

The Legacy Heritage Innovation Project



SUPPORTING JEWISH EDUCATIONAL CHANGE AND SYNAGOGUE TRANSFORMATION

Proposal for Legacy Heritage Innovation Project Grant

All proposals must be completed according to the format below and sent by email to Rabbi Marc Margolius (marcm@lhfl.net), Director of the Legacy Heritage Innovation Project, **by 3:00 p.m. EST Thursday, March 6, 2008**. Contact Rabbi Margolius at (212) 578-8190 ext. 106 or at marcm@lhfl.net with any questions. Applicants will be notified by **Friday, April 18, 2008** as to a determination regarding funding.

Name of congregation: Temple Beth Shalom

Address: 3635 Elm Ave. Long Beach, CA 90807

Telephone: (562) 426-6413 Fax: (562) 426-7824 Website: <http://www.tbslb.org>

Denomination: Conservative # of member units (households)

of children enrolled in congregational school (K-7):

of children enrolled in day school (K-7):

Dates and hours that congregational school meets: Tuesday 4:15 p.m. – 6:15 p.m. and Sunday 9 a.m. – 12 p.m.

Rabbi (name/e-mail): Dov Gartenberg rabbi@tbslb.org

Educational Director: Karen Isenberg until 5/31/08: A new Educational Director will be hired by 6/1/08

President (name/email): Co-presidents: Jerry Kaufman, jkbmed@aol.com Mark Lipp, mlipp@main-line-inc.com

Proposed title of project: **Shabbat Hospitality Initiative**

Dollar amount requested for funding: \$30,000

Names and title(s) or role(s) of each person involved or consulted in preparing this Letter of Inquiry:

Rabbi Dov Gartenberg, Rabbi of Congregation

Jerry Kaufman, Co-president of the Congregation

John Williams, Chair of the Education Committee

Martha DeYoung, Member of Education Committee

Judith Carey, Sisterhood President

Wendy Strauss, Chair of Community Scholars and Events Committee

Karen Weinstein, Board Member

Cantor Roni Kripper, Part-Time Cantor

Rabbi Cantor Glenn Gelman, Cantor Emeritus

Rabbi Cantor David Kane, Cantor Emeritus



What has encouraged you to consider increasing and intensifying family engagement on Shabbat and holidays? What do you consider the main obstacles to such engagement and how do you plan to address them? (One-two pages maximum, double-spaced.)

With the arrival of Rabbi Dov Gartenberg in the summer of 2007, Temple Beth Shalom (TBS) embarked on a review of the entire synagogue program. Rabbi Gartenberg was hired partly on the basis of his track record of revitalizing Shabbat both in the synagogue and in the home through his work with Panim Hadashot - New Faces of Judaism in Seattle, Washington. During the first six months of his tenure, Rabbi Gartenberg has brought new vigor and energy to our Shabbat experience and to our synagogue. Rabbi Gartenberg models an important dimension of what will be a main path in TBS's new direction: Shabbat hospitality. Since his arrival, he has invited dozens of members to his own Shabbat table in the synagogue's neighborhood. In sharing his table, he is developing strong relationships in the congregation and motivating people to share their own tables. In addition, Rabbi Gartenberg has demonstrated strong and active leadership in the Temple's school and with youth programs - winning the confidence of lay leadership responsible for these areas. These developments have given our synagogue the confidence necessary to invest the time and planning in Shabbat hospitality that is reflected in this proposal.

TBS, through this proposed project, intends to build on an already established tradition in our congregation of beautiful and popular Shabbat and festival feasts hosted by our Sisterhood. These fully subscribed feasts have traditionally taken place on Sukkot, Hannukah, the outreach program, Shabbat Across America, Yom Haatzmaut, and Tu Bishvat. TBS's reputation as a hospitable and celebratory congregation is directly attributable to these feasts and celebrations. At our recent Tu Bishvat Seder, the Rabbi called attention to an amazing exchange taking place between an 86-year old woman and a 9-year old boy about the qualities and purposes of different types of fruit beautifully displayed at the table. One aim of the Shabbat Hospitality Initiative is to increase opportunities for these types of encounters in our community.

To this congregational legacy, Rabbi Gartenberg brings his own unique series of Seders and sacred feasts that he developed with Panim Hadashot. An expanded series of communal



festival and Shabbat feasts can foster a stronger sense of community and bring the generations together. These communal celebrations complement and reinforce the proposed Shabbat Hospitality Initiative balancing communal activity with home celebration.

