



Beth Ahm Israel

Beth Ahm Israel – B'nai Aviv

Merger Terms

Board of Trustees Meeting
April 29, 2015

Introduction

This is a synopsis of many hours of discussions and negotiations among the members of the negotiation teams of Beth Ahm Israel and B'nai Aviv. We believe that we have ironed out a healthy set of terms that honor the legacy of BAI and also set a solid, healthy foundation for a future partnership combining our separate congregations into one new “strong Kehillah.” We look forward to a future in our new home, and are confident that we have achieved a positive outcome that ensures a solid, Conservative Jewish institutional presence for the next generation.

Barney, Bonnie, Justin, and Steve F.

(and the many others who gave input, ideas, questions, etc. for the committee to consider)

General Matters

- **Memorial Plaques**

- all will be displayed. New bronze plaques will be made for those who have names only on the electronic board.

- **Torahs**

- all will be housed (within time it takes to build new ark).

- **Community minyan**

- will be held in Davie/CC area (probably still at JCC – details to be finalized after merger). B'nai Aviv willing to cover rent, etc. as long as it continues to be supported by minyan-aires.

General Matters (continued)

- **Trees of Life**
 - All leaves from both trees placed in prominent location
- **Artwork**
 - New Bimah and Ark is being worked on presently with architectural committee and they are seriously considering incorporating our BAI Ark Doors, circle and menorahs in the redesign and renovation of Bimah. A rendering will be available by High Holidays, construction by next summer.
 - Will acknowledge BAI and Rabbi Kapnek in design of artwork.

General Matters (continued)

- **Volunteers** - B'nai Aviv is very interested in utilizing our BAI office volunteers.
- **Food Preparation** – Dairy kitchen available to use
- **Equipment leases** – BAI to determine straight leases or lease purchase. TBD
- **Cemetery Plots** – BAI will share records with B'nai Aviv

Naming Rights

- **Synagogue name** will be “B’nai Aviv”
 - Not of Weston or “Southwest Broward”
 - Will have some type of plaque commemorating BAI and its integration into B’nai Aviv.
- **Siyum Torah** to be used and will acknowledge dedications
- **Other naming rights** will be available with new capital campaign.

Leadership and Arms

- **Board Positions** - B'nai Aviv welcomes all members to become involved at many levels.
 - Last time we merged (with Temple Israel) we had a “double board” – was not very successful
 - B'nai Aviv is committed to accommodating and involving members onto their board. There will be a one-year position as a liaison to help facilitate the integration.
 - There will be a total of 3-5 board positions to be decided after the merger is final
- **Arms and Committees** - B'nai Aviv welcomes immediate integration into ritual committee for Honors, etc.; Ritual, Sisterhood, and Social Action committees have already met with B'nai Aviv

Leadership and Arms (continued)

- **Youth Group** B'nai Aviv will integrate youth into their youth groups. They are already working on joint programs. In August/Sept there will be a new election to open up a few new slots as transitional board positions from BAI for incoming members.
 - USYers have to be a synagogue member to hold office or to get scholarships. Otherwise they can be non-members
- **Arms** – Sisterhood, Men's Club, Hazak – leadership from B'nai Aviv and BAI, in consultation with integration committee, to determine how to best merge officers and programming.

High Holidays

- Families **get seats for all members** of the family (up to 23 for children and full-time students up to 27 years of age).
- **Permanent Seats** – No, sorry.
 - First come first serve (and no saving seats with tallit)
 - They are experimenting with something new – 1 year “saved” seats (only 75 allowed) for \$613 per year.
- BAI **Past Presidents** will also be Honored along with B’nai Aviv Past Presidents during Kol Nidre.

High Holidays (continued)

- **High Holiday Honors**

- B'nai Aviv to add BAI members to committee.
- Maximum one honor per family based on service, donations, and new membership.
 - The committee starts in June and needs our assistance so that we get our fair share of honors.

