



Shmuel Bass

TORAH ACADEMY
of San Antonio

Annual Report

2021-2022



FROM THE BOARD PRESIDENT

YAIR ALAN GRIVER

Hello to the entire TASA community!

Welcome to our second annual report. What a year it's been! We continue to see growth in the number of students, we're well on our way in the construction of our new school building, and our students continue to outpace the national averages in secular studies.

On an internal front, we have changed our fiscal year to match the school year (so that we can easily generate end of year reports like this one), we continue to remain fiscally prudent with no debt, and with the help of the Federation have worked on our strategic plan and are transitioning to improving various areas in the school.

We continue to work to position our school for growth and a solid financial future, while enhancing both our secular and Jewish education. But the key, for me, is that I walk the halls and see happy kids and caring staff.

Thank you for your trust and we look forward to the future.

A handwritten signature in black ink, appearing to read 'Yair Griver', written in a cursive style.

Yair Griver - TASA Board President

ADMINISTRATIVE REPORT

Shalom U'Vracha.

As we conclude another year of academics here at TASA, it is with great pleasure that we present to you the Administration's Report on the state of our school. We have been making extraordinary progress at TASA over the last few years. As we move into our "teenage" years, and begin our 10th year, there is much to be grateful for.

We are very grateful to Hashem for all His blessings, as we look back at the many accomplishments and successes that we've had this 2021-2022 school year. Notwithstanding the continued Covid-19 pandemic challenges we faced, economic recession, and continued gaps in many student's education, we are extremely proud of the advancements and accomplishments we have been able to implement. In a difficult year, where many non-profit organizations and schools have struggled, we have had an excellent year, and are poised for an outstanding 10th year of operations with Hashem's help.

Thank you for your continued support. Have a blessed and safe summer.

Sincerely,



Rabbi Yossi Marrus
Dean of Students
Director of Judaic Studies



Jessica L. Diric, M.Ed.
Director of General Studies

General

This was an amazing and successful year. We grew our enrollment to 47 students, representing a 35% growth. The staff and parent body, as well as the board of directors were happy with the administrative team and the job done. The morale of our school is high and we are closing out the year with good feelings all around. In the middle of the school year, we lost 4 students (1 family), finishing the year with 43 students in school.

The Class units for this school year were (1) Kindergarten (2) 1-2 Grades (3) 3-4 Grades (4) Middle School 5-6-7 Grades.

We are excited about the structure of classes for the 2022-2023 school year, with the following structure; (1) Kindergarten (2) 1-2 Grades (3) 3 Grade (4) 4-5 Grades (5) MS 6-7-8 Grades.

Strategic Growth

With the help of the Jewish Federation's strategic plan grant, we hired Debbie Roos as a consultant, and began working with her on our strategic development and plan in the summer of 2021. During the course of the school year, the administration together with the board president and Nammie Ichilov, Federation CEO, met numerous times and worked together on this project.

This project now continues on the board level with a committee.

The administration has been involved in the development and planning of the new school building, which should address our school needs up to 120 students. We are looking forward to a January 2023 move in G-d willing.

The transition from our current space to a new building was a major theme of the summer break. All classrooms and the administration room at Rodfei were completely packed up and moved to Chabad for the interim while our building is built.

Our special thanks to Rodfei for hosting us (both in the past and in the future) and to Chabad for providing our temporary quarters.

Covid-19 Pandemic

While we had hoped not to have to deal with Covid-19 protocols this year, unfortunately, we still had to contend with pandemic, students and staff illness, and peaks of covid within the school community. The protocols established by the board and administration were implemented and closely followed throughout the school year. As the situation changed, we updated these plans, and communicated with medical professionals, board members, staff and parents as needed. We required masks at the beginning of the year due to increased covid levels, but were able to reassess after the Chagim. Additionally, we closed school for an entire week in the beginning of January 2022, as a precaution, to keep our school community safe after the winter break.

