

**The Road to Reisman**  
***What is Our Path Between Now and Our First Reisman Service?***  
**Proposal for Community Discussion**

This is an exciting moment. We are a unique and vibrant existing minyan with rich traditions and history choosing to locate within Temple Emanuel, to harness the strengths of both communities. As with any significant institutional transition, some change is inevitable, and much change is possible. Each of us has chosen to participate in this new venture for different reasons; we have different visions of what our new community might and should be.

Some people may crave as much similarity to the old NCM as possible. For others, this is an opportunity to improve upon what NCM already was. Meanwhile, one person may be dreaming of changing exactly what another most wishes to preserve.

Our guiding principle during this transition period will be to focus on what must be done to “open our doors” in the fall. Beyond Governance, a name and jobs, any changes that are not necessary to begin davening in Reisman will be reserved for the permanent leadership. We will use surveys, community conversations, and other means to take careful stock of where people are and continue to move forward towards our new home. We hope every member will participate, share their views, and help shape our minyan.

The process outlined below is intended to maximize these opportunities while also facilitating decision-making in a (relatively) timely manner. We sincerely hope that everyone will take the initiative and get involved!

### **Roles**

- Interim Steering Committee: Makes sure the process is carried out, supports Planning Committees and working Groups, and facilitates transition to permanent structure
- Planning Committees: Small groups that gather feedback and create proposals about how specific parts of our new minyan and community will work
- Working Groups: Devote focused effort to a specific task
- Everyone: Participate in one or more Planning Committees, opportunity to give input and feedback to all Planning Committees, opportunity to vote on Planning Committee proposals

### **Planning Approach**

The ISC is suggesting the start of a phased creation of Planning Committees as we continue to move forward towards our new home. We will share a list of these before our first Kahal-wide meeting, along with a description of the work each committee will address. We hope every member will participate, share their views and help shape our minyan.

The most urgent Planning Committees (e.g., Governance) will be created first. As the first round of committees complete their work, a second round of committees will be created, and a last round of committees related to nuts-and-bolts topics (e.g., move logistics) will be created perhaps two months before the move. (Please see below for more details.)

The Planning Committees will be ad hoc committees charged with gathering feedback and creating proposals on a specific topic to bring to the larger community. We expect that most of the committees will hold open Zoom discussions of their topics and proposals, using breakout groups to foster discussion and reporting back summaries from the breakout groups. Once we have decided how that specific aspect of the minyan will run, the Planning Committee will be disbanded. Similarly, once all the planning work is completed and we've gone through the decided-upon leadership selection process, the ISC Committee will be disbanded, to be replaced with the first round of formal leaders.

However, at the same time, we want to make sure that we capture all the wonderful ideas the community has regarding future programming and visioning. Ideas pertaining to our future that come up in our meetings will be put on a virtual Community Ideas Board (e.g., Padlet), which will be open to everyone throughout our planning process and beyond. Members will be able to access this to read, comment and add topics.

### **General Process\***

- ⇒ Kick-off community planning meeting and discussion of this proposal (mid-April)
- ⇒ Various Planning Committees launched (initiated in phases)
  - ⇒ Proposals brought to the community for feedback and then ultimate approval
    - ⇒ Monthly ISC open meetings for the Kahal with updates from the committees and working groups
    - ⇒ "Real" leadership roles filled, and permanent committees formed
    - ⇒ ISC and Planning Committees disbanded
    - ⇒ Move
      - ⇒ First service at Reisman
      - ⇒ Continued visioning of our community over time through the

processes the community has agreed upon and set in place

\*Throughout: Community-building events and activities and implementation of approved proposals

### **Planning Committee Lifecycle Details**

The Planning Committees will incorporate a large amount of input from all community members, not just those on the committee. In general, we are imagining that the process for making community planning decisions may proceed as follows:

1. ISC to ask for volunteers to join planning committees by open email.
2. ISC will work with volunteers and community to establish membership in the Committees.
3. The major committees will each have a member of the ISC as a member but not as a chair. We expect to limit the number of people on each committee to be sure that they can work effectively.
4. Each Committee will work with ISC to establish major efforts and a timeline for their work.
5. Committees gather information and propose plans and/or choices to the Kahal.
6. Open community discussion of a given topic (say, governance) is held. Email input is also solicited.
7. Planning Committee sends out surveys, emails the community, etc. as needed to get further input.
8. Planning Committee uses this feedback to create a proposal.
9. Community approval process (e.g., vote)\*\* on the proposal. If the proposal is not approved, the Committee incorporates feedback and tries again.

By nature of the topics, some Planning Committees may meet for several months while others may just have a handful of meetings before offering a proposal.

\*\* ISC suggests that all adult members of NCM that have indicated they are joining the Minyan at TE will have a vote by attending the meeting in which a proposal is brought forth. Decisions will be made by a 60% majority except for the new governance proposal which will require a 2/3 majority. *This suggestion will be voted on at our first planning meeting in mid April.*