be strong, be strong, and may we continue to strengthen each other!

## **2024-2025 Education Director Report**

### **Carrie Barbakoff**

In July 2024 Carrie participated in the iCenter's Mifgash that Matters, 4-day intensive experience in Israel. Some of the highlights were touring Hostage square in Tel Aviv, meeting now former hostage Omer Shem-Tov's mom, Shelly Shem-Tov, visiting Kibbutz Kfar Aza, visiting the October 7 exhibit at the ANU museum, meeting the author Etgar Keret, meeting an Israeli tv writer, the musician Shai Tsabari and hearing the story of the bedouin bus driver who saved the lives of 30 people from the Nova festival and that is just some of what was crammed into the 4 days.

Religious School started September 8, 2024 with Morah Rachel Gershon, Morah Marie Loeffler, Cantor Levson, Carrie and Ann Meyers. Morah Rachel taught 4 students. Morah Marie taught 4 students and Cantor Levson and Carrie taught 1 student. Ann Meyers taught 5 students in the Jewish adulting class. Students in Morah Rachel and Morah Marie's classes used the Shalom Learning curriculum which is a value-based curriculum. Students in Moreh Jonah's class had an in-depth study of Megillah Esther this year. Our oldest weekly religious school student had a 1:1 experience with the study of American Jewish history, in-depth study of their future bat mitzvah Torah portion and a study of the Jewish calendar. Our midweek Hebrew sessions continued online on Zoom for 1:1 for 4 different students each week with Carrie.

Sun., Sept. 29th, we welcomed the Shin Shins (2 Israeli post high school age teens who were living in Milwaukee this school year), Maya and Amit to religious school for their first of 3 visits to our school.

Sun., Oct. 20 the sisterhood and CEEW religious school did a joint sukkot themed "agricultural" project of learning how to arrange flowers in a pumpkin. The students celebrated sukkot in the sukkah with the shaking of the lulav and etrog and making edible sukkot. Friday night, Oct. 25, the congregation and religious school came together to celebrate Shabbat and Simchat Torah, while seeing the whole torah scroll unrolled.

November 10 was the annual book fair. Thank you to Cindy Levy for working with Books & Company in Oconomowoc to bring Jewish books to our congregation.

December 15 - For Chanukah Fun Day the religious school made: 2 "life size" tic tac toe boards that were then used on Purim at the carnival. The students participated in social action projects:

- Cookie making and decorating them and donating them to an organization (Dispensa de la Paz a food pantry helping people facing food insecurity) Thank you to Randy Newman for delivering the cookies.
- Making placements and donating them to seniors (Community Projects for Seniors). Thank you to Nicole Ogden for delivering the placemats.

Carrie handed out glow sticks and an outline of the Chanukiyah which she encouraged all students to put in their window during Chanukah (either on multiple nights or on the 8th night) and take a picture and share it on social media to spread the light of Chanukah!

At the end of January / beginning of February 2025, Morah Marie left the religious school.

February 9th, Cooper and Carrie, along with students from Congregations Sinai, Shalom, Emanu-El Bnei Jeshurun and the Milwaukee Hebrew school joined together with residents of Chai Point to learn about tu b'shevat, recycling and the Kutz family, specifically Mrs. Kutz who created a wings of hope mural at her kibbutz in Aza. The students and residents sorted recycled plastic which then were turned into a wings of hope mural to be displayed here in Milwaukee.

On February 23rd Moreh Jonah Kaufman joined the CEEW religious school teaching staff. Jonah was a freshman at Marquette studying cognitive science. He will be working again this summer at Herzl Camp and was involved with one of his temple's b'nai mitzvah programs in Minnesota prior to coming to Milwaukee.

March 9th - At the Salute to Jewish Educators, our school honored: Rachel Gershon with the teacher impact award, and parent Pete Koszarek with the school support award. Carrie Barbakoff received the GIFT award from CJL (Coalition for Jewish Learning).

