



# AGUDAS ACHIM CONGREGATION

קהילת אגודת אכים

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6/25/2025

Esther Hugenholtz  
Rabbi

Lori McMann  
President

John Wertz  
Administrator

Sonja Spear  
Principal

Lisa Heineman  
President Elect

Jayne Sandler  
Vice President

Marcus Nashelsky  
Treasurer

Ruth Nathanson  
Secretary

Jeffrey R. Portman  
Rabbi Emeritus

Dear Members of Agudas Achim,

This note comes from Lori McMann and Marcus Nashelsky, your new Agudas Achim president and treasurer. Must a letter from new officers be all about money? It is our Fair Share time of year so, yes, this is an opportunity to outline Agudas Achim finances.

**Synagogue expenses are mostly for our dedicated and talented professionals**, which is usual for a non-profit where expertise, relationships, and opportunities for personal growth are what we do. To those ends, about 65% of Agudas Achim expenditures support our rabbi, religious school principal and teachers, administrator, and administrative assistant/outreach coordinator. Other predictable expenses include our own dues to maintain reform and conservative affiliations, support of many Agudas Achim programs (e.g., the Religious School, High Holidays), running an office, and utilities. Like many non-profits, we have a lean operation but ...

- **Personnel costs rise incrementally over time.**
- **There are unanticipated and unavoidable expenses.** Our building, though not old, is beginning to need extra attention beyond routine upkeep. Last year was extremely expensive for building maintenance. On the cusp of failure, we repaired or replaced most components of our heating and cooling system in 2024 (approximately **\$37K**). This, coupled with the **\$47K** needed to replace the south & east portion of our roof, came close to depleting our Building Maintenance Fund.

**Synagogue income is almost entirely from member dues and additional unrestricted donations.** Aside from students and associate members, each individual or family fair share contribution ("dues") is self-determined based on annual household income. Households and individuals use the honor system to determine fair share.

- For the last several years, **the sum of dues and donations has been fairly flat.**



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## קהילת אגודת אחים

Our operating deficit in fiscal year 2023-24 was **\$45K**. Our deficit for the fiscal year that ended on June 30, 2025, will be roughly **\$43K**. Our 2025-26 budget anticipates a deficit of **\$48K**. Agudas Achim has reserve funds but we cannot absorb deficit spending indefinitely.

Your upcoming annual Fair Share calculation has two components.

- First, please ensure that your Fair Share contribution reflects your most recent annual household income (2024). The contribution form directs each of us to the appropriate line on the federal 1040 tax form.
- Second, the Agudas Achim Board of Trustees has approved an annual building maintenance surcharge.

Agudas Achim must have a balanced budget to survive and thrive. Your ongoing generous support will allow Agudas Achim to remain strong and vibrant in support of our journey in Judaism.

With gratitude,

Lori McMann

Incoming President

Marcus Nashelsky

Incoming Treasurer