

## **Congregational Meeting: June 7, 2020**

### **Attendees:**

Julia Lager-Mesulam, Tom Berg, Debbi Nadell, Ben Walters, Karen Westrman, Miriam Reshotko, Adela Basyne, Shari Raider, Steve Birkel, Greta Siegal, Shari-Beth Nadell, Joel Schipper (Joel/Laine), Nancy Weintraub (Franko), Jane Rice, Robin Esterkin, Vivienne Popperl, Andy Beers, Stacy Hankin, Chris Coughlin, Len Shapiro, Adam Schechter, Lee Gordon, Eve Berry, Rosie Tanner, Ben and Leora Werner, Mimi Epstein, Susan Lazareck, Susan Brenner, Miryam Brewer, Jack Lazareck, Roger Brewer, Sheryl Horwitz, Marian Rhys, Ruth Feldman, Katharine Cahn, Brad Pector, Dale Schwartz, Janice Kettler, Rachel Shimshak, Frank Weick (Sarah Schubert), Aileen Wyse, Michael Heumann, Marni Glick, Nancy Becker, Stefanie Hausman, Elianne Lieberman, Charles Green, Jacob Berger, Rabbi Benjamin Barnett, Bill Kwitman, Annie Goldberg, Loree Devery, Rocky Cohn, Fran Berg, Roberta Kaplan, Marjorie Walters, David Newman, Lou Jaffe, Cindy Merrill, Bob Brown, David Kertzner, Andy Waxman, Marjorie Bennett, Sacha Reich, Galit Reilly, Sara Radcliffe, Adrine, Aaron Pearlman, Janet Byrd, Ellen Regal, Rich Eichen, Carolina Martinez, Marcia Danab, R.E. Szego, Alicia jo Rabins, Joel Bettridge, Gloria Halper, Ed Reckford, Andrew Ehrlich, Elinor Gollay, Howard Patterson, Julie Hastings, Tivona Reith, David Lewis, J.D. Kleinke, Adam Schechter, Sara Sandhya Jacobs, Sandy Ramirez, Linda Appel, Sharon Stern, Ken Lerner, Harriet Cooke, Rob Tanner, Barbara Slader, Julie Hastings and Oren Kosansky, Rachael Duke, Judy Steinberger, Sam Sirkin, Judi Kloper, Beth Kaye, Abigail Webb, David Ellenberg, Eliana Temkin, Joan Peck, Amy Lennon, Monica Moriarty, Sarah Shine, Betsy Tighe

### **Welcome each other with music**

Ken Lerner welcomed everyone with a Niggun

### **Brief Welcome, Blessing & Reflection from Co-Presidents**

Welcome from Julia Lager-Mesulam and Miriam Reshotko

- Acknowledged systemic racism and how Havurah can take an active role in standing in solidarity
- Our desire is to move forward with intention
- Reach out to Rabbi Benjamin if you are interested in being part of this work
- Thank you: Karen Westerman, Adela Basayne, Steve Birkel, Rachel Pollack, Brad Pector, Yuvi Zalkow (for how-to video: <https://www.youtube.com/watch?v=W3LUiZDTR9U>)

Miriam Reshotko

- We will be discussing key issues, voting on proposed budget
- Gratitude to Rabbi Benjamin, Deborah, Adela, Brad, Rachel, Carrie – all continued to be welcoming and grounded in social justice, in regards to COVID19 you all jumped into action - built a virtual building.
- “We each participate in unique ways”

*Baruch ata Adonai Eloheynu Melech ha Olam, asher kidshanu b'mitzvotav vitzivanu l'asok  
b'tzorcei tzibbur*