March 16th - was the CEEW Purim celebration (making hamantaschen and putting them in shalach manot, matanot levyonim **collection of board books for Book Ahead Inc.** They provide books to 0–5-year-olds in Waukesha county to help with early childhood literacy. Book Ahead Inc was started by a local church's congregation members - but it has grown, and they partner with Waukesha County Health and Human Services, school districts, etc. Purim Shpiel, and we heard the Megillah chanted by religious school students and Cantor Levson.

March 23rd - the Shin Shins (Amit and Maya) "Sh'nat Sherut" visited our school for a second time.

April 6 - the Shin Shins returned for the third time to help with our pre-Passover celebration. We learned about the Passover seder with a new Haggadah from Torah Aura.

April 27th - We had a Yom HaShoah program in the sanctuary for Moreh Jonah's class, the Jewish adulting class and the greater CEEW community. Adrian Richfield shared her father's story at the time of the Holocaust. We welcomed back to the temple Marsha Fensin's daughter Lori to light a candle in memory of her mom and to share the legacy of her family's holocaust story.

May 4 - we celebrated Yom Ha'atzmaut with a "visit" to Jerusalem, Tel Aviv, Safed and a markolet (corner store) where our students "purchased" their bissli with shekels.

May 18 - last day of religious school with a celebration of Lag ba'omer and an introduction to Shavuot. We had a scavenger hunt to learn about the items found in the synagogue and made smores.

Thank you to Laurie Schwartz for her support over the last several years to the religious school as our temple's President. Thank you to the sisterhood for their support of our religious school students with scholarships for camp, to the Jewish adulting students' trip to New York next summer and my experience in Israel last summer. Thank you to



Mark Levy for ensuring our tech is always working. Thank you to Bernie Sandler for ensuring we have security each week and heat in the building. Thank you to Randy Newman for serving on the temple board as the YEC committee chair. Thank you to Cantor Levson for leading our students in prayer every week. Thank you to the temple membership for their support of our students learning, our teacher's salaries and the supplies we have used. My job would not have been possible without the support of all of you (our temple community, temple board and our student's parents)! Thank you.

## **2024-2025 President's Report**

### **Laurie Schwartz**

Our small, but mighty synagogue continues to flourish in Lake Country. Our in person and Zoom services, religious school, Adult Ed, and Sisterhood programs have been wildly successful, with attendance rivaling that of many larger synagogues. Going forward, we continue to work diligently to continue offering Zoom services and programs for those who wish to stay home while having congregants join in the temple. While Zoom is a wonderful tool, nothing beats seeing everyone in person and enjoying the energy from all those in attendance.

We have been fortunate to have Cantor Martin Levson with us again this year. In addition to his beautiful voice, he brings us his energy, knowledge, and love of Judaism. Working with him the past four years has been a joy and I look forward to what surprises he has in store for our community in the coming year.

Many thanks to the personnel committee for their time and effort in renewing and updating our staff contracts. Carrie Barbakoff has continued to amaze all of us with her innovative religious school ideas. Our Jewish Adulting class, taught by both Ann Meyers and Cantor Levson, resumed this fall. The creativity that Mrs. Meyers has brought to engaging these young adults is incredible.

The atmosphere of increasing antisemitism toward Jews and the Jewish community has made our need for security coverage even more urgent this past year. While we continue to operate in a deficit, contributions from generous members have made a huge impact. The Milwaukee Federation has continued the security grant, but it was not sufficient to cover our costs this past year. Thank you to Sisterhood and all those who have contributed to ensuring our spiritual home is a safe place. We are unsure whether the security grant will continue this coming year but even if it does, we know it will not cover our total costs.

After fighting the good fight our elevator finally gave up. We were faced with the enormous task of not only replacing it but funding the cost of a new one. Both new regulations and difficulty of replacement added to the time and cost. We were unbelievably fortunate to have an anonymous donor step up and cover the over \$70,000 needed to replace and update the elevator. The work needed to find a company to work with and oversee the installation was immense. Bernie Sandler's devotion to our community ensured that it was installed as quickly and as seamlessly as possible.