Currently, TBS faces a number of challenges with engaging families in Shabbat and festival celebrations. The main obstacles we face as a synagogue family are the following:

1. The current structure and schedule of the synagogue school works against families having frequent and positive experiences of Shabbat. TBS has been working vigorously to change the structure of the program and to make Shabbat experiences a central part of educational endeavors.
2. To move forward with the proposed project, we must build a strong staff to work together with Rabbi Gartenberg. Our leadership is committed to building on the Rabbi's strong leadership to upgrade the position of Educational Director. Another step in improving our staff is the return of Cantor Roni Kripper in May 2008 from an educational leave of absence. During his previous tenure, Cantor Kripper developed strong relations with synagogue families and attracted many of them to revitalized Shabbat services. We believe that Rabbi Gartenberg and Cantor Kripper will form an outstanding team to implement the actions indicated in this proposal.
3. TBS faces demographic challenges. The Jewish population in Long Beach has declined in recent years, but is now holding steady with some growth. Our membership is spread out across the Long Beach, West Orange County area. The congregation must distinguish itself with high-quality, distinctive, and engaging approaches to attract a larger portion of unaffiliated Jews in the area. The congregation must work harder to become a more welcoming congregation and raise this welcoming profile in the wider community. TBS is the only Conservative congregation between Central Orange County and Palos Verdes. This simple fact helps the synagogue to attract Conservative Jews in the area. The synagogue believes that a strong outreach orientation will help attract a broader demographic of Jews who will want to engage in what the congregation has to offer.

**READINESS/CAPACITY FOR CHANGE:**

In as much detail as possible, describe (one-two pages, double-spaced) :

- (1) The process by which this proposal was formulated;
- (2) Specific evidence indicating the extent of “buy-in” from lay leaders and congregants or readiness to participate in the approach this proposal describes; and
- (3) How you plan to engage congregants in the approach you are proposing (e.g. personal calls, hand-selecting a targeted group, etc.).

(1) The process by which this proposal was formulated. This proposal was formulated in the context of a full review of our synagogue school. That review, which is still in progress, convinced leadership of the value of moving toward a family education and Shabbat centered school. There is clear evidence of congregational enthusiasm for moving toward a more Shabbat centered approach. Synagogue school families have responded very positively to the Rabbi’s Shabbat hospitality. A pilot Shabbat afternoon service has drawn very strong numbers and interest. There is continuing and strong response among congregants for the congregation’s communal Shabbat and festival meals.

Rabbi Gartenberg became aware of the Legacy Heritage Innovation Grant through his work as a consultant for another Legacy Heritage Innovation Recipient. Upon receiving the announcement about the new cycle of grants from the Legacy Heritage Foundation in Fall 2007, Rabbi Gartenberg informed the Board of Directors and school leadership of the opportunity the grant could present to the congregation. The co-presidents agreed with Rabbi Gartenberg that the Legacy Heritage Grant was an excellent opportunity for the synagogue to crystallize its direction and bring constituencies together for a common purpose. Given the Rabbi’s extensive experience with Shabbat centered programming, the Board of Directors agreed that the congregation now had the necessary resources and expertise to bring the proposed project to fruition. The Letter of Inquiry was reviewed by the Board of Directors and the Education Committee. The final and full proposal was vetted by a committee composed of representatives from different membership constituencies in the congregation.

(2) Specific evidence indicating the extent of “buy-in” from lay leaders and congregants or readiness to participate in the approach this proposal describes. Rabbi Gartenberg and the leadership of the synagogue school have worked hard to gain congregational leadership buy-



in for this proposal. School wide meetings took place in December 2007 which led to the approval to move in the direction of a Shabbat centered and family education school model in 2008-2009. This proposal reflects the input of representatives from different groups and generations in the congregation. An ad-hoc committee composed of the Sisterhood president, education board members, a youth commission representative, the chair of the community scholars and events committee, board members, and one of our co-presidents met to review the grant proposal and to prepare the congregation for changes we will be making in programs and services. This proposal has also been reviewed by, and subsequently received support from, our two Cantor Emeriti who have served the congregation for most of its lifespan and have intimate knowledge of the congregation.