We were able to provide quality, in-person, education for 36 out of our 37 week school year. Additionally, when students were not in attendance, due to being sick, being in quarantine, or out of extreme caution, we provided support and make-up learning for them.

New School Building

As you all know, due to growth, we have designed a new school building to be housed on Rodfei's grounds. We have raised over 80% of the funding required for the building, the contract has been signed and the initial payment has been sent to the builder. We have been hard at work with our engineers and have our building permit. We expect work on the land to begin after Yom Kippur with building delivery in early December.



The new, almost 10,000 square foot building, will provide us with 6 classrooms, a multi-purpose room (which can be used as two more classrooms in the future), and art room, resource room, offices for our administrators, a teacher's break/work room and a conference room. We look forward to moving in later this school year and having a grand opening event in early 2023 to thank our key donors, David and Arlene Starr, as well as the institutions that have provided invaluable help including Rodfei Sholom, the Federation and Chabad.

Educational

This was a year of phenomenal, educational growth at TASA. We, in partnership with our parents, successfully modified our General Studies Department, improved our Hebrew and Judaic Studies Department further, and continued to work individually with our students to close any gaps that appeared due to the months of remote learning that were forced on us all due to Covid-19. It cannot be understated the massive impact the pandemic has had on students of all ages, especially elementary school students. The nationwide impact will not be known for years to come.

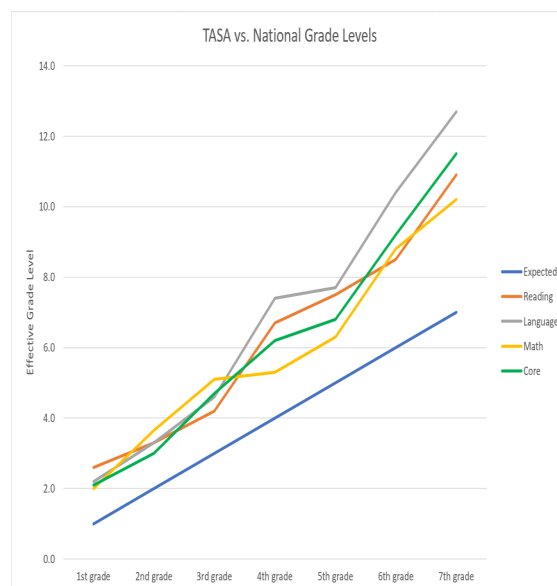
As we started the school year, initial testing and assessments showed continued major educational gaps that far exceeded the normal “summer slide”. We implemented a plan with the teachers to identify, address, and close these gaps. Through continued individual assessments and focus on a child’s particular areas of weakness, testing and assessments showed that we properly and effectively closed many of these gaps. In particular, standardized testing showed that our students, on average, are above the national average with first graders working on a second grade level, and the gap growing to the point that our seventh grade is working at a college freshman level.

The hiring of two new general studies staff people was a wonderful addition to our educational team. In the Judaic studies program, in addition to hiring a new teacher, we improved and resolved any lows from the previous year, leading to the best year to date. We also hired a new P.E. teacher who did a good job in the Physical Education department. Our Hebrew teachers also did a phenomenal job in continuing to build the Hebrew program and build on previous year’s successes.

The retention of our staff is at 84% with two team members leaving, one for personal reasons and the other for a full-time job.

In the Judaic Studies Department, the change in grades K-4, to only have one Judaics teacher per grade level (not multiple teachers teaching different subjects) was highly effective. This change empowered the teachers, resulted in less turnover for the students, and gave both the students and staff a clear area of focus and responsibility.

For the next school year, we will hire 1 Judaic Studies teacher, 1 P.E. teacher, and a part-time general studies teacher to float between classrooms.



Interpersonal and Communal

At TASA, we continue to emphasize the partnership we have with our parents, board and the community. The Covid pandemic certainly added challenges since we were unable to personally meet with our “shareholders” and invite them to see the school in session for many months in the year. This year, we brought back all in-person activities, field trips, inter-class projects etc. and they were very well received. In particular, we re-implemented our annual trip to the rodeo, and our students volunteered with the San Antonio Food Bank. Still, outside of the immediate TASA family, we were not successful in bringing in more visitors.