As our building ages our need for repairs continues to be of concern. A number of repairs, including replacing the old roof, repairing some structural damage, and replacing the HVAC system are but a few issues that need to be addressed. To accomplish these improvements, we will need to put together a capital campaign and are looking for those who would like to work on planning and carrying out a successful fund-raising drive.

This past year we were fortunately to have Sharon Levy, a professional Archivist, completely redo and renovate our archives. While there is still more to be done, her work over the past year culminated in a 85th year celebration with a luncheon, the opening of the archives in the old gift shop, a presentation by both Sharon and Cantor Levson, and a chance for all of us to share a piece of our families' history. Without Joe Dailey's past work on maintaining our history, much might have been lost.

We are blessed to have so many members volunteer their time; it really does take a village. Many of our committees are searching for new members. If there is something you are interested in please reach out to me or the committee chairperson.

Moving back to Waukesha nine years ago was a challenge, but CEEW helped me become acclimated in so many ways. As I step into the past president role know that the past six years has brought me so much. To all those who have helped me navigate this I am deeply indebted. Our past president, my dear friend, and sister, Ann Meyers, continues to offer me and the entire community her guidance and wisdom. Although she will no longer be on the board I know she will always be available to lend a guiding hand. To Mark Levy who doesn't know the word "no", thank you, thank you, thank you! Without you I couldn't have done it. Thank you for your calm wisdom and all the things you do, putting out the weekly emails, managing the website and the calendar, assisting with the new elevator, and the plethora of other tasks you quietly take on.

Alan Meyers our Treasurer Extraordinaire! Thank you for your attention to detail and your devotion to making sure our finances are always up to date and correct to the penny. Debi Schwid, many thanks for your diligence and hard work in making sure the minutes are always correct and timely. Bernie Sandler our facilities and security chair, thank you for all the time and effort you have put forth to seeing that our synagogue is so well maintained and security is there when needed.

And finally, to our board. We are fortunate to have a board that respects each other, that disputes sensibly but doesn't argue; that understands its duty to the membership: to do what it takes to help our community flourish spiritually, educationally, and financially so that we continue to be the foundation and spiritual center of Reform Jewish life in Waukesha and its surrounding communities. We are blessed to have so many members volunteer their time; it really does take a village.

## **Report of the Nominating Committee**

### **Laurie Schwartz**

Congregation Emanu-El of Waukesha is a *kehillah kedosha*, a holy community. We deserve leadership based on Jewish values and guided by ethical principles rooted in Torah. We seek individuals of integrity, committed to the future of our congregation and of the Jewish people, and dedicated to providing a welcoming place for learning, spiritual nourishment, and social enrichment for all ages, for all people in our community.

To that end, the Board of Trustees confidently recommends the following slate of nominees for election at the 2025 annual meeting:

#### Officers

President - Loren Schmidt, 2-year term

Vice President - Mark Levy, 1-year term

Treasurer- Alan Meyers, 1-year term

Secretary- Debbie Schwid, 1-year term

#### Trustees:

Elizabeth Lamb, Steve Merkow - 2 year terms

Pati Allen Brickman, Bernie Sandler, 1-year terms

*The following people are continuing, are not up for election, and will not be on the ballot. This list is provided for information only.*

Past President - Laurie Schwartz- serves until current president no longer serves

Current Trustees - Pati Allen Brickman and Bernie Sandler

Deb Hacker and Barb Zacher- Sisterhood representative (appointed by sisterhood

Shirley Forer -Youth Education Committee representative

We acknowledge Cindy Levy, who concludes her two-year terms as a trustee. We also acknowledge Randy Newman for his commitment as the YEC representative. We thank them for their insightful contributions to our work.

Thank you to all who agree to serve the community as members of the Board of Trustees. Serving the community is sacred work and very much appreciated.

## 2024-2025 Treasurer's Report

Alan Meyers / 5/20/2025

I am estimating/guessing that we will end the year with a \$13,000 deficit. This will come out of our reserve fund which will empty it out.

The board reviewed and approved the attached budget for July 2025 through Jun 2026 Fiscal Year. The General Membership must approve it. The budget has a dues increase for families of \$51.56, half that for singles. There is a dues increase for Friends and no Tuition or fee increases.

