



FREQUENTLY ASKED QUESTIONS

Vision. Shalom Orlando is the association that inspires, elevates, and influences our Community. We are a modern version of a singular Jewish entity to better serve the evolving needs of our growing community and strengthen overall philanthropic support. By working together, our leadership approaches the community united as one driving a message of strength and sustainability, in collaboration with all our communal organizations.

What is Shalom Orlando?

Shalom Orlando is a new organization that brings together The Roth Family JCC and the Jewish Federation of Greater Orlando's programs and services.

Why is the merger happening?

As our Jewish community continues to evolve, our organizations must evolve as well. The current structure is dated, and this merger provides a blueprint for growth versus reaction. It is time to make fundamental changes that create a more effective foundation for the next generation of Jews in Central Florida.

Given that the Roth Family JCC and Jewish Federation of Greater Orlando do different work in the community, how will these programs and services continue after the merger?

Shalom Orlando will remain committed to providing for the needs of the Jewish community locally and abroad through the JCC programs and philanthropic support of partner agencies, just as the JCC and Federation have done in the past. The core institutional programs of both the JCC and Federation will continue to thrive with the merged organization.

What is going to happen to the Roth Family JCC name? Is this the end of the JCC?

The Roth Family JCC will continue with their services and programs. The name, The Roth Family JCC, will remain as a core part of the Shalom Orlando entity. The Jewish Community Campus in Maitland will remain our current home.



What happens to other named spaces on the campus?

All named spaces keep their existing names under Shalom Orlando.

What do the leadership boards look like with the new merger?

Our two separate boards will be combined into one, to be known as the Shalom Orlando Board. The initial board of Shalom Orlando will consist of 18 members, comprised of:

- 6 current members of the Federation board
- 6 current members of The Roth Family JCC board
- 6 community members who are not currently a part of either board

The first Chairperson of the new Shalom Orlando board will be selected in a manner to be determined by the current Boards of Directors of the JCC and Federation.

How will the community members of the board be selected?

A nominating committee of 7 members will work with both the Federation and The Roth Family JCC to select the 6 members from each board, as well as nominate the 6 new members and the leadership slate. 2 of the members of the nominating committee will come from the Federation, 2 from the Roth Family JCC, and 3 members will represent the larger community.

How are the agencies and synagogues represented in Shalom Orlando?

A new Leadership Council will be created to ensure the agencies and synagogues are fully represented. This Leadership Council will consist of:

- All members of the Shalom Orlando Board of Directors
- Senior lay leaders, and senior staff professionals of all of Orlando's Jewish agencies
- Past Presidents of the Jewish Federation of Greater Orlando
- Past Presidents of The Roth Family JCC
- The Chairperson of the Orlando Committee of the TOP Foundation
- Any locally-residing member of the national Board of Directors of the Jewish Federation of North America (JFNA) or the Jewish Community Centers Association (JCCA)
- The President and Rabbi (or their designees) of each synagogue recognized by the Board of Rabbis in the Orlando area
- Four to six at-large members appointed for one year by the Shalom Orlando President for one year.



What is the role of the Leadership Council?

The Leadership Council will serve as a voice for the community. Their responsibilities include electing the Board of Directors, offering advice and strategic guidance, and serve as ambassadors for Shalom Orlando. They provide a broad view of the community, and it's needs and offer input on large scale community projects.

Are the two entities combining administratively as well?

Yes. The new entity, Shalom Orlando, will have one CEO, staff, Board of Directors, one Finance Committee, one Audit Committee, and one Accounting Department.

What will happen to the assets, such as endowments and donor advised funds?

All endowments will remain restricted to the programs they were created to support. All unrestricted assets will be combined under Shalom Orlando after legal review and recommendations.

Governance Revision: What happens to legacy gifts to the JCC and Federation? Do I need to change the beneficiary in my will and trust?

We are working with our attorneys and tax advisors to determine what needs to occur.

How financially solvent will the merged agency be?

Both organizations are financially secure. The decision to merge the organizations was made from a position of mutual strength and for the purpose of adding value to the community. The merger will afford the opportunity to streamline our operations, combine resources to serve the community most efficiently, as well as to be a steward the community's asset management responsibilities.

How will donations be handled?

Upon merger completion, all donations will technically be made to the new entity, Shalom Orlando; however, designated gifts will continue to be the driving force behind individual philanthropic decisions.





Where will our donations go?

A donor may designate where a gift is applied. An undesignated donation to Shalom Orlando will provide support in these areas of focus:

- Programs that improve people's lives Jewishly, with a focus on Youth and Family Engagement, Healthy Aging and Jewish Culture.
- Community building and leadership development through partnerships with local Jewish and other community agencies to foster collaboration, empower community leaders, inspire the next generation, and build bridges of understanding.
- Philanthropy to support local Jewish organizations and Jewish communal needs locally, nationally, in Israel and around the world.

We appreciate your support and are happy to honor your wishes!

What role will supporting Israel play in Shalom Orlando?

Creating strong ties between our community and Israel is at the core of the Roth Family JCC and Federation's visions. As Shalom Orlando, this will not change. We will continue to weave Israeli art, culture, food, programs, missions, and funding into everything we do.

In the future, will other entities be part of the merger?

While this is currently unknown, we look forward to working with other Jewish organizations in the Orlando area to support the entire community.

Who will own and manage the campus?

Ownership and management of the campus is currently being reviewed by our legal counsel. More information will be provided pending legal input. The goal will be to sustain the campus - *now debt free* - as a community asset and manage the real estate as efficiently as possible.

