

Steering Committee Minutes

February 13, 2018 6:30 – 9:00 pm

Attending: Lisa Cordova, Chris Coughlin, Andi Bales Molnar, Susan Brenner, Liz Joffe, Ken Lerner, Bill Kwitman, Julia Lager-Mesulam, Rachel Pollack, Benjamin Barnett, Aaron Pearlman, Teri Ruch, Shelley Sobel.

Absent: Janet Byrd, Deborah Eisenbach-Budner, Ilene Safyan

Drash: Susan

Minutes: Shelley

<p>Blessing, Minutes Passed</p>	<p>All</p>
<p>Finance /Budget report Janet was unable to attend but emailed a budget projection through 2021 that forecasts a deficit as of 2019-2020. This informs the importance of Steering being intentional in prioritizing spending as we move through the budget process for 2017-2018. Emails have gone out to committees to begin working on their budget requests. There was also discussion of the culture shift in fundraising from our previous practice of focused fundraising for a specific project or need. Last year’s budget discussion acknowledged that dues could not be kept stable and still meet the growing expenses of the congregation. Rather than a precipitous increase in dues, Steering decided to incorporate fundraising into the overall operating budget and move fundraising to a more general culture of giving to support Havurah. The discussion at the recent fundraising planning meeting reveals that there has not been adequate communication and transparency about our inability to sustain Havurah dependent upon dues.</p>	<p>Bill & Aaron (with Janet) will connect with the Fundraising committee re: this culture shift and consider how to best convey this information to the congregation.</p>
<p>Building rental to Christ Church, Pastor Adam Philips Bill shared the research he has done with other shuls that are renting their space, the input from the church where this congregation is currently renting space, the request for space/use from Christ Church and the potential overlap between Havurah’s space needs that this rental proposal. There was agreement that the Church’s values are consistent with Havurah’s, that the additional income will be beneficial and that a 6-month trial period would allow time to identify and address concerns before committing to a longer contract. Specific Sunday usage by Havurah (Sukkot, High Holidays, Pacific NW President’s Council meetings) would be included in the contract. Additional discussion needed with the Church around Havurah’s value of minimizing waste (ie using plates/glasses vs paper products). Rabbi Benjamin shared this article about Christ Church: http://news.streetroots.org/2017/09/29/faith-justice-portland-pastor-adam-phillips-does-church-differently</p>	<p>Bill & Liz will f/u with a contract. Bill will write an article for Hakol Rachel will block off the calendar for Sunday mornings and will outline staging needs</p>
<p>Announcements In an effort to open adequate time on the Steering agenda for members to focus on visioning and prioritizing many of the issues that have been needing attention, there will be an emphasis on the value of preparing Lead reports (as we have been doing) as the primary tool for updates or announcements. Building on that, the Steering agenda will try to focus the agenda on substantive arenas needing clarification, discussion and decision-making, addressing some of the long-range concerns as well as the broader implementation of the Geshar governance model. Ilene Safayan has requested a leave of absence for March, April, and May as she will be out-of-state for much of that time. She will arrange for coverage of her responsibilities during this absence. Discussion focused upon how such extended leave requests might be addressed in the future and directing this question to the Personnel Committee that will be formed.</p>	<p>Steering agreed to implement this agenda format LOA approved. Liz will explore equity issues and how personnel policies address extended leaves.</p>