The synagogue has begun to pilot programs and services that serve as key elements of a Shabbat centered approach. On February 9, 2008, the synagogue held the first 25th Hour Havdallah service which was attended by 40 enthusiastic adults and children. On the same Shabbat, an afternoon study program called 70 Faces was introduced. 70 Faces is an interactive Torah reading study session for adults, which was also well attended and received.

(3) How do you plan to engage congregants in the approach you are proposing (e.g. personal calls, hand-selecting a targeted group, etc.)? Over the past six months, TBS has significantly upgraded its modes of communication. A vastly improved website, an e-newsletter, targeted distribution lists, neighborhood meetings, focused calls, and other approaches have been used to energize specific pockets of the congregation. The most effective form of engagement has been what Rabbi Gartenberg refers to as premeditated hospitality, or targeted relationship building with groups in the congregation through Shabbat and home hospitality. The congregation is currently small enough to be able to focus on building relationships and bringing different groups together. Much of the discussion for the ideas in this proposal has taken place at Shabbat tables. The synagogue will continue to use these methods to engage wider participation and buy in from congregants.

**PROPOSED INITIATIVE:**

Describe (4-7 pages maximum, double-spaced) your proposal to integrate adult, children's, and family-based learning into the context of home and/or communal Shabbat and holiday celebration. Specifically, explain how your approach would address the following criteria:

- (1) Significantly increase the engagement of parents with school-age children in Jewish learning and living;
- (2) Deepen and intensify parental and children's engagement in Jewish living and learning on Shabbat and holidays (preferably at least twice per month);
- (3) Integrate Jewish learning with Jewish practice;
- (4) Foster connection among diverse constituencies within the congregation and across different aspects of Jewish life (e.g. linking empty nesters with preschool families, relating ritual life to tikkun olam, etc.);
- (5) Promote collaborative planning and action among congregational staff and lay leadership in an ongoing manner, and
- (6) Align intentionally with or emerge from your congregation's core vision. (If your congregation has a mission or vision statement, please include it in or append it to this section.)

The Shabbat Hospitality Initiative (SHI) will be the centerpiece of an intense effort to energize the Shabbat and festival experience at TBS. The essential purpose of SHI is to revitalize Shabbat as a living home practice by reorienting the synagogue to train, support, and mentor families and households to practice and celebrate Shabbat at home. At the same time, this effort helps members make a stronger connection with the synagogue's communal Shabbat and festival celebrations and worship gatherings. TBS seeks to reframe Shabbat hospitality and home practice as a profound and ongoing Jewish spiritual practice for our members and for the broader community. The synagogue aspires to validate and support member appropriation of a rich Jewish home life centered on Shabbat. To accomplish this new focus on the home Shabbat experience requires a rethinking of the way Shabbat has been organized and presented within the synagogue.

A critical element of SHI is the recruiting of members of the synagogue to undergo training to become Shabbat hosts who, in turn, open their homes to others in the congregation. beyond. The plan is to concentrate on different sectors of the congregation: families with young children, families with elementary school children and younger teens, and empty nesters. Families and households from all these groups will be mentored in Shabbat home hospitality for Friday and Shabbat afternoons. Rabbi Gartenberg, the Cantor, the Educational Director, the Cantor Emeriti, and other skilled congregants will all host these families at their homes or at the synagogue. The



training will include learning basic ritual skills, building a repertoire of zemirot and shirim (distinctive to TBS), Jewish cooking classes for men, women, and children, and learning how to facilitate Torah study and discussion around the table. Most importantly, the intention is to inspire participants to practice the mitzvah of “premeditated hospitality”, an active effort to invite guests and people from different walks of life to Shabbat tables.

A additional critical element of SHI beyond host training is the training of professional staff and knowledgeable lay people in the role of “Shabbat Table Animation.” This is a skill that Rabbi Gartenberg coined and developed while he led Panim Hadashot. A Shabbat table animator must be willing to travel to a host family that has requested help in leading a Shabbat event at their home. A guest Shabbat table animator leads or co-leads with the host, creating a ritual feast experience that invites and incites active participation, storytelling, song, and fellowship around a Shabbat table. Shabbat animators model their skill of leading a Shabbat and festival meal for congregants and their guests. Rabbi Kerry Olitzky, the director of the Jewish Outreach Institute, defined ‘outreach’ as the ability to meet Jews where they are. Shabbat table animation is a very powerful way to engage families precisely because it brings Shabbat into people’s homes in joyful and compelling ways and encourages them to adopt authentic Jewish practice for themselves, their families, and their friends. Funding for the proposed project will enable us to train staff and congregants and develop training materials for other congregations adopting similar approaches. Funding will also provide additional staff hours for our Educational Director and Cantor to bring a powerful Shabbat experience to the Shabbat tables of TBS members.