While it has been four years since our hard “reset” and crisis in our school, it seems that many of our parents have forgotten how vital their involvement and contributions (time and money) are to the school. Thank G-d, we are not in crisis, but we feel that it is important for the parents to understand how important their involvement in PTO, Fundraising, etc. really is. We would like to hold a mandatory parent’s meeting prior to school’s opening.

As usual in a school, there are occasional inter-student skirmishes during the year. In particular, we dealt with a series of interpersonal issues in the 3-4 Grades. As a result, we implemented the 12 Tools and Zones of Regulation Program to help them identify their feelings and work towards self reflection and conflict resolution. We intend to implement this program school-wide for the 2022-23 school year.

We also had some families that needed intervention due to their child/ren needing emotional/educational/social/medical support and help. We met with and communicated regularly throughout the year, and got those students to begin working with professionals in their specific area of need. While this is an ongoing process, we feel that all the students had a good year, and we hope to see continued growth in these areas. The Jewish Federation’s Mental Health Grant, in conjunction with Jewish Family Services, was used as a resource for these families.

We have regularly met with and updated both Rabbi Scheinberg of Cong. Rodfei Sholom and Rabbi Block of the Chabad Center and kept them engaged in all aspects of the school. We have also maintained and grown our relationship with Nammie Ichilov, CEO of the Federation, who has been very helpful in many ways.

Financial

The business end of our school continues to operate in a professional and efficient manner. Vanessa Kock left our school at the end of January 2022 for personal reasons, and was replaced by Maria Karp who has done an excellent job to date. With the help from Veronica Goldblum, Board Treasurer and Sol Schwartz's accounting firm, our books are clean and accessible.

All banking is with IBC Bank and everything is now synced with Quickbooks and our accounting firm. We filed an extension for our 2021 Taxes and are working on resolving some minor discrepancies and file them soon.

We opened a new Building Fund account with Simmons Bank.

By streamlining the tuition and financial process, with easy forms online, Flex Tuition Charts, and clear guidelines and expectations, we were able to bring in more tuition with less hassle. Most families are paid up or on a solid payment plan. One family is significantly behind and a fundraising effort will be made by Yair Griver and Rabbi Block to address it.

Our annual expenses closed at \$521,940, under the approved budget projection of \$566,387 and we head into the 22-23 school year with a small surplus.

Overall, we remain in the black, and on solid financial footing as we close out our 9th year of operations.

2022-2023 Federation allocation applications were successful and we have received the largest allocation in recent years, \$30,000 towards tuition assistance and \$25,000 towards transition costs of moving into our new building. We also received \$3,500 towards our Scholarship Account.

We received \$2,498 in grants from the Jewish War Veterans towards the scholarships of Military families.

We also received a \$5,000 grant from Bnei Brith Organization.

Please note that the Financial Statements are on a **cash basis** and include money raised for our new building.

Torah Academy of San Antonio
Balance Sheet
As of July 31, 2022

		Total
ASSETS		
Current Assets		
Bank Accounts		
BUSINESSSELECT CHKG (7752)		1,797.00
Checking (H AC)		619,990.00
IBC Checking		39,017.83
Total Bank Accounts	\$	660,804.83
Accounts Receivable		
Accounts Receivable (A/R)		0.00
Total Accounts Receivable	\$	0.00
Other Current Assets		
Credit Card Receivables		886.19
Uncategorized Asset		0.00
Undeposited Funds		120,965.59
Total Other Current Assets	\$	121,851.78
Total Current Assets	\$	782,656.61
TOTAL ASSETS	\$	782,656.61
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Credit Cards		
Chase Credit Card		540.57
Chase Ink Credit Cards		0.00
Total Credit Cards	\$	540.57
Other Current Liabilities		
Adv Dep Federation Scholarships		0.00
Advance Deposits 2019-2020		8,305.33
Bridge Loan Payable		0.00
Total Other Current Liabilities	\$	8,305.33
Total Current Liabilities	\$	8,845.90
Long-Term Liabilities		
SBA Payable		86,837.90
Total Long-Term Liabilities	\$	86,837.90
Total Liabilities	\$	95,683.80
Equity		
Retained Earnings		61,723.90
Net Income		625,248.91
Total Equity	\$	686,972.81
TOTAL LIABILITIES AND EQUITY	\$	782,656.61

