



2011 | annual report



a vision for creating a healthier and happier community

A PARTNER OF



PRESIDENT/CEO letter

While economic conditions maintain a grip on the growth and operations of non-profit organizations throughout the country, your Sabes JCC has proactively implemented measures to safely and successfully manage through these times. While this assures the survival of the Center, many sacrifices have been made. While providing our core services and programs today are important, the work of the staff and board includes a focus on future services and programs that will strengthen our community and enrich lives well into the future.

It's hard to predict future relevancy for the community. While we can study demographics and trends, sometimes we simply must make our best guess as to not only what the community will need, but what the community may want. Inherent in this task is an element of risk. While not losing focus on current programming in the Early Childhood Center, Health & Wellness, Inclusion, Camp, Arts & Humanities, Seniors and all other departments within the Sabes JCC, the Board of Directors has currently commissioned task force activity to consider two major visionary initiatives; 1) redefining health & wellness within the context of a community center offering, and 2) looking at ways to more deeply engage the broadest spectrum of the Jewish community including those who currently may not be enjoying a meaningful connection to their heritage, spirituality or fellow Jews. This is critical to maintain a strong and vibrant Jewish community.

Wellness programming represents a unique opportunity for the J, as our family-oriented culture, focus on Jewish values, and cross-integration of programming throughout all of our departments affords us the opportunity to reach a far-greater cross section of the community than a traditional fitness center can provide.

Our goal is to transcend a model of exercise and nutrition, and include a much more holistic approach to the body, mind and spirit. An experienced, seasoned and creative committee with a deep purview of the wellness concept has been established, and we are eager to learn of their recommendations over the next few months.

The JCC's role in Jewish engagement is merely tapping into our potential to truly be "The Center", and it is this initiative that will ultimately provide you and others with a uniquely meaningful Jewish experience. A task force with a broad base of affiliations and experiences has been established to determine how the Sabes JCC can play a pivotal role in connecting, enriching and inspiring Jewish journeys. The outcomes of this task force will help shape new, innovative ways to move beyond boundaries and traditional approaches. The outcomes will help initiate a change in how we build a strong and sustainable Jewish community.

Our staff, including department heads and executive management, has demonstrated a keen ability to manage within the constraints of compromised cash flow. As a mission-driven agency that provides many programs and services with no participant fees, it is impossible to sustain the operation solely on the revenue generated through our fee-for-service entities. Traditional membership and program fees are not able to underwrite the J's services. The revenues earned through membership and fees do not come close to covering the facility and operating costs or the needed support our vast Arts and Humanities programming, Inclusion, Senior Services and scholarship demands. Hence the need for community support through donations to our

Sustaining Membership Drive, planned giving, sponsorship and other forms of charitable giving. It will take the support of the community for the JCC to remain vibrant and relevant, and continue to create magic in so many lives while strengthening our community.

The JCC is often described in terms of our various offerings to the community. While true to some extent, the greater meaning of the J is often lost. All communities have a deeply-inherent need to gather (or commune)—for any reason—as people derive great satisfaction out of a sense of belonging. For our community, Jews and non-Jews who appreciate Jewish values, the J is our meeting place. Our lobby. Come to the J; become part of our vision for our community and be inspired to be a healthier, happier you.



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Howie Milstein



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10 YEARS

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5 YEARS

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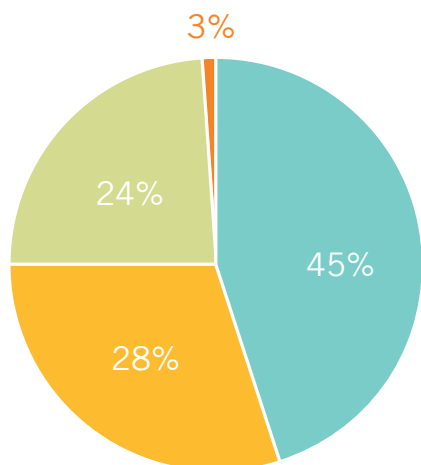
Robyn Awend

SABES JCC financials

The Sabes JCC is expecting to end the 2010/2011 fiscal year at slightly better than breakeven, with revenues and expenses totaling approximately \$5.5 million. For the coming fiscal year of 2011/2012, we are projecting growth of approximately 6 percent—increasing the operating budget moderately to \$5.8 million—and generating a small profit as well. The JCC has worked to increase membership and revenues from programming to offset reductions in donated funds for our programs.