Julia Lager-Mesulam

- Connection is vital to our community

**Breakout rooms** with 3 people/squares Prompt: *What has been providing you support/strength during this time?*

**Drash** (in brief...) – Rabbi Benjamin

- Finding ways to draw from community
- Torah portion (*in summary, but not doing it justice..*) - image of the menorah (lamp - 7 branched lamp that sits at center of our dwelling place.) The light shines from the inside out. Menorah should be: hammered work - hewn - not molten (has to happen step-by-step and is messier, not quick and not smooth). Beautiful responses to police brutality and injustice. Not always easy to know what it means to show up as an ally..Image of hammered work to draw from - Can I take the next step to shape this? Can we show up in the next way (what we're reading, conversations we're having, showing up in public, donate..) Not one instant thing that happens.
- Ways in which we tell the story of what's happening in the world? Last week, Sota ritual - woman accused of adultery - misogynistic text - Sarah Lev, teacher, not about adultery, but about jealousy, If she is unfaithful, he should do this and if not unfaithful, should do the same thing - an episode is dictated by who is telling that story and narrative becomes different depending on who is sharing the story.
- Our police are responding in inappropriate ways and escalating - what Rabbi is seeing (downtown at Justice Center)
- Important to stay centered at what this is about - return to menorah - people who are oppressed and mistreated, violence against blacks - about human beings who haven't been given the freedoms to be safe.,
- May we remember that our community can support each other in remembering that we are here to nurture that light - Torah demands of us to hold up the light of truth and justice - make way for that to shine out. May the work that we do as a community support us to shine out more clearly into the world,

## Highlights

Ben Walters - introduced the next speakers

## **Guatemalan Family – Sanctuary Committee**

Chris Coughlin, Tikkun Olam Cluster Lead, head of Sanctuary Committee

- Tikkun Olam lead for 4 yrs (2 terms) - passing on to Bob Brown
- In the spirit of welcoming the Stranger we agreed to sponsor Guatemalan mother and son (Maria and Carlos)
- End of April - ICE granted them permission to be in Portland

- The family is currently living with a Havurah family. In 2016, Havurah became a sanctuary congregation
- Past four years have been exploring more deeply the meaning of sanctuary - as a response, strategy, vision, and moral impairment
- Showing up, bearing witness, raising voices, contacting legislators
- March - Steering approved taking on sponsorship of a family
- We are providing/organizing housing, pro-bono legal, Carlos in school, support for Maria, access to health care, and financial contributions
- How you can help will be shared in Hakol and weekly emails, Hineinu. We want to be respectful of their privacy and safety needs.
- Please reach out with questions Bob Brown.

### ***Neighborhood Groups and Slack – Neighborhood Committee***

Stacy Hankin - leader of HavuraHood Committee

- Neighborhood-based community-building efforts
- Started a bit early
- Idea to build Havurah community through member's physical neighborhood
- Aaron Pearlman divided our membership into 26 neighborhoods
- 22 hoods have captains/co-captains
- Idea is to have events as neighborhoods and create community amongst neighborhood and break down silos
- some events that have occurred: Shavuot walk, sing-along, Zoom brunches/Happy Hours, neighborhood walks, PHFS fundraising
- Coming together through Slack, some have chosen not to use Slack (Google groups, email)
- We chose Slack so everyone would be in one place
- Hoping that people will get together and feel like their neighborhood family is part of their Havurah family
- Some people not so happy with Slack -- we understand. Give it a chance.
- Aaron - thank you to 40-50 captains who have stepped up and taken leadership

### ***Long Term Space Plan***

Ken Lerner – introduced Long Term Space Plan Committee

- Growth – we are now more than 440 families, and our space is inadequate for our size

Rachel Shimshak - long-term space committee

- Thank you to Steering and Tom Berg, Makom Leader and the committee
- "Space Jam" committee
- Our membership has doubled in last 20 years. More staff, Shabbat school students, activities
- Parking stress, no commercial kitchen, sometimes not enough bathroom stalls, meeting spaces, Shabbat School
- Did an analysis of how Havurah has used space and how much space we need
- We could use 50% more space than we currently have