Torah Academy of San Antonio

Profit and Loss

August 2021 - July 2022

		Total
Income		
40000 TUITION		
40100 School Tuition		217,709.23
40110 Tuition Assistance		-2,404.39
40190 Tuition Refund / Bad Debt		-1,183.88
Total 40100 School Tuition	\$	214,120.96
40300 Registration Fee		10,538.00
40500 Federation Scholarship Funds		4,500.00
40700 PTO Dues		692.88
40800 TASA Gear		1,060.75
Total 40000 TUITION	\$	230,912.59
41000 MATCHATHON		
41100 Matchathon - Donations		58,336.97
41200 Matchathon - Match		33,834.00
Total 41000 MATCHATHON	\$	92,170.97
42000 CASINO NIGHT		
42100 CN - Ad Book/Sponsorship		44,962.25
42200 CN - Admission		6,700.00
42400 CN - Raffle Ticket		36,437.98
42500 CN - Auction Proceeds		10,151.49
42900 CN - Unspecified Income		2,072.40
Total 42000 CASINO NIGHT	\$	100,324.12
43000 FEDERATION GRANT - HEBREW PROGRAM		3,000.00
44000 FEDERATION GRANT GENERAL - 850 Per up to 35		40,500.00
47000 GENERAL DONATIONS		3,469.00
47020 Scholarship Fund		17.30
47200 Amazon Smile		370.81
47300 Box Tops etc		8.10
47600 In Honor Of		1,332.96
47650 In Memory Of		1,076.44
47700 Individual Donations		12,617.54
Total 47000 GENERAL DONATIONS	\$	18,892.15
49900 OTHER MISC INCOMES		40,025.17
49901 Uncategorized Income		296.09
Total 49900 OTHER MISC INCOMES	\$	40,321.26
Unapplied Cash Payment Income		1,068.00
Total Income	\$	527,189.09
Gross Profit	\$	527,189.09