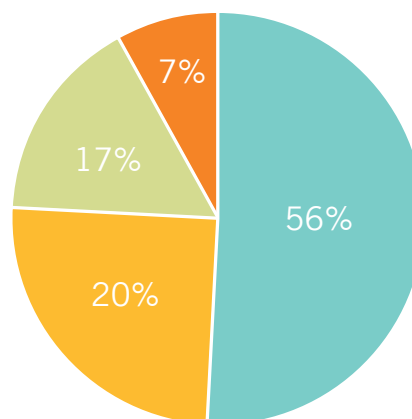
Since the 2008/2009 fiscal year, the JCC has seen its funding decline by just over \$400,000 from Federation, United Way and some other major funders based on what we are projecting for the upcoming year. Donations from foundations have decreased throughout the economic downturn, and in response we have worked to increase donations from individual supporters. The JCC continues to be proactive in the management of its budget which enables us to weather the recession and the large funding cuts we have received as a result. We are focused on building new earned and contributed revenue streams to support the current level of programs and services and allow the Sabes JCC to grow and thrive in the future. As we move forward, it is critical that our base of support grows so that we can expand and build upon the mission of the JCC and continue to serve the needs of all of our constituents.

The following charts provide an overview of the JCC budget—both our sources of revenue and breakdown of our costs:



SOURCES OF REVENUE

- Program income
- Donations and Federation
- Membership dues
- Other



EXPENSES

- Salaries
- Operating/Program Expenses
- Facilities
- Fringe Benefits

susie selcer AWARD

The Susie Selcer Staff Leadership Award recipient is nominated by the staff and was developed to honor a JCC employee who has demonstrated outstanding leadership among their peers, fiscal and social responsibility, innovation, and a commitment to excellence and brand delivery.



lyudmyla
petrenko

Lyudmyla perfectly fits the criteria for this award. She works collaboratively with other departments as well as other agencies to better serve the FSU population. She is always willing to help other staff out and is a positive influence on our work environment. Lyudmyla has proven to be very creative and innovative, and she produces programming of great quality and impact.

She is fluent in English, Russian, and Ukrainian.

Mazel tov to Lyudmyla on receiving this well-deserved honor.

Lyudmyla works as Program Director for VOICE: Community Building Initiative, a collaboration between the Sabes Jewish Community Center (Sabes JCC), Jewish Community Action (JCA) and the Minneapolis Jewish Federation with the goal of engaging and connecting the Russian-speaking Jewish elderly community in the Loring Park neighborhood of Minneapolis. She has been on staff since June 2009.

Originally from Kiev, Ukraine, Lyudmyla earned a bachelor's degree in Communication from Bethany Lutheran College and a master's degree in Speech Communication at Minnesota State University, Mankato. There, she taught Speech 100. Through VOICE: Community Building Initiative, Lyudmyla engages immigrant senior citizens from the former Soviet Union.

jewish journeys AWARD

This award is presented annually to a member of the JCC who has built strong Jewish connections through participation at the Sabes JCC . Through these connections they must inspire others to become involved, increase the Jewish awareness of those around them, be an active part of the JCC family and enrich the lives of others.



annette
weinberg

Annette epitomizes the spirit and intent of the Jewish Journey's Award. Not only has Annette traveled a long and exciting Jewish Journey through the Sabes JCC, she is the guide—the bright light—for so many who come to the JCC on their own personal Jewish Journey. Annette is always there with a song, a smile and most of all, a Hamish, Jewish soulful welcoming.

Prior to her 28 years working at the JCC, Annette received her Nursing degree from the University of Minnesota. As a nurse she worked at Texas Terrace Nursing Home and then went to Homeward Bound, a residential facility for children with physical and mental challenges. During this time, she started taking child development classes.

For 7 years Annette was Director of a day care center for preschool-age children with physical and mental disabilities. From there, she worked at St. David's Preschool as an aide for 2 years. Then she went to Robbinsdale School District 287 Children with Special Needs and worked as an aide. She hurt her back on the job and had to look for something else.

That is when she applied to the JCC.

Annette says these have been the best years of her life, and the JCC has been like a 2nd family to her. She has made this her own little niche. Her favorite time of the day is when the children come to school and she sings her good morning song and get lots of hugs. Also during the day the ECC brings their classroom to her and they have music time.

Annette prides herself on remembering the names of most of the members that come in the front door. Her relationship with most of the members is that of a friend and confidante. In her 28 years she has seen lots of growth. Annette says, "it is so exciting to see all the new programs that have been added. The energy is great and it is always busy." The biggest complaint she gets is that we need more parking spaces! Everyday is different and Annette never knows what kind of challenges await her. She loves this kind of problem solving.