There is the intent, through the proposed project, to utilize the congregational asset of our retired clergy. The congregation is blessed with two retired Rabbi-Cantors who know the congregation very well, are very beloved and who have agreed to serve as Shabbat animators and/or as Shabbat hosts. This will help to give weight and authority to the proposed project, especially with the older generation of the congregation.

Another critical innovation to help advance a true Shabbat culture in the congregation will be the implementation of a monthly Friday night called: **Shalom Aleichem Shabbat**. On



Shalom Aleichem Shabbats, the Rabbi will encourage members to be at home for Shabbat dinners around the table. The Rabbi, Educational Director, Cantor, and lay Shabbat animators will attend and animate Shabbat dinners at different congregational homes each month. Congregants who participated in a pilot Shabbat Hospitality Initiative program this year will also host Shabbat meals for guests at their tables. Every home that participates will receive materials including a theme, conversation starter, a melody for the table, and a distinctive practice to emphasize. By creating many smaller and intimate Shabbat celebrations led by skilled animators or hosted by congregational hosts, we will engage more and more families and households will become engaged with Shabbat and with hospitality.

The broader goal of SHI is to instill in diverse congregational groups a deep and enduring relationship with the mitzvah of Shabbat hospitality that crosses generations, begins in early childhood, and grows stronger over a lifetime. The Shabbat Hospitality Initiative will be designed to: (1) create a common culture of Shabbat hospitality that will transcend generational enclaves in the congregation, (2) encourage participants to mentor and model their own Shabbat practice with extended family and friends including non-Jews, and (3) ease anxiety around hospitality, while demystifying Jewish practices such as kosher and Shabbat restrictions to encourage people to bring Shabbat home and to share it with others.

The Shabbat Hospitality Initiative is inspired by Moses' retort to Joshua in Numbers 11: "Would that all the Lord's people were prophets that the Lord put Divine spirit upon them." We must give the opportunity to fellow Jews to rediscover the Divine spirit around their tables. The synagogue seeks to disseminate the joy and the skill of leading a Shabbat Seder to as many members of the synagogue as possible via the inspiration of dynamic animators and hosts. Through Shabbat animation and hosting and the platform of Shalom Aleichem Shabbat, the synagogue expands the realm of education and engagement beyond the pulpit and the classroom into the homes and onto the tables of congregants. The end result is to establish a vital Shabbat table culture and hospitality practice so that people will consider TBS a place where Shabbat is compelling, beautiful, accessible, and profoundly meaningful.



The Shabbat Hospitality Initiative will be the lead initiative of related efforts to transform the Shabbat experience at TBS and to revitalize its religious and communal life. The professional and lay leadership anticipate that SHI will require systemic change in the congregation. The emphasis on home centered celebration and hospitality will impact positively the web of activities, populations, and organizational efforts of the synagogue. Three other complementary initiatives will be linked to the Shabbat Hospitality Initiative

1. **Reorientation of the Synagogue School to Become Shabbat Centered:** Planning, Winter-Spring 2008; Implementation, Fall of 2008: The school is well into a process of getting buy-in from parents and congregational leadership for making Shabbat a centerpiece of the school in 2008-2009 and beyond. The school is being restructured to include a monthly Shabbat afternoon Shabbaton. Embracing the 'synaplex' model, the monthly Shabbaton will feature diverse Shabbat activities that encompass prayer, family education, study, and social action education and discourse. Monthly Shabbat afternoon Shabbatons will feature family activities, a Shabbat service that enables younger children and parents to read from the Torah, a newly organized Havdallah service that has already begun, and music education for both parents and children. Our synagogue school families will be recruited to participate in Shalom Aleichem Shabbats with the aim of engaging these families to attend or host Shabbat dinners in their homes.

The synagogue is seeking a new part-time Educational Director who has informal and family educational training and a readiness to participate in Shabbat hospitality and Shabbat programming, as well as a background in conventional educational needs associated with a weekday Hebrew-Judaic program.