Torah Academy of San Antonio
Profit and Loss
 August 2021 - July 2022

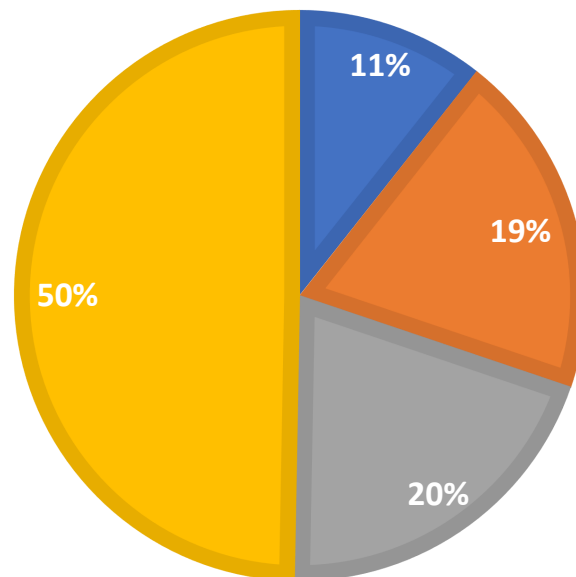
	Total
Expenses	
50000 OPERATING EXPENSES	
51000 GENERAL PAYROLL EXPENSES	
51001 General Gross Payroll	361,414.59
51002 General Payroll Taxes	43,723.69
51003 Staff Benefits	30,650.71
Total 51000 GENERAL PAYROLL EXPENSES	\$ 435,788.99
52000 SUB PAYROLL EXPENSES	
52001 Sub Gross Payroll	2,862.20
52002 Sub Payroll Taxes	622.92
Total 52000 SUB PAYROLL EXPENSES	\$ 3,485.12
53000 JS PAYROLL EXPENSES	3,249.98
53001 JS Gross Payroll	240.00
Total 53000 JS PAYROLL EXPENSES	\$ 3,489.98
Total 50000 OPERATING EXPENSES	\$ 442,764.09
60000 GENERAL/ADMIN EXPENSES	129.00
60001 GENERAL EXPENSES	-20.73
61000 RENT & LEASE	10,000.00
61500 UTILITIES, MAINTENANCE & REPAIRS	2,151.36
62000 OFFICE EQUIPMENT LEASE	4,002.29
62500 COMPUTER - EQUIPMENT	299.82
63000 SOFTWARE	36.65
63500 PHONE & INTERNET	1,829.83
64000 PROGRAM/EVENT COSTS	268.00
64500 INSURANCE	2,794.16
65000 FURNITURE	209.35
65500 OFFICE SUPPLIES	1,403.93
67000 MARKETING	1,706.30
67500 BANKING AND CC FEES	8,117.06
69000 OTHER MISC GEN EXPENSES	487.42
69001 Uncategorized Expense	320.41
69003 Bridge Loan	20,000.00
69004 Reimbursable Expenses	35.00
69006 TASA Gear	710.54
69008 NJHS Expenses	385.00
Total 69000 OTHER MISC GEN EXPENSES	\$ 21,938.37
Total 60001 GENERAL EXPENSES	\$ 54,736.39
63550 Website	1,993.00
Dues & subscriptions	23.57
Total 60000 GENERAL/ADMIN EXPENSES	\$ 56,881.96
69500 Bank Charges	10.00

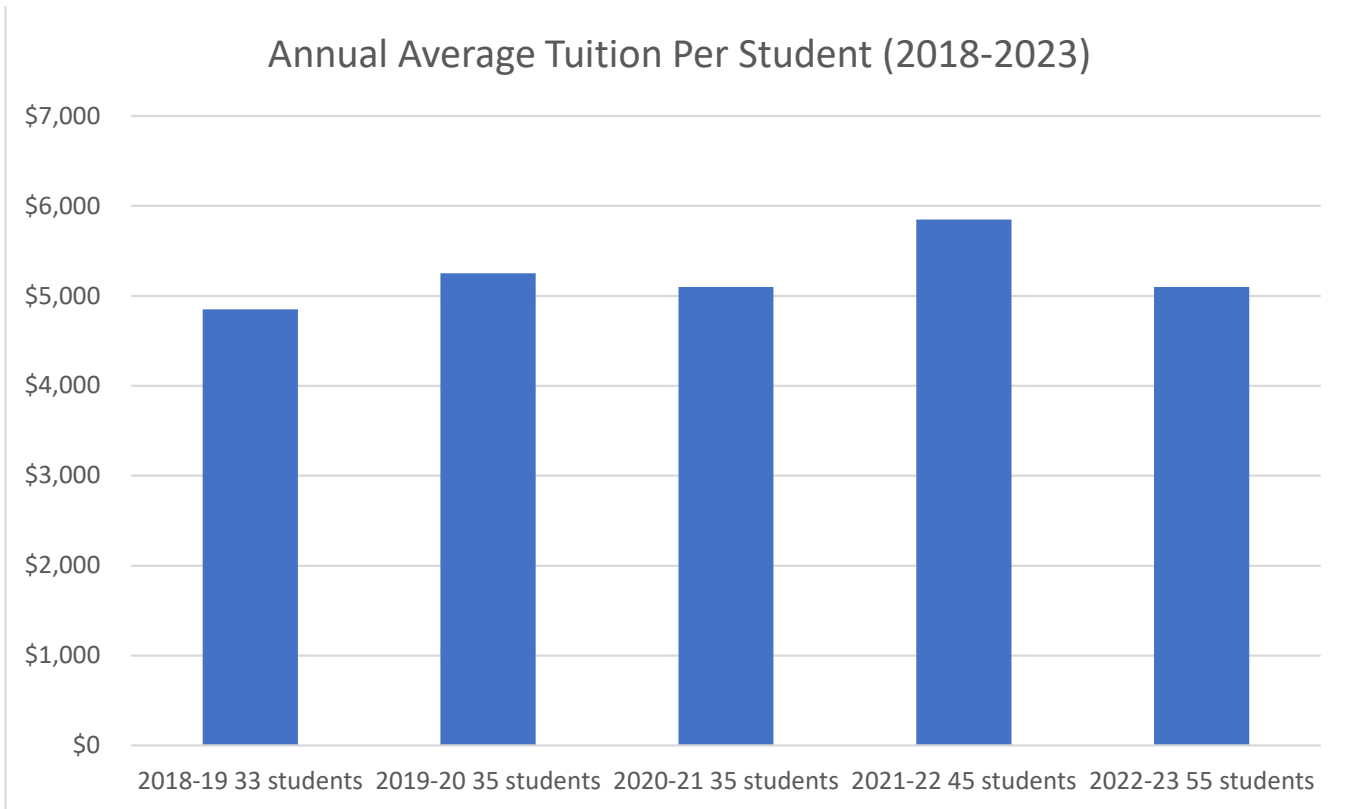
Torah Academy of San Antonio
Profit and Loss
August 2021 - July 2022