Annette has two daughters, 3 grandchildren, 2 great grandchildren and a life long partner. For the last 6 years she has taken line dance lessons with her 2 daughters every week. She also belongs to a play-reading group for 35 years and she loves to read.

president's AWARD

This annual award, presented by the Sabes JCC Board President, has been established to recognize an outstanding volunteer who has helped the JCC meet its mission by providing guidance and volunteer efforts on significant projects.



jim bechthold

Jim has extensive board and board leadership experience. Jim has served on the Board of Opportunity Partner, Barry Family Campus and the Sabes JCC. Jim has also served as the interim CEO of a small non-profit. While on the Sabes JCC board Jim has been an active board member, member of the Governance Committee as well as serves as the Sabes JCC representative to the BFCC Board.

Jim was selected for this year's Presidents Award as he meets all the criteria, and, this past year has gone above and beyond. Jim is a regular user of the JCC and a tremendous ambassador. His guidance on the Governance committee and at board meetings has been impactful in helping

lead the JCC. This past year Jim volunteered to oversee the facility operations for 3 months while the campus was transitioning to a new format. Jim refused to be paid for this full time position and did it to benefit all of the agencies on campus and to save on staff costs during this transition. Jim did an outstanding job jumping into this demanding role and always did so with a smile and a positive outlook and attitude. The Sabes JCC and the entire campus is indebted to Jim for his leadership and for being a true mensch.

Jim has spent his entire life in Minnesota. Presently he lives with his wife, Karen in Minnetonka. They have three children, Kim, Kurt and Melissa and four grandchildren. After receiving a BS degree from St. Cloud State College, Jim taught junior high science and boys' physical education at Prescott, Wisconsin. He enrolled at Wisconsin State University, River Falls in 1968, receiving his MS degree in biology as he started his 32 year career at Northern States Power Company. At NSP he spent 16 years in environmental studies, supervising air, and water quality, radiological and ecological studies. He was tasked to form the industrial hygiene department, combining it with the safety functions. In the last half of his career he managed the Industrial Relations area and then electric construction in the

western Minneapolis suburbs. It was during this time he became active in community.

Because of his youngest daughter interest in softball, Jim started the summer girls fast pitch program in the Hopkins school district. Because of his mother's interest in individuals with disabilities, he joined the board of Opportunity Partners in Minnetonka. Over the last 15 years he has been a board member at OP serving as board chair in the late 1990's. In recent years he has served as interim Executive Director of the St. Paul Energy and Environmental Resource Center, Interim Program Vice President at OP and the Interim Campus Executive Director at the Barry Family Campus. He has served on the JCC and BFCC boards for over five years. To keep busy in retirement, he has coached girls fast pitch softball teams at Benilde/St. Margaret's, Washburn High School and Hopkins High School.

Jim has enjoyed his years at the JCC, meeting new friends and learning about the Jewish culture and religion. His guiding principal is to "seek to understand before you are understood."

OUR FULL SERVICE HEALTH AND WELLNESS CENTER

includes current exercise equipment, professional personal training, group exercise classes, sports and aquatics programs. Our friendly, non-competitive environment is designed to ensure that you can make healthy living part of your family's life balance plan. Health and Wellness often serves as a key entry point for many unaffiliated Jews. Their participation and experiences often strengthens their Jewish identity and connections.

THE ROBERT AND JANET SABES CENTER FOR JEWISH ARTS AND HUMANITIES

is dedicated to engaging the community in the exploration of Jewish identity and culture through film, theatre, visual arts and ideas. We offer stimulating lectures, hands-on classes and cultural events through the Tychman Shapiro Gallery, Theatre Or performing arts series, the Sabes Foundation Minneapolis Jewish Film Festival, Jewish Journeys lecture series, the Minneapolis Jewish Humor Festival, and the Live from New York's 92nd Street Y™ series.

THE EARLY CHILDHOOD CENTER

offers the best programming for children 6 weeks to 5 years. Whether it is our fulltime infant program or a part-time prek class, our inclusive Jewish environment inspires a safe and nurturing experience. Our skilled staff provides a rich variety of high-quality and developmentally appropriate experiences for young children to explore with through play. We seek to foster within the children a positive self-concept, a joy for learning, and the ability to work and play well with others. We value the diversity of our families and our staff.

We respect differences among our children and families and we strive to teach to each child's strengths. We are passionate about recognizing that our children have many facets and interests that need to be addressed.