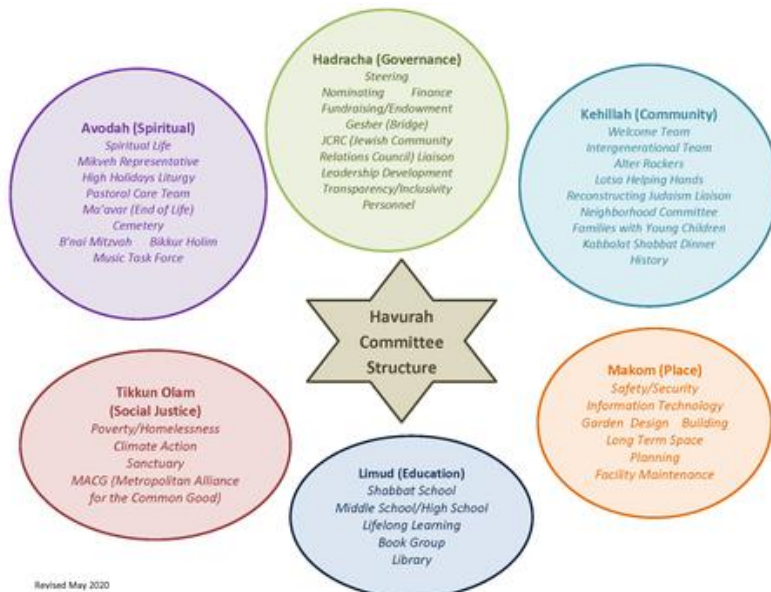
- If we keep current growth, will need 100% more space in 10-20 years
- We will need to have a capital campaign to accommodate expansion
- Looked at a lot of different options - reached out to churches, synagogues, Eastside Commons, leasing short-term space to help with short-term annex
- One unique option is the building behind Havurah (19th/Kearny) - "Bage Building" - had space for lease, then went up for sale. One opportunity is to expand behind us. We would like to consider this.
- Negatives: 1) We would prefer to have the long-range process - campaign, etc... 2) coronavirus,
- Positive: 1) commercial properties are now more affordable. 2) Our congregation continues to expand even through crisis moments.
- Would like to gather info and identify options that meet our needs and make sure leadership/staff guide us for the best solution.
- "Hammered work" - a little bit rough - not a smooth transition - faced with a unique unanticipated opportunity
- Current building is worth \$2-3mill - good shape for borrowing
- Bage building - few years ago \$3mill, now \$2.5million before COVID19 - advised that the cost of real estate is going to soften - will only find out if we end up in a negotiation
- <https://reig.com/Properties/ViewSpace.aspx?PropertyID=8077>

Ken

- We took this opportunity conduct a poll to see who would want to come to a follow up meeting to learn more.
- 92% Yes would like to attend
- 8% not interested in attending
- Some comments in the Chat below:
- *Chat:* "If we do a larger poll, perhaps inquire whether people who do not want to attend the meeting nevertheless support the concept of purchasing the building behind us."
- *Chat:* "How fast do we need to move? Are there others interested in this property?"
- *Chat:* "No, we do not think will not lose the opportunity within the next weeks. No one else seems to be interested, and the building was rezoned so that it cannot be used to build multi-unit apartments, so it is less attractive to many commercial developers."
- *Chat:* "We could sign an exclusive negotiating agreement, with a small investment, while we spend time on due diligence."

#### **Nomination Slate** – Miriam Reshotko, Co-President

- Reminder of governance structure (4 yrs ago)
- 6 clusters - cluster leads (on steering), Hadracha (co-presidents, immediate past, and vice-president, corporate secretary, treasurer)
- 11 member Steering Committee



## Terms Ending - THANK YOU!!

Ken Lerner - Immediate Past

- Thank you - time of transition (new rabbi, new governance structure)
- Years of leadership

Chris Coughlin - Tikkun Olam Cluster Lead

- First Tikkun Olam
- 2 terms
- Knowledge of history
- Guidance to TO committee - meaningful work
- Cluster has grown under your leadership

Vivienne Popperl, Corporate Secretary

- Thank you for guidance as secretary
- Equity and benefits to staff
- Conducting meetings virtually
- Principled manner and approach

Tom Berg, Makom Cluster Lead

- New projects
- Guidance
- Participating in Steering - important perspective

THANK YOU ALL!