<p>Avodah cluster discussion</p> <p>Susan shared the benefit of having the committees in this cluster meet as a group and plans to continue such meetings. Primary efforts include re-imagining how to support the 5th/6th grade cohort through the B'nai Mitzvah process; building cohesion for the group, supporting learning and involvement/presence at Shabbat services. This will be a collaborative effort of the Rabbi, the Educator and the Spiritual Life Committee. The goal is to incorporate the values of welcoming, relationship, participation and extend to post-B'nai Mitzvah connections with youth/families to address the frequent drop-off of family involvement at Havurah after this life cycle moment.</p>	<p>Benjamin and Deborah will be drafting ideas on next steps.</p>
<p>Hadracha cluster discussion</p> <p>It is acknowledged that there are significant needs to be addressed in respect to the physical building and growth needs of the congregation. Building-related concerns include maintenance/repair issues (roof, floors, sidewalk), upgrades for lighting, heating, sound-proofing and perimeter security. The current governance structure has these grouped with gardening, design, library, cemetery logistics and I.T. as Makom (place). They are part of the Hadracha cluster and have been shared by the 4-person president team (co-presidents, VP and past pres). The question being raised for discussion is how sustainable it is for the president team to be overseeing this along with the other Hadracha responsibilities? Alternatives would include assigning Makom to an individual from the president team, to assign another Steering member to be a Makom Lead (Corp Secy or Treasurer) or to revise the current governance structure to create a 5th cluster for Makom with its own Lead on Steering. Considering the responsibilities currently assigned to current Steering members and with a focus on sustainability for Havurah volunteers, discussion preferred the idea of creating a distinct cluster for Operations/Makom.</p>	<p>Liz will work with Shelley & consult with Debbi Nadell to outline the by-law change needed, adding to the governance structure. This by-law will be voted on at the Congregational meeting June 3rd</p>
<p>Kehillah cluster discussion</p> <p>Aaron shared some of the many ideas generated in a recent meeting of members discussing how best to engage and connect members to each other. There is exploration for how to best structure these efforts; building on the model of Tikkun Olam and Holidays of having members organize around projects rather than operating as a committee. The consensus of the group was to focus on creating opportunities for neighborhood linkages. The first project the group will be developing is Havurah Next Door. The goal is to create diverse access points for member engagement and multi-generational connections with members in their neighborhoods.</p>	<p>Aaron and Teri will be working to support the development and implementation of Havurah-Next-Door</p>
<p>Limud cluster discussion</p> <p>LLC is in need of a co-chair and the committee is also in need of some new members. Another significant task will be the formation of a joint Middle School/High School committee to re-examine the current program and come up with recommendations for design changes. They intend to draw on youth input and aim to build for the type of enthusiasm and engagement that was experienced at the recent youth retreat with teens from Temple Emek Shalom.</p> <p>Lisa shared several of LLC's ideas for a Scholar In Residence (SIR) in April/May of 2019. There was discussion about the past decision-making by the rabbi/educator about SIR and the idea of having more discussion/review among the clusters in selecting the focus of our next SIR. There is time sensitive as there are significant budgetary considerations.</p>	<p>LLC and Deborah will be seeking members interested in joining LLC and in a MS/HS committee</p> <p>This revisiting to clarify process for sharing SIR options & getting input across the clusters</p>
<p>Tikkun Olam cluster discussion</p> <p>There continues to be a range of actions/involvements within this cluster. The structure to this cluster has been to have a small, "umbrella" committee for Tikkun Olam under which there are many action groups. A question is coming up about whether Havurah signs on to a specific political campaign. Chris requested clarification for the process that</p>	

<p>Steering wanted for which political decisions should come directly to Steering and which would first be reviewed by the T.O. Committee? Politically, there may be multiple legislative issues on the upcoming mid-term election and how are Havurah's efforts prioritized when it comes to political action? What if the issue is only applicable to a portion of Havurah's members (versus State-wide issues)? What if there is disagreement within the T.O. groups about how to proceed?</p> <p>As the congregation continues its growth, it becomes more necessary for there to be processes through which groups can navigate their decision-making.</p> <p>There was consensus that the T.O. Committee acts as a first point of review when political questions or issues arise within the T.O. groups, and hopefully a consensus position can be brought forward for Steering's approval.</p> <p>Ken said that it would be good to document a policy around decisions on political decisions.</p>	<p>Chris will write up a summary of how the T.O. Committee has been handling these issues with T.O. group's review and bring that back to Steering.</p>
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Hadracha Summary Report - February 2018

Gesher Team: Following the January Leadership Retreat, the Hadracha cluster recognized the need to have a Gesher Team that can provide on-going support to the member's efforts to implement the Gesher perspective into program planning. The current team will consist of Julia Lager-Mesulam, Chris Coughlin, Andi Bales Molnar and Shelley Sobel. It is anticipated that Chris and Julia will be replaced when the 2018-19 term begins in July.