Item	\$	Percent
Staff	141,737	66%
Building + Insurance	43,100	20%
School, not payroll	2,670	1%
Security	11,000	5%
Other	16,800	8%
Total	215,307	100%

98% of the budget are things that we won't touch: Our small staff, keeping the lights open and the school. This means that we don't have any significant expenses to cut. We have to look at more income. The best solution is more members. If you know anyone please talk us up and suggest they visit us. There will be a request asking for donations to help balance our budget.

Item	Present	New	Increased Income	\$ Increase
Family Dues	2,530	2,582	1,771	51.6
Security Fee	100	0	0	0
Tuition	425	425	0	-
Mid-Week Hebrew	200	200	0	0
Friends	216	238	756	21.6

## CEEW Annual Meeting 2025

## Congregation Emanu-El of Waukesha

## Balance Sheet

As of May 20, 2025

	TOTAL		
	AS OF MAY 20, 2025	AS OF MAR 31, 2025 (PP)	CHANGE
<b>ASSETS</b>			
Current Assets			
Bank Accounts			
1000 Waukesha State Bank Checking	20,373.08	37,888.33	-17,515.25
1200 Torah Money Fund	10,674.25	10,674.25	0.00
1201 Other Restricted Savings Acc	104,745.60	115,245.60	-10,500.00
<b>Total Bank Accounts</b>	<b>\$135,792.93</b>	<b>\$163,808.18</b>	<b>\$ -28,015.25</b>
Other Current Assets			
12000 Undeposited Funds	-180.00	-180.00	0.00
<b>Total Other Current Assets</b>	<b>\$ -180.00</b>	<b>\$ -180.00</b>	<b>\$0.00</b>
<b>Total Current Assets</b>	<b>\$135,612.93</b>	<b>\$163,628.18</b>	<b>\$ -28,015.25</b>
Fixed Assets			
15000 Furniture and Equipment	44,698.26	44,698.26	0.00
15100 Buildings - Operating	980,745.05	980,745.05	0.00
15700 Land - Operating	47,496.34	47,496.34	0.00
1710 Acc Dep Furniture and Equipment	-44,698.26	-44,698.26	0.00
17200 Accum Depr - Building	-542,506.56	-542,506.56	0.00
<b>Total Fixed Assets</b>	<b>\$485,734.83</b>	<b>\$485,734.83</b>	<b>\$0.00</b>
<b>TOTAL ASSETS</b>	<b>\$621,347.76</b>	<b>\$649,363.01</b>	<b>\$ -28,015.25</b>
<b>LIABILITIES AND EQUITY</b>			
Liabilities			
Current Liabilities			
Credit Cards			
21200 Credit Card - Elan Visa	379.48	43.71	335.77
<b>Total Credit Cards</b>	<b>\$379.48</b>	<b>\$43.71</b>	<b>\$335.77</b>
Other Current Liabilities			
Direct Deposit Payable	0.00	2,218.73	-2,218.73
Payroll Liabilities			
Federal Taxes (941/943/944)	0.00	464.78	-464.78
WI Income Tax	0.00	27.24	-27.24
<b>Total Payroll Liabilities</b>	<b>0.00</b>	<b>492.02</b>	<b>-492.02</b>
<b>Total Other Current Liabilities</b>	<b>\$0.00</b>	<b>\$2,710.75</b>	<b>\$ -2,710.75</b>
<b>Total Current Liabilities</b>	<b>\$379.48</b>	<b>\$2,754.46</b>	<b>\$ -2,374.98</b>
<b>Total Liabilities</b>	<b>\$379.48</b>	<b>\$2,754.46</b>	<b>\$ -2,374.98</b>