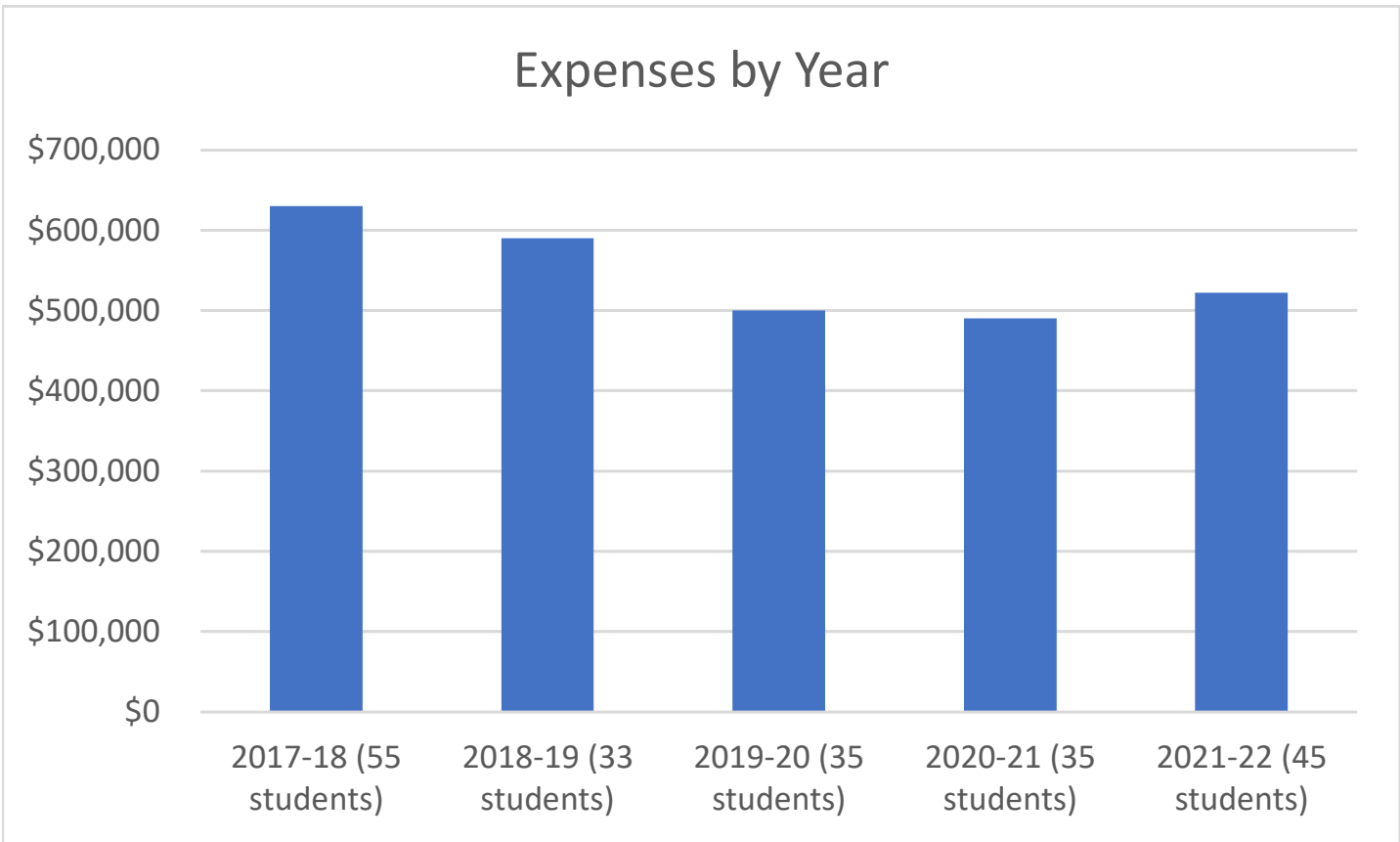
	Total	
69999 Unapplied Cash Bill Payment Expense		0.00
70000 SECULAR STUDIES DEPARTMENT		
71000 SS-Curriculum Materials		2,421.42
73000 SS-After School Programs		
73001 NJHS		9.19
Total 73000 SS-After School Programs	\$	9.19
74000 SS-Student Support Services		1,274.83
75000 Graduation Expense		322.05
Total 70000 SECULAR STUDIES DEPARTMENT	\$	4,027.49
80000 JUDAICS/HEBREW DEPARTMENT		
81000 JS-Curriculum Materials		1,739.96
82000 JS-Holiday Programming		723.00
85000 Ivrit-Curriculum Material		437.99
Total 80000 JUDAICS/HEBREW DEPARTMENT	\$	2,900.95
87000 Donation and Fundraising Expenses		
87001 General Donor Expense		1,126.73
87002 Match-a-thon Expenses		1,359.12
87003 Casino Night Expense		11,851.84
87005 Scholarship Fund Transfer		1,018.00
Total 87000 Donation and Fundraising Expenses	\$	15,355.69
Total Expenses	\$	521,940.18
Net Operating Income	\$	5,248.91
Other Income		
Donation - Building		620,000.00
Total Other Income	\$	620,000.00
Net Other Income	\$	620,000.00
Net Income	\$	625,248.91

