

Temple Solel Annual Congregational Meeting
May 31, 2020

QUESTIONS THAT MIGHT BE ON YOUR MIND

Q. What can we do to help?

A. The most important thing you can do is to stay a member. We are a community and need to maintain and grow our membership. Contribute whatever you can to the "For the Love of Solel" campaign, which will be announced at the Congregational Meeting. And, if at all possible, pay at the highest level of membership to which you are able. Finally, spread the word about the beauty of Temple Solel. We will welcome new members with open arms, love, and joy.

Q. Have we lost members since COVID-19 began?

A. Fortunately, we have not lost any members. We have actually gained two. The Clergy and Staff have been working incredibly hard to keep our members connected to the Temple Solel Community. And we remain committed to not losing one family due to financial hardship.

Q. What are the financial losses we anticipate from COVID?

A. Our biggest revenue losses are from Camp Solel, Camp Simcha, the Early Childhood Center, rental income, and an increase in financial assistance for our members needing help. We want to be very compassionate about the potential financial hardships that this time is causing for our congregants, while making sure our member-supported organization continues to thrive.

Q. Is the Solar project complete?

A. Not yet. We have had some real frustrations with efficiency in the process. We are ready to go! We've been waiting for special equipment from Siemens that is on backorder. We can't wait to begin using our solar! We anticipate completion by mid to late June and an annual savings of approximately \$40,000 due to the solar system.

Q. When do you think we'll be able to congregate again?

A. The COVID-19 Task Force is closely watching all CDC requirements and constantly evaluating when we think we can gather in person again. We have created a subcommittee of staff and community members that are working on creating a roadmap for reopening. We are hoping to have a plan by mid-June that helps us understand all the implications of gathering in person safely. We very much want to be together, but are feeling careful about regulations - especially those that exclude our elderly members or those with high risk concerns. Please look for a survey in Tuesday's COVID communication and complete it as soon as possible. It will help us navigate the roadmap to opening.

Q. Will we have the High Holy Days in the Sanctuary? If not, what will the HHD look like?

A. At this point, we believe that the High Holidays will most likely be done virtually. Although this is disappointing to all of us, it would be difficult for Temple Solel to meet all of the CDC best practice guidelines to keep our members healthy and safe. Temples around the country are making the same difficult choices. Rabbi Berk and Cantor Tiep are already making plans to be able to give our congregants the most meaningful and spiritual High Holy Days possible.

Q. Are you planning to lay off any staff?

A. Not at this point. Laying off or furloughing our staff will be the last thing we consider. Currently, we are a very lean organization. We want to be able to continue all the offerings our community loves and needs especially during these unprecedented times of isolation and anxiety. We need our staff to also help navigate the road map for us to be able to reopen our doors.

Q. I understand that the JCC and the YMCA are having camps. Why can't Temple Solel? What steps are we taking to be able to have some form of Camp Solel and Camp Simcha for at least part of the summer?

A. Both the JCC and the YMCA have implemented different structures for their camps this year, and are evaluating on a daily basis what this looks as they begin their reopening process. Enrollments in those camps are fairly low, as families appear to be feeling extremely cautious still. In the very near term, we will be sending a survey to members to determine commitment to modified in person options. **Please complete your survey!** We are closely evaluating CDC and local regulations regarding summer camps. It is important to us that we are evaluating the uniqueness of our camp community with these regulations to be able to offer a safe experience for campers and counselors. We have a Camp Simcha committee as part of our COVID-19 task force that is diligently working around the clock to develop protocols and processes to guide us in the right next steps for our summer plans. The current (May 27, 2020) San Diego Health Order does not allow for operation of summer camp.

Q. When will we have a final decision as to if Camps are opening this summer?

A. We are working hard to create a roadmap for reopening, which includes looking at any potential scenarios for camps, as well as reopening campus. The COVID-19 task force will evaluate this roadmap and make recommendations to the Board as soon as all of the information is processed and evaluated. Of course, our hope is that we can reconnect in person as soon as is safely possible. Again, please help us gauge the viability of a camp in our community by completing your survey with honesty about your willingness to sign up for such modified options, if they are possible. It is also important to realize that although the park where we hold camp may be "Open," it is not open for gatherings as of yet.

Q. Do you know what the ECC might look like if we were able to open by September 1st?

A. What we do know is when we do open our Early Childhood Center, we will have reduced class sizes supported by increased safety precautions following COVID-19 regulations. Our ECC COVID-19 team is following all state and local best practice guidelines in effort to open with Jewish teachings, experiences and celebrations.

Q. Have we used all the Atideinu money? If so, can you please tell us how it was spent?

A. We closed the Atideinu campaign this year and raised slightly over three million dollars. The money that has been received thus far has been used for:

- Construction of an infant room
- Rabbi Berk's salary and benefits
- A new roof and the installation of the solar power system
- Mortgage
- Staff salaries and benefits
- General operations allowing us to finish fiscal year 2019/2020 with a healthy bottom line and reducing the financial loss for fiscal year 2020/2021
- Paying down the line of credit to zero

Q. What are the biggest unknowns in our financial picture for fiscal year 2020/2021

A. The biggest unknowns are when we can actually be on campus, our membership numbers and the amount of financial assistance dollars.

Q. Will the Payroll Protection Program loan be forgiven?

A. We are complying with the current guidelines which stipulate:

1. The money must be used within eight (8) weeks from the time the money was received.
2. We must maintain our current staff through those eight (8) weeks at their current salary and benefits level.

We have complied with both requirements. Therefore our loan should be forgiven.

Q. Once the PPP money runs out, what is going to happen to the teaching staff?

A. We are committed to paying the teaching staff through at least the end of the school year. The teaching staff normally takes the summer off.