## Nomination Slate

Julia Lager-Mesulam, Immediate Past-President

Miriam Reshotko - Co-President

**Loree Devery, Vice President**

Beth Kaye, Corporate Secretary (one year - completing two-year term)

Shari Raider Treasurer (2nd 2-year-year term)

Bob Brown, Tikkun Olam Cluster Lead

Stefanie Hausman, Kehillah Cluster Lead

Sacha Reich, Avodah Cluster Lead

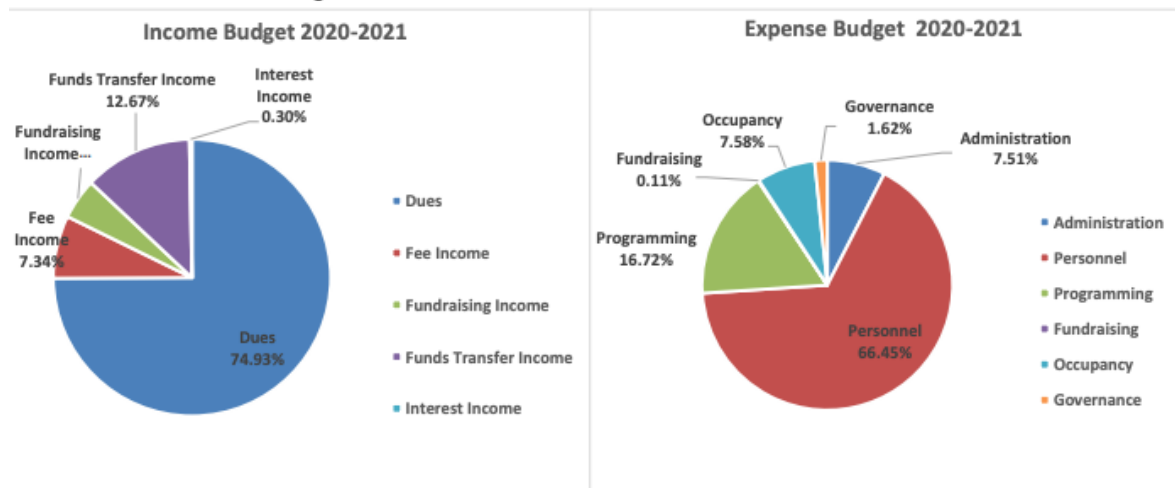
Galit Reilly, Limud Cluster Lead (2nd 2-year term)

Steve Birkel - Makom Cluster Lead

- Nomination slate email will go out shortly
- 10 day period following email to make additional nominations
- Final nomination slate will be emailed by June 22
- Seven days after initial email to return your ballot (by June 29)
- Thank you to nominating Committee: Janice Kettler, Debbi Nadell, Eve Berry, Ben Walters, Julia Lager-Mesulam, Aaron Pearlman

### Budget Presentation – Shari Raider, Treasurer

- The Budget:  
<https://images.shulcloud.com/946/uploads/HavurahShalomDraftBudget2020-21.pdf>
- We are all committed to a thriving Havurah
- Thank you to everyone who has put time into the budget
- This budget cycle had unique challenges due to COVID19 - a number of budget lines depend on us being able to gather in person so some will vary depending on when this can happen.



- Pie charts - snap shot of operating budget (left - income; right- expenses)
- We vote on a balanced budget
- \$877,214 in income and 877,214 in expenses
- Dues are greatest source of income. Other: programming, fundraising, interest,
- Expense: admin, personnel, programming, occupancy, governance and fundraising

### INCOME

- Income side of operating (column D focus)

### DUES Income

- 3 assumptions - column 4E: 440 member households (conservative), anticipating a higher-than usual adjustment rate. We don't want money to be a barrier to participating. Added 10% to adjustment rate (anticipating a 40.35% adjustment rate) Steering also decided to not raise the cost of dues.
- Total dues, including Voluntary Supplemental Dues, is projected to be \$657,320

#### FEE INCOME (Total Fee Income, line 38)

- fees from events, programming, building use – Total Fee Income: \$64,387
- Organized by cluster
- Small increase due to growing youth program
- Most of other fees will not happen if we cannot gather in person

#### FUNDRAISING INCOME

- Dues and fees do not cover all of our expenses, we build in fundraising
- We do not have a fundraising event planned for 20-21

#### FUNDS TRANSFER (Total Funds Transfer income, row 57)

- Another source of income
- Transfer funds to support specific expenses
- Each Fund holds money in reserve for specific purposes
- Income about 12% of our income
- We are leaning more heavily on funds because of anticipated decrease in dues income
- Biggest change is in reliance of Havurah reserve funds (line 55) - rainy day fund - estimated needing to use \$70,000 from the fund.
- Another fund, line 52 - Tikkun Olam fund - important that our social justice work be fully supported.