TASA INCOME SOURCES - 2021-2022

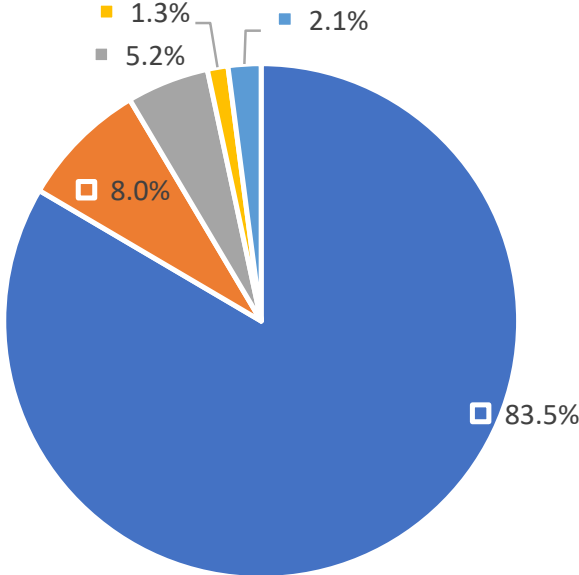
■ Federation Grants ■ Casino Night ■ Matchathon ■ Tuition







TASA Donation Sources 323 active donors



- 323 donors - from 1-200
- 31 donors - from 201-500
- 20 donors - from 501-1500
- 5 donors - from 1501-5250
- 8 donors - from 5251-30,000

Fundraising

Our two main fundraisers for the year, were successful and notwithstanding the covid-19 and economic challenges, did well. Casino Night came close, but did not hit the goal that we had hoped.