- **USY/Youth Services**

- Youth Services to be led by USYers.
- No separate USY service.
- Babysitting is available for a fee

High Holidays (continued)

- **Auxiliary Services**

- If held, only for unaffiliated. To be determined. JCC is available – we've done much research – no final decision made.

- *Note: We all know that seating for HH is a major concern for all. Without knowing how many members are joining us it is impossible to figure all seating out now – but it is a good problem to have and a wonderfully large Kehillah to draw from. 2,000 seats! Family members may purchase seats for \$180 – very similar to what we do.*

- **Selichot Programming –**

- B'nai Aviv loves the concept – calendar problem for this year for Rabbi Watstein/Cantor.
- Can continue with lay leadership and open to all BAI/BA members.

Great News!

- B'nai Aviv and Beth Ahm Israel are currently working with Rabbi Kapnek and Cantor Lindenbaum to have some involvement post merger to be part of the B'nai Aviv Family.

Education

- **Religious School** classes are on Sunday mornings and Tuesday afternoons;
 - Tuesday classes to begin at 4:30 (to allow time for Davie/Cooper City children to get there, they understand many students arrive at 4:45)
 - New curriculum 3 years ago, more focused on Tefilla so that they will be able to lead more of the service
- **Transportation**
 - BAI to encourage carpools but have found potential transportation at a reasonable cost to BAI members – if there are enough families to support it
 - Also be available for B'nai Aviv members. **WE NEED SOMEONE TO CHAIR TRANSPORTATION ISSUES FOR KIDS AND SENIORS!**
- Post Religious School education
 - Rabbi Watstein considering own program not affiliated with CAJE. He has spoken with Bruce Klasner to work on curriculum. BAI to let B'nai Aviv know how many of our students attend Judaica High School now.

Bar/Bat Mitzvahs

- **One fee** inclusive of all education, training, Oneg, etc.
 - Rabbi Watstein spends 4-6 hours with every child and family.
 - Working towards Hazzan Lindenbaum being permitted to continue teaching BAI students with dates in 2015 and 2016 already reserved.
- **Dates** for B'nai Mitzvah
 - Reservation of dates done as early as 4th grade. Most are doubles
 - Havdalah/Rosh Hodesh Services allowed. Havdalah service requires use of caterer after service. Bar/Bat students lead the entire service.

Ritual Concerns

- **Prayer Books**

- Until new Lev Shalem books are available, we will use Likrat Shabbat on Friday nights and Sim Shalom on Shabbat morning.
- We will keep weekday Sim Shalom books for community minyan
- Purchase and use of new Lev Shalem Shabbat books are a priority when they are available.
- Lev Shalem High Holiday books - not enough to use at present time for combined kehilla

- **Torah Readers** – Team Torah encourages and allows lay people as well as students to read Torah. Otherwise Ritual Director reads Torah.

- **Musical Shabbat** – Currently no musical Shabbat. Previously considered and rejected by B'nai Aviv before Rabbi Watstein came. Open to further discussion in the future.

Ritual (continued)

- **Shiva Minyans**
 - B'nai Aviv co-ordinates with their Ritual Director and committee of 7-9 people who are trained.
 - Minyans are standardized and consistent. B'nai Aviv to add BAI trained leaders to the committee.
- Daily morning **Minyan** starts at 7:30 am at B'nai Aviv (8:30 am for community Minyan)
- **Shabbat attire**
 - Informal in the summer – but with so many Bar/Bat Mitzvahs dress is nicer on Shabbat, but no formal dress code.
- **Shabbat services**
 - Friday night begins at 6:30 pm
 - Saturday morning begins at 9:15 am
- Congregational **Shabbat dinners** 4-5 times a year. Other Shabbat dinners (youth, etc.) also held throughout the year