2. **The Beth Shalom Community Festival Celebratory Feast Series:** Fall 2008. TBS has a long history of popular and well attended Shabbat and festival communal meals. One of the ways to make the Shabbat Hospitality Initiative channel enthusiasm into congregational life is to 'strengthen a strength' by offering more and distinctive communal festival celebrations at the synagogue. Current popular communal celebrations for Sukkot,



Hannukah, Tu Bishvat, Passover, and Yom Haatzmaut will be augmented by newly introduced feasts on Erev Rosh Hashannah, Erev Yom Kippur, and Shavuot. Rabbi Gartenberg will unveil his original 'hagadot' and seders for each of these festivals as well as for Hanukah.

3. **Revitalizing and Diversifying Shabbat Worship and Learning:** Fall-Winter 2008.

In November of 2008 and January of 2009, Rabbi Gartenberg and Cantor Kripper will introduce a new Friday night schedule of services and Shabbat afternoon Havdallah services. The Shabbat afternoon service is being piloted this winter and will be integrated into the new school Shabbatons. In September, the popular Shabbat musical services developed by Cantor Kripper will be resumed, but with several improvements to encourage participation. The monthly Shalom Aleichem Shabbats will be introduced to the congregation in November. Starting in January, a community Shabbat dinner will be introduced, preceded by an early service and followed by a Friday night speaker or musical program. The community Shabbat dinners will feature songs, customs, and teachings, to be utilized by the congregation on Shalom Aleichem Shabbats.

Incremental improvements to Shabbat morning services will be made, although the synagogue will preserve the traditional format beloved by regular attendees. Many of the changes will include efforts to make services more family friendly and will involve teaching synagogue skills to more congregants in order to enhance greater participation.

Dovetailing nicely with this effort, Rabbi Cantor Emeritus Glenn Gelman, who often leads Shabbat morning services, funds a scholarship to train youth Torah readers which is helping to engage young people in services..

The SHI and these related initiatives give us an opportunity to invite underserved populations in our congregation and in the community to participate.

1. **Integration of Day School Families:** Fall 2008. A growing number of families send their children to two local day schools in the area. Many are not yet affiliated with a congregation. In past years there have been few attempts to engage day school families.



Few have even joined TBS's congregation outside of seeking Bar or Bat Mitzvah for their children. Those who have joined have not connected to Shabbat or other synagogue activities. We believe that the SHI and the Shabbatons will be an excellent way to engage these families in synagogue life.

2. Youth Participation and Empowerment: Summer-Fall 2008. During the past six months, the synagogue's United Synagogue Youth (USY) program has been revitalized. The involvement of youth in these efforts is essential, including the training of young people to become Shabbat animators and junior counselors in the synagogue school Shabbat programs. Youth gatherings will take place during Shalom Aleichem Shabbats so that the teenagers are empowered to coordinate their own celebrations.

3. Outreach and Support for Those Who are New to Synagogue and Jewish Life: Spring 2009. One critical aspect of our approach since Rabbi Gartenberg's arrival is the attention and support given to people entering synagogue life for the first time as either new members or prospective converts. The synagogue works especially hard to integrate new people through Shabbat hospitality and to create a welcoming presence at services. The synagogue is blessed to have an outstanding program called "Living the Jewish Year" that gives prospective members and converts a year of being supported and mentored before fully joining the congregation. This population will be an important element in helping us to reorient toward a Shabbat centered community.

At least two important areas of synagogue life will require rethinking:

1. Adult Learning Reorientation: Beginning Summer 2008. One of the key systemic changes involved in this proposal is the understanding that adult and family learning can take place around a table celebration and not merely in classrooms and lecture halls. The emphasis on Shabbat animation is a reflection of this awareness. Special attention will be paid to training which will include a focus on informal Jewish education and bringing in educators who can work with professionals and gifted congregants to utilize informal educational tools.



- 2. Tikun Olam and Shabbat:** Winter 2009. The focus on Shabbat at our congregation has implications for tikun olam efforts. A key area of creative energy will be to rethink how tikun olam and social action can be integrated into a Shabbat centered model. We view 'hachnasat orchim' as a form of tikun olam itself. What would it mean to reach out to the poor of our community on Shabbat? How would we make our Shabbat activities and meals more "green" and more reflective of an authentic Jewish environmental ethic? We hope to attend Hazon's groundbreaking Food Conference in December 2008 to motivate tikun olam efforts around food and meals.