Matchathon grossed \$120,930.00 and Casino Night grossed approximately \$93,590.00.

For next year, we will be making some changes in our fundraising platforms as the percentages being taken are too high.

Recruitment and Retention

For the 2022-2023 school year we will be gaining 10-12 students and have the potential for a few additional new students as well.

We will also be losing 5 students (1 going to Yeshiva, 2 moving to NJ, 2 moving to France) that we know of.

We ended the 2021-2022 school year with 43 students, and we are projecting 52-55 students for the upcoming school year.

We also celebrated the achievements of a number of our alumni recently:

- * Shanna Miller, Class of 2018 will attend University of Maryland.
- * Moses Pearsall, Class of 2017 will attend UTSA
- * Zalmy Marrus, Class of 2018 will attend Yeshiva-Rabbinical College of Greater Miami
- * Yael Darter, Class of 2018 is currently attending SACC, and will attend Seminary in Israel
- * Mendy Hutcheson, Class of 2018 will attend College of Southern Nevada.

Marketing and Communication

During the course of the year, we implemented a number of marketing campaigns.

The bi-weekly TASA Times Newsletter was sent in print and via email to all parents, staff and board members. This allowed us to regularly discuss what was happening with our students and provide pictures of the activities.

The quarterly TASA Report, an E-Newsletter, was sent via Mailchimp to our larger donor list (700+ contacts).

Our Facebook and Instagram accounts were regularly updated and used to help promote the school and activities.

The school website continues to get good reviews and ease of use. We ran the Casino Night completely through our website.

In October 2021 we designed and sent a printed newsletter “The Jewish Future” to all our supporters.

The Casino Night Ad Journal was distributed at Casino Night and was mailed to our larger sponsors and donors who did not receive one at the event.

A beautiful new video was produced for Casino Night and will be posted on our website as well as being shared on social media.

We created an ad to run in the Rosh Hashanah edition of the Federation magazine discussing our students’ educational achievements and our new building.

Areas of Future Growth

There are a number of areas that we'd like to improve in the next year. Some of them are restarting projects that were put on hold due to Covid, and some are meant to continue our growth.

- **New Building and Rebranding:** Top of our list is the transition to our new school which will require a great deal of work and planning on our Transition Plan and New Building move-in.
- **Showcasing The School:** Showcasing our school is a primary focus for next year. We need to do a better job in telling our story to our parents, supporters and the community at large. While covid-19 made visitation and programming virtually non-existent, we are planning many exciting things for next year.
- **Training and Empowering Teachers:** As we will have 2 new staff members for the 2022-23 school year, we are working on a mentorship program to help them maximize their potential.
- **Programming and Activities:** Increase our programming and activities that involve the entire student body and parents. This year we once again had our Thanksgiving Family Brunch, PTO Dinners, holiday programming and school wide activities.
- **School Partnerships:** We are hoping to build new partnerships with other Jewish Day Schools in Texas as well as other Middle Schools in San Antonio.
- **Board Involvement:** We will be working with our board of directors to increase their engagement and activity with the school and plan to have them attend school activities on a rotating basis.
- **Strategic Planning:** We will continue working closely with our board president and strategic planning committee as well as key community members on implementing our strategic plan. We are eagerly looking forward to continued growth and expansion of our school.

Thank You

We welcome every member of the community to visit our school to see the TASA magic in action.

For additional information, or schedule a visit, please contact us at office@torahacademysa.com and you can also visit our website at <https://www.torahacademysa.com/>

Thank you for viewing our Annual Report!