**Congregation Emanuel Of Waukesha**  
**Proposed 5/11/2025**

	<b>Budget 2024-5</b>	<b>Proposed 2025-6</b>	<b>Change \$</b>
<b>Revenue</b>			
40000 Donations- Dues, etc.			
40001 Donation - Grants	7,500	7,500	0
			Dues 2%
40002 Dues	111,000	112,800	1,800
			Friends 10%
40003 High Holiday Seats	1,800	1,800	0
40004 Misc Donation	30,000	30,000	0
40005 Bar Mitzvah	300	300	0
40006 Mensch Fund	2,000	2,000	0
40007 Security Fee	4,700	4,700	0
<b>Total 40000 Donations- Dues, etc.</b>	<b>157,300</b>	<b>159,100</b>	<b>1,800</b>
41000 Misc Income	400	400	0
41003 Interest Income	11	11	0
41020 Fund Raising General - Income	0	0	0
41021 Script Income - Fund Raising	100	100	0
41022 Income from Donor Advised Fund	4,000	4,000	0
41023 Passover Dinner	2,600	2,600	0
41024 Book Fair Income	200	200	0
41025 Adult Education	1,000	1,000	0
<b>Total 41000 Misc Income</b>	<b>8,311</b>	<b>8,311</b>	<b>0</b>
42000 Payments from Restricted Funds	0	0	0
42001 Grant From Merkow Endowment	3,000	3,000	0
42002 Grant from CEEW Endowment	3,000	3,000	0
42003 Grant from Spiritual Leader Fund	7,500	7,500	0
<b>Total 42000 Payments from Restricted Funds</b>	<b>13,500</b>	<b>13,500</b>	<b>0</b>
43000 School Payments			0
43001 Tuition	8,000	8,000	0
43002 School Snack	150	150	0
43003 School Book	800	800	0
43004 Tuition-Midweek Hebrew	1,600	1,600	0
<b>Total 43000 School Payments</b>	<b>10,550</b>	<b>10,550</b>	<b>0</b>
Unapplied Cash Payment Income			0
<b>Total Revenue</b>	<b>189,661</b>	<b>191,461</b>	<b>1,800</b>
<b>Gross Profit</b>	<b>189,661</b>	<b>191,461</b>	<b>1,800</b>
<b>Expenditures</b>			0
60000 Education Expenses	0	0	0
60001 School Teacher Payroll	4,200	4,200	0



## **2024-2025 CEEW Sisterhood Report**

### **Deb Hacker**

- Has 32 paid members, 3 complimentary members.
- dues paying member of WRJ (Women of Reform Judaism)
- gives yearly contribution to YES Fund (social action projects of WRJ).
- hold monthly Board meetings: usually the first Tuesday evening of the month on Zoom.
- No meetings were held in January or February due to members traveling.
- Annual all- membership luncheon meeting was held at the temple on May 18th. (Updates can be given in person at the temple board meeting.)

#### Current Leadership (as of May 15th)

Barb Zacher- Acting President (after Ann Meyers resigned in Fall 2024)

Deb Hacker- Vice President

Denise Stodola- Immediate Past- President

Barb Zacher- Treasurer (transitioned back to a volunteer position after using temple administrator)

Secretary- Carol O'Neil (also fundraising)

Member at Large: Beth Ann Waite

Member at Large: Nancy Cummens (also Tikkun Olam)

Fundraising- Led by Carol O'Neil, we were able to meet our goal for fundraising this year. (Available on request.) A "Zazzle" Chanukah card was sent to recipients. This singular fundraiser allows us to give contributions, honorariums for speakers or presenters/facilitators, grants, Jewish camp scholarships.

#### Programming

-All programming held at temple.

- Sisterhood sponsored daytime Sukkot floral pumpkin centerpiece workshop for Sunday school students, parents and members led by florist Lisa Breclaw- Barnett.
- Co-sponsored (with Adult Ed. ) post - November election presentation by Dr. Lily Goren.

-Sponsored presentation -"Israel: past, present, and future" based on her trip to Israel, December

13th (post Friday night service) by Carrie Barbakoff.

- Sponsored handmade greeting card workshop led by Barb Zacher in March 2025

#### Tikkun Olam

- Organized by Nancy Cummens, a Yom Kippur food drive, temple members collected 590# of food for the Waukesha Food Pantry.

#### Sunshine-

-Karen Levy sends out cards for many reasons to let members know we care. Barb Zacher also creates many of these cards.