#### ENDOWMENT FUNDS

- Use 4.5% to transfer money into our operating since dues and fees do not cover all of our costs.
- Endowment Funds are managed by the Oregon Jewish Community Foundation (OJCF)

Will see specific lines that funds support when we look at the expense side of the budget.

Total anticipated income: \$877,214 supporting \$877,214 in expenses

## EXPENSES

#### ADMINISTRATION

- Total on Line 76
- Small decrease from last year to this year

#### PERSONNEL

- Accounts for over 66% of our expenses.
- Music coordinator .5-12 mos instead of 6mos.
- Have given staff modest salary increases
- Working on goal of benefit equity
- Offering retirement benefits to all f/t employees

#### PROGRAMMING

- Organized by cluster
- Opportunities to learn, connect, create, grow, celebrate, support each other

- Over \$146,000 or 17% of our budget
- Much depends on being able to gather in person
- Limud – youth education programs continue to grow
- Kehillah - increased cost, lines 149 and 153 - Holiday Events and Bonim Programming. Holiday Events: (increases due to food and kitchen help and moving the cost of some holidays from committee budgets to this budget line.) 3500 income from community seder. Bonim programming - leadership community-building retreat for new Bonim group
- Avodah – Total on line 180. Increase in line 163 - service nourishment because of increased catering costs & food/kitchen help for Dorot services, new committee (Bikkur Cholim)
- Tikkun Olam - Total on line 186 - from work groups to committee structure - each has own budget line. MacG - used to be on affiliation line and is now the fourth committee within the cluster

#### FUNDRAISING

- Total on Line 192
- Small cost for mailings & no fundraising event planned for FY 20-21

#### OCCUPANCY

- Total on Line 203
- Costs of having a building
- Deferred a number of maintenance and equipment purchases

#### GOVERNANCE

- Total on Line 213
- Decrease in expenses
- Nothing in line 207 - MacG from affiliations to TO
- Slightly lowered contingency

Total expense = total income

#### CASH FUNDS

- Supported our income
- Column B - fund at last fiscal year
- Column E - current as of end of April 2020
- Line 32 total = total cash
- Lines 35-41 - where all of our money is currently held
- Line 29E - Havurah operating Fund - we will have a surplus - 70K
- 23E - Havurah Reserve Fund
- PPP loan 89k
- Havurah reserve will be 400K (6 mos of reserves)

#### **Budget Discussion/Q&A**

Q: Balance in rainy day fund?

A: \$400K - taking some out to support next year's program

Q: What is Bonim and why is it not part of Hadracha?



A: This is a community building project to grow leadership. It is not directly an expense of governance.

Q: Any idea of how much savings with high holidays being virtual?

A: Sasha: no large-scale communal gatherings at the Tiffany Center. Meeting for past 5 weeks in a way that aligns with our creativity, ingenuity, safety - warmth, beauty, connection, awe, diverse, Value live and virtual - will leverage pre-recorded content, more intimate gatherings. Will leverage technology to accomplish this.. Significant costs required to bring us together and hold us, different volunteer roles,

Q: Fee income - large difference between income and actuals?

A: Shari - actuals go through April 30, and Shabbat school enrollment is May/June - so some missing - will see a jump in fee income by June 30. Also, Kabbalat Shabbat dinners had to stop - didn't have the income or expense.

Q: MACG membership - increased from \$1800 to \$3300?

A: Membership is \$2500 and \$800 is for programming.

Q: Endowment fund balance shows \$522,000 but we only show \$504,000 in OJCF, what is difference?