YOUTH AND FAMILY PROGRAMS

HaBonim provides much needed afterschool care in a Jewish environment. Schools out, birthday parties, Saturday Night Out, classes and special events round out this important JCC program. BBYO, the leading pluralistic teen movement aspiring to involve more Jewish teens in meaningful Jewish experiences, has begun to flourish in its second year as a JCC program.

SUMMER CAMP

is the crucial ingredient for a well rounded summer experience, and nothing quite compares to the mix of excitement and enrichment that accompanies Sabes JCC summer camps. Jewish values and culture are at the heart of our programs. Our camps are inclusive, and the Sabes JCC takes pride in providing support for the integration of children with special needs. Whether your child is interested in sports, music, art or nature, we will ensure the best summer camping experience available.

ADULTS

are staying healthier and more active a lot longer these days! Recognizing this, we provide a wealth of programs, classes and activities to challenge mind, body, and spirit. Adults can stay connected to the community and meet new friends at exercise classes, and congregant dining with our hot lunch program. Additional Adult experiences include

theatre performances, speakers on issues from health to Jewish thought, musical guests, dances, and movies.

INCLUSION PROGRAMMING

at the Sabes JCC welcomes people of all ages and abilities and is dedicated to removing barriers to participation for all. We include children and adults with special needs into all of our programs. The Inclusion Director works with parents to make the youth program or camping experience a successful one for every child. Individual support plans, and in some cases one-on-one advocates, are provided to ensure a positive outcome. Adults with special needs are also encouraged to attend all programs offered by the Center, and we are committed to making all possible accommodations.

VOICE: COMMUNITY BUILDING INITIATIVE

represents a collaboration between the Sabes Jewish Community Center (Sabes JCC), Jewish Community Action (JCA) and the Minneapolis Jewish Federation with the goal of engaging and connecting the Russian-speaking Jewish elderly community in the Loring Park neighborhood of Minneapolis. This year, with support of Minnesota Historical Society and Rimon staff and volunteers from VOICE completed a multi-media project *New Faces of Minnesota: Meet Us*, which included a short film and photo exhibit that offers an intimate look at the Minnesota immigrant population.

I am moved to tears by the beauty and complexity of the work in the Kabbalah exhibit.



Thank you for supporting Voice. This program is what we really need—it fosters our communication, organizes us, brings us closer to our Jewish roots and takes our minds off health problems and loneliness.

-Lilia



This has been such a great session of camp for my son. Yesterday he told me that it went way too fast. Thanks so much for all your work that resulted in such a great experience for the kids!!



Where else, at our age, can we get an opportunity [to perform] like this?

I wanted to take a moment and thank you for giving me the opportunity to take part in the Inclusion Program at the Sabes JCC. The program has been such a positive experience for me and I strongly believe I would not get the attention and the accessibility I have encountered with your program at any other facility. Before finding out about your program I went out to other gyms who state they are accessible for people with disabilities, but I found just the opposite to be true. There were stairs with no elevator, and the swimming programs did not meet my needs because no one would show me individually how to do the exercises. Being a person with a disability, and having programs available to me so I can be an active member of the Jewish community is very important to me. To be able combine the two I am eternally grateful for you and your program.



PHOTO BY KAMIL DADASHEV



I love going to the events at the Sabes JCC. Every time it is an opportunity to spend time with friends and feel as an integral part of the Minneapolis Jewish community.
-Anna





I just wanted to send you a note letting you know what an AMAZING time my daughter had at camp this summer. For this being her first time at summer camp, I could not think of a better place for her to be. Your programming was fabulous, she would come home and tell me all that she learned especially in Judaic's...it was so wonderful to hear her talk so seriously about her religion. And what can I say about your staff—they have had a very profound impact on her...



Each artist explores their existence in writing, and their unique artistic, visual voice. It is a valiant searching artistically and Judaically. Thank you to the Tychman Shapiro Family and the Sabes JCC for hosting us and supporting this artistic community!



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We are especially thankful to the Minneapolis Jewish Federation for their continued generous support of our mission and for partnering with us on Directed Giving opportunities in support of Inclusion, Voice, Camp Advocacy, and Services for Seniors.

Gifts listed here include total donations and pledges made to the Sabes JCC, Sustaining Membership, the Annual Benefit, The Machers Golf Tournament, Minneapolis Jewish Humor Festival, Minneapolis Jewish Film Festival, tributes and various funds May 1, 2010 through May 17, 2011. We strive to have an accurate list; however, if there are omissions or errors in your listing, please contact the Development office so we can make the correction: 952.381.3514.

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TO SUS•TAIN

– verb

1. to give support or relief to
2. to supply with sustenance and nourishment



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