Scholarships, grants and contributions

1. Members, Children or grandchildren of Sisterhood members may apply for scholarships or grants to attend camps or other worthy programs of Jewish value:
  2. grants to Molly Schmidt to attend the Maccabi games- summers of 2024 and 2025
- \$500.00 grant to Sisterhood member and Sunday School Principal, Carrie Barbakoff to attend Jewish Educators' Conference/ iCenter "Mifgash that Matters" in Israel-summer 2024
  - Scholarship to Soren Christian to attend OSRUI overnight camp
  - Scholarship to Aviv Hadad to attend Chabad day camp in Brookfield.
  - Scholarship to Theo Hacker to attend JCC - Rainbow Day camp in Fredonia
  - Scholarship to Vivian Hacker to attend Jewish Beginnings day camp in Milwaukee
- Contributions/Grants: voted at May 2025 meeting
- \$1000.00 to be used for Temple security
  - \$250.00- monies used to pay 'Jewish Adulting' students for their yard work which is to be used toward their Jewish heritage trip to NYC

**2024-2025 Adult Education**  
**Adrian Richfield**

The CEEW Adult Education Committee consists of:

Adrian Richfield, Elaine Goldberg co-chairs

Alice Lambie, Sandy Villa, Debi Schwid, Mark Levy, Cindy Levy, Mari-Claire Zimmerman, Diana Stroshine

Each year this committee strives to provide a variety of educational and entertaining programs to the CEEW congregation and community throughout the year. This is a list of the programming for the year 2024-2025.

CEEW Adult Education Programs & Events 2024-2025

**Programs & Events**

September

Thursday, September 12 Roberta Clark on Anti-Semitism

October

Wednesday, October 23 Books & Company Noa Tishby book on Israel

November

Sunday, November 10 Book Fair at CEEW

Sunday, November 10 Book Discussion/Brown Bag Lunch Noa Tishby book

Tuesday, November 12 Lilly Goren /Carroll College on the election

December

Friday, December 6 Special Shabbat/Pati Brickman travelog

January

Saturday, January 4 Movie with pizza dinner *Treasure*

February

Friday, February 21 Pati Brickman travelog part 2

March

Saturday, March 29 Movie with chili dinner *A Matter of Size*

April

Tuesday, April 22 Ben Merens on Consumer Protection, Fraud, Scams

Monday, April 28 Skokie Holocaust Museum Day

May

Sunday, May 4 Archive/Heritage Event & Lunch

Friday May 9 Noa Gerassi Special Shabbat/Pot Luck Dinner

Saturday, May 31 4th Annual Trivia Night/Shavuot

## **2024-2025 CEEW Facilities Annual Report**

### **Bernard Sandler**

The CEEW temple facility was used regularly and often this year. All planned meetings were held as scheduled. Most Friday evening services and Sunday morning school classes were supported by security arrangements made with the Waukesha Sheriff's office

Contracts for maintenance of various functions were all active. These include heating and A/C systems, yard mowing, snow clearance, janitorial cleaning, and monthly garbage collection.

The HVAC system had few repairs this year. All classroom and lower level ceiling smoke detectors aged-out and were replaced.

The old elevator died and was finally replaced by a newer model LIFT. The only major differences are that the new doors self-open and hardly ever need physical contact. The new lift was paid for by an anonymous donor.

Contracts for inspections include elevator safety, fire safety, fire extinguishers and AED/defibrillator were all active. All required inspections were completed and licenses acquired as needed.

## **2024-2025 Security System Report**

### **Mark Levy**

In the last year, we have all become more accustomed to the cameras and electronic door locks. They seem to be working well. Now we are nearing the end of our grant period with money still available for us to use. I have been looking into a wi-fi control panel that we would be able to use in different parts of the building to talk through the intercom and unlock the main door, but we still need to raise the money to buy the hardware before we can purchase it and get reimbursed. I have requested an extension to complete our projects, and I am still waiting to hear the answer.