Social Action/Community Service

- **Community Minyan**
 - To take place in Davie/CC area; twice daily except Shabbat;
 - No services on Yom Tov day, but can do Erev if no services at B'nai Aviv.
 - Bar/Bat Mitzvah families must attend minyan AT B'nai Aviv for the Thursday before Bat/Bar.
 - Torahs and ark to stay with community minyan as well as weekday Sim Shalom books.
- Current **BAI Social action projects** to continue (JAFCO Sukkah building, sandwich making, dreidel of dreams, blood drive)
- **Jewish Learning Place** – JLP with Marla Lindenbaum to be discussed and hope to continue offering program to community.
 - B'nai Aviv does have a number of special needs children and members that are currently enrolled in their school
- **Silvershein Memorial** will continue
- **Sol Pomerantz Scholar in Residence** will continue

Building Fund

- All BAI members who have completely paid their building funds to BAI will not need to make any additional payments.
- Those BAI members who have partially paid or have not paid building funds will be obligated to B'nai Aviv for the unpaid portions of the building fund
- B'nai Aviv's building fund is currently \$1,800 paid over 5 years

Dues

- **Any** BAI member in good standing as of the merger who comes to B'nai Aviv in 2015 will receive a 60% dues reduction in the 1st year and 40% reduction in the 2nd year (totaling one free year of dues over a 2-year period).
- There will be a \$125 administrative fee/good faith deposit of which \$50 will be applied towards dues. (this is a one-time registration fee for HH planning and future planning, etc.) and is due by June 15th for HH seats.
- B'nai Aviv requires 50% dues payment by High Holidays but will make exceptions for those on a payment plan.
- Seniors are considered 65 and older.
- Honorary Members (over 90 years young) will be grandfathered in for no dues.
- If BAI members have not made a commitment to join B'nai Aviv by November, all incentives will be lost.

Dues (continued)

- **Under 40 year olds** will be the only membership group with a very different dues structure.
 - The Browdy L'Dor V'Dor Fund will be used to assist those in need over the next few years. Specifics to be determined
- **Intermarriage membership** – families with one Jewish parent can be members; non-Jewish parent can be on bimah for Bar/Bat Mitzvah, but cannot touch Torah
- Family unit is defined as 2 cohabitating adults.
- There is a **Concern Committee** similar to our financial aid committee. No one in need is turned away. You will need to demonstrate need. The 2 committees will be coordinated in the near future, watch “merger matters” updates for info.

Why do I need to pay \$125 now?

- To plan accordingly, B'nai Aviv needs to co-ordinate the following committees and issues. We need to know you are joining us! We need to have some ideas of numbers for the following reasons:
- High Holiday Seats
- Transportation for Hebrew School & Seniors
- Board Positions
- The Concern Committee and Browdy Family dues assistance programs.
- Hebrew School Classes and Teachers
- To join the choir (rehearsals start way before the holidays)

Dues (continued)


- Why don't I have 5 years of free membership?
 - After taking care of all of our obligations, BAI will bring to B'nai Aviv approximately \$125k in unrestricted funds
 - Cost of covering building fund and one free year of membership for all families coming over in merger is way above the \$125k
 - Restricted funds (approximately \$150k) from Arms, L'dor V'dor, Silvershein, March of the Living, etc. are not available for general use.

Message from B'nai Aviv

We would strongly encourage everyone to come experience your "new home" a few times for various services and functions well before the High Holiday tumult.

There will surely be some newness, many differences, and even some annoying snafus during the very busy holidays. As spiritual, lovely and wonderful as our Holidays are, I would not want this to be a families first B'nai Aviv experience.

Please, we welcome you to come say hello to us and announce your presence so we will be sure to welcome you. We would like you to come meet Rabbi Watstein and Cantor Lieberman one on one, and see all we have to offer you, in addition to the wonderful things you have to offer to our new Kehillah.



Any change, even a change for
the better, is always accompanied
by drawbacks and discomforts.

Arnold Bennett

The back of one door is the face
of another.

Proverb