Our proposal reflects a reordering of the synagogue's orientation and programs with the intention of transforming the congregation's role in the life of its members and its place in the wider Jewish community. The proposal also reflects the synagogue's mission and current list of goals (listed in Appendix A and described in our Letter of Inquiry). This restructuring will involve changes in the worship, educational programs, and ultimately the organization of the synagogue. That is why there is an emphasis on input from different populations in the congregation and from synagogue leadership in this proposal. The congregational leadership supports this new direction and is committed to seeing this effort through over several years. The group formulating this proposal is confident that this effort will revitalize the congregation, attract new and committed members to join the synagogue, and raise TBS's profile and reputation in the wider community. The sustainability of this proposed project will be tied to the ability to establish a reputation in the area as an inviting congregation that promotes a joyful Jewish home life integrated with a dynamic communal energy.



Appendix A

TBS Goals 2007-2009

- The synagogue must have many doors of entry, including services, study, social action, Israel action, and cultural activity.
- Synagogue religious life must invite meaningful participation of its members to thrive and attract a younger generation.
- The Rabbi, professional staff, and lay leadership must be prepared to collaborate closely to bring powerful Jewish experiences to Jews beyond the walls of the synagogue.
- All programming must reflect the core purpose of helping to provide meaning in people's lives. This message of Judaism must be embedded in everything that we do as a community.

TBS Mission Statement

"TBS warmly welcomes all Jewish individuals and families of different backgrounds, make up, generations, Jewish knowledge, and Jewish personal practice. As a community and institution, TBS follows the egalitarian practice of Conservative Judaism as we: pray together, celebrate together, study and grow together in Jewish spirituality, knowledge, skills and practice, care for each other, work together to meet needs of members, work together to meet the needs of the Jewish community here and abroad, and work together to meet the needs of the community we live in."



BUDGET: Provide a budget estimate for your proposal utilizing the categories below. Note that preference is given to proposals which allocate funds in ways designed to maximize long-term impact (e.g. greater weight is assigned to leadership and educational training, curricular development, and renewable resources; less weight to speakers, PR materials, technology, temporary personnel).

<p>Process (must equal at least one-third of total grant expenditures) (Examples: professional consulting/coaching for congregational leadership and/or staff, board retreats; training through the Consortium for the Future of the Jewish Family: Expanding the Work of Whizin, etc.)</p>	
<p>Fund for visiting teachers and acquisition and development of training resources for Shabbat animators program, a training program for skilled congregants and staff.</p>	\$5,000
<p>Stipends for lay leaders and staff to attend conferences that complement the TBS Shabbat Hospitality Initiative such as Whizin summer conference, LimmudLA, Hazon Food Conference, CAJE, and lay leadership conferences on synagogue transformation such as Synagogue 3000.</p>	\$4,000
<p>Funds for leadership teams and animators to visit communities with best practices that will help us to improve and refine our model.</p>	\$2,000
<p>Program¹ (Examples: materials, curriculum development, supplies, scholarship/subsidies, guest instructors or speakers, PR/marketing (<u>not</u> food or refreshments).</p>	
<p>Curriculum Development: Funds for the creation of curricular materials for animator and host training and school related programs to go to educational director</p>	\$4,000
<p>Website development and funds for marketing materials and services</p>	\$2,700
<p>Personnel² (Examples: stipends or supplemental compensation for staff members who undergo training and/or assume</p>	

¹ Preference is given to funding for “sustainable” resources such as curriculum development, teacher training, materials which can subsequently be reused, etc.



additional responsibilities as a result of the funded initiative.)	
Supplemental compensation for Educational Director and Cantor to be trained and to serve as Shabbat Table animators and be available for facilitating home celebrations for members	\$8,000
Evaluation (10% of total budget) Funds for professionals to hold focus groups and prepare participant surveys and process information for review.	\$3,300
Congregational matching funds Funding to augment Educational Director position to focus on SHI Initiative and school integration.	\$3,000
Transportation cost for sending Rabbi and Educational Director to Innovation Project seminar (LHIP covers all costs except transportation)	\$1,000
TOTAL EXPENDITURES	\$33,000

² If you are proposing to devote a significant amount of funds to personnel, you must justify how the congregation plans to absorb such expenses after the termination of the grant.