## **2024-2025 Email Communications Report**

### **Mark Levy**

Weekly email updates come out on Sunday afternoons at 3 pm Central Time. In the last year, the monthly bulletin has been coming in email close to the first of each month. If you are not receiving your emails, please let Mark Levy know. Road Runner email accounts seem to be most likely to disallow our emails coming to your inbox. If you use the wi.rr.com domain, I encourage you to find another service.

If you have information on an event pertinent to CEEW, have some photos of members and/or events that you'd like to share or want something in the monthly email update, please send them to: [communications@waukeshatemple.org](mailto:communications@waukeshatemple.org) by the 23rd of each month.

## **2024-2025 Personnel Committee**

### **Elaine Goldberg**

Michael Kotkin is chair of the Personnel Committee; Adrian Richfield and Elaine Goldberg are members of the committee.

CEEW is lucky to have three qualified, dedicated, and committed employees: Cantor Martin Levson-Spiritual Leader, Carrie Barbakoff-Educational Director, and Brigitte Alexander-Administrator. The Personnel Committee has met with each of our employees during the year. This past year has been a smooth one, and all three employees will be with us in the coming year.

Cantor Levson's contract ends June 20, 2029. CEEW is very lucky to have such a highly accomplished Cantor and teacher. Cantor's Friday evening services are outstanding.

Our Education Director, Carrie Barbakoff, is strongly committed to our religious school and does whatever she can to help the families have an enjoyable experience in our religious school. She went to Hillel, met students, and recruited Rachel Gershon to teach at CEEW. Rachel will be coming back for the coming school year. Both parents and students are happy with Ms. Barbakoff's curricula and programs. Ms. Barbakoff received a 3% raise for the coming year. Her contract ends June 30, 2025. She will have a one-year contract for the coming year.

Brigitte Alexander is a very skilled administrator. Her work for Cantor Levson is done on time, her technical skills are excellent, and she is responsible and trustworthy. We are delighted that her contract goes through June 30, 2025. Details of his new contract are under discussion by the board.

## **2024-2025 Ritual Committee**

### **Mari-Claire Zimmerman**

The ritual committee continues to run smoothly. This past year both Ann Meyers and I have lead member lead services with Mike Cummins leading one. The ritual committee continues to coordinate readers for High Holiday. This includes English sections of our machzor and also a few Hebrew sections in the high holidays machzor. Everyone should remember that when we have a potluck one table should be for dairy products and another table for products that contain any meat. No dishes should contain both dairy and meat. Parve foods can be placed on either table.

## **2024-2025 Archive Report**

### **Sharon Levy**

After beginning work on reorganizing the CEEW archive in 2023, it was officially opened in the new archival space (and former gift shop) in May 2025 with a very successful community event. Jay Hyland of the Jewish Museum of Milwaukee was also in attendance. A number of duplicate documents related to the history of CEEW were passed along to join the JMM collection.

The previous organization system of the archive has been reformulated and is now based on categories, such as fundraising, religious services, building renovations, etc. This system should make future additions to the archives more straight-forward.

Almost all photographs have been stored in binders and protective sleeves. People in the photographs are still being identified via sticky notes, but the names will be transferred to a more permanent key for future viewing. The binders of photos are currently located outside the sanctuary and the archive to continue the identification process.

From this point, there are a few significant next steps, although there is no particular order in which they need to be accomplished. For the physical archives, a finding aid is in progress and needs to be completed. A finding-aid is a guide to what is contained within the boxes and folders for easier access to documents. This document will be printed to store within the archive, but there will also be a digital file for ease of future additions. This task will also include collecting as many documents as possible from individuals, especially past board members.

Related, a digital storage solution for born-digital documentation needs to be decided and implemented. This will likely be a OneDrive or similar file sharing platform associated with a dedicated hard drive. Digital files, such as current newspaper articles and photos, will be stored together with a similar organization system to the physical archives.

The art collection in the synagogue also needs to be documented. Along with the art currently displayed, there is a large collection of art in storage. This will include collecting the names of as many pieces of artwork and artists as possible, as well as a field for monetary value. A full assessment of the artwork will benefit the synagogue's future decision-making about what should continue to be stored or displayed.