A: It's a timing issue - we gather and send donations to OJCF quarterly. OJCF end of month statements do not align with when we reconcile each month, however when we close the books on 6/30 we will wait for the OJCF statement and make sure everything balances.

Q: Unlikely that we will be gathering for awhile, what is the need for a ½ time music coordinator?

A: Sacha: We are meeting more - music and song is core to who we are - how can we make that work more effective in virtual landscape? Volunteers are adding a lot. Role is music coordinator and not necessarily song leader. Ken: Congregation approved music coordinator for last year - everything stopped, congregation has expressed a need and desire for a long time. A lot of music falls on Rabbi Benjamin - take off burden

Q: Were there unusual expenses (line 196)?

A: Maintenance projects (flooring, lighting) and we identified a number of things that could be deferred

Q: High Holidays: We may want to pay something to Tiffany Center - contribute to their continued existence (comment). Does it seem reasonable to project \$30,000 (same amount as last few years) if we are not gathering at Tiffany Center?

A: Even with a virtual platform - may be even more ways that people could contribute to Havurah. High holiday committee working on an inclusive high holidays - much of 30K from non-members -- still a space for people to gather. Sacha: budget was prepared in Feb...will keep revenue in our minds...We will consider a donation to the Tiffany Center.

Q: Have we applied for or received federal homeland security or other grants to fund security improvements?

A: We have not yet, but there has been some talk about that. Tom: That effort was being undertaken by staff in March - dropped off this year but planning to do that next year.

Q: What was the high in our adjustment rate during 2008-2009 downturn?

A: Karen - 25% adjustment rate. We are allowing it to be at 40%.

### **Vote**

Miriam: Thank you to Shari and everyone who asked questions and answered (Sacha, Karen, Ken)

- Move to a vote on approving the budget
- 99% approve
- 1% abstain

### **Niggun**

Ken

### **Adjourn & Appreciations**

- Julia - Yasher Koach to Shari (and Finance) and Song of Miriam Award for Shari; Ken - niggun; Everyone who made meeting logistically possible (Karen, Adela, Steve, Brad, Tom); Thank you Rabbi Benjamin for drash.
- Hope you can take something that inspired you to take in the moments ahead
- These are difficult times - take support

### **Chat Comments and Kudos**

- Thank you Shari and team for this great work. I really appreciate the commitment to equity in benefits across all staff.
- Benefit equity is essential.
- Bonim is more community building than governance, in that the participants are not actually involved in governing.
- I think one way of thinking about it is that the primary goal of Bonim is to build community among the participants and a deeper connection to Havurah. If community leaders emerge from that effort, that would be awesome, and that has been a secondary outcome from the previous Dorot cohort
- Nice job! Seems appropriately conservative given the fiscal environment.
- Great job Shari and Karen! This is very clear and well laid out. Thank you.
- Great job presenting this budget information!
- super terrific job you guys!!
- Thank you to the wonderful finance committee!!!
- Yes, that was clearly a huge amount of work, and very well presented
- I am proud of the values that serve as the platform for this budget. We will get through the next year and things will normalize. Thank you all who did this work.

- Thank you all for your hard work!
- Excellent job everyone and an extremely well organized zoom meeting.
- Amazing work on our behalf. Thank you to everyone who contributed
- Thanks to everyone. It wasn't as difficult to do this as I thought it would be!
- Congratulations to everyone who worked on this budget. You did a fantastic job!
- Thank you everyone who presented and put so much work into this.
- thanks to everyone for an amazing meeting!
- Thanks again to our IT group who put lots of thought and effort into making this meeting work as well as it has!
- Great work leadership team - hewn with great effort to make this a meaningful community gathering full of reflection, interaction and reflection.
- thank you to a fabulous steering committee
- Thanks everyone!
- Well done! Thank you everyone
- great meeting thanks to all!
- Thank you everyone!
- Todah rabah to you all!!
- Thanks to you all for a great meeting.
- And thanks to Julia and Miriam for leading this meeting and for leading us this year!
- Well done! Thank you all for your leadership

**Meeting adjourned at 2:45 PM**