Goals for the Gesher Team include:

- Create a planning calendar to be shared by staff and cluster members to help track program planning overlap and resource use.
- Create intentional communication for the purpose of being a coaching/consultation/mentor resource to planners and Steering
- Create bi-annual orientation (August & December) for new leaders
- Help plan the 2019 Leadership Retreat

The team will work with staff to create a consistent format for the goals across clusters and assist in consolidating the web tools for program planning.

Past President's Council: When the Past-presidents met in January they expressed a willingness to offering their time and experience to support the visioning work of Steering. Steering has identified three priorities that would benefit from past president's attention: preparing for the next Long-Range Plan, the Leadership Development Committee and creating a Building Committee to address sustainability. An invitation has gone out to the past presidents. Shelley will be following up to build on the initial responses. If anyone would like a list of Havurah's Past Presidents, please let Shelley know.

Nominating: The Nominating Committee consists of Julia Lager-Mesulam, Aaron Pearlman, Janice Kettler, Eve Berry and Debbi Nadell. The following positions will be open for nomination: Vice President, Treasurer, Cluster Leads for Tikkun Olam and Limud. All positions are open for nomination and names should sent to the committee. Shari Raider has accepted the nomination for Treasurer. The current Leads for Tikkun Olan and

Limud will be asked to consider whether they would like to serve another term. Bill Kwitman will become the Past President.

See “Mark Your Calendars” for relevant nomination/voting dates.

Music Coordinator: Ilene Sfyan will be traveling for most of March through May and has requested a leave of absence for that time. She is working with musicians, Rabbi Benjamin, Karen Westerman and Rachel Pollack to organize coverage during her absence. Her primary focus is preparation for Kabbalat Shabbat services (music, set-up, song sheets). She is also aiming for a late February music/jam gathering to engage newly interested and our currently active musicians, inviting opportunities for involvement.

Music Disappearing Task Force: The wonder of Havurah has always been linked with infusing the joy of music to spiritual practice. With the introduction of the Gesher into Havurah program planning, this DTF has been tasked with reflecting on Havurah’s history of music, hearing from members and our music leadership to build a picture of music programming for Havurah’s future. This information-gathering will inform the DTF’s recommendations to Steering about how music can be best integrated into the Gesher planning structure. The DTF consists of Laura Ehrlich, Chari Smith and Andrew Ehrlich. They will be reaching out to members in the coming months to assess the community’s needs and priorities. The goal is to design a foundation for an inclusive and sustainable music program that supports and celebrates the kavanah of music

MARK YOUR CALENDARS:

End of February – budget requests due into the Finance Committee

April 10th Steering Meeting – first budget review

May 8th Steering Meeting – final budget review. Budget sent out to the congregation

May 23rd – deadline for communicating any by-law changes to the congregation

June 3rd – Congregational Meeting - 1pm – 3pm – voting on budget and any changes to the by-laws

June 4th – Slate of Officers sent to the congregation

June 14th – Comments and additional nominations due

June 15th – Ballots sent to the congregation

June 22nd – Voting deadline

Avodah Lead Report, Jan.- Feb. 2018, Submitted by Susan Brenner

Spiritual Life Committee:

The committee met on Feb.11 and discussed safety, the electronics policy draft by Phil and Sam, Rabbi Benjamin’s proposed contemplative Shabbaton retreat on June 1-2, 2018 and Susan’s update on a plan to provide a kiddush lunch/nosh after Shabbat morning services and its implications for the new FY budget.

*Safety at services has partially been addressed by keeping the door locked at all times and by the newly distributed panic buttons. What remains is training for greeters and a way to figure out how the safety committee can work with the SLC. There may be a need for Steering to help clarify roles. John Devlin and Andy Gordon would like to meet with some SLC leadership to work things out.

*Phil handed out the latest draft of a Shabbat electronics policy. The ensuing conversation wandered into the arena of Shabbat School (Shabbat afternoon) and since Deborah wasn’t present it was premature to draw any conclusive ideas. Rabbi Benjamin noted this was a topic the two hadn’t yet discussed but would. The next step for the policy is for Phil or Sam to meet with the B’nai Mitzvah Committee to present the draft and get their input.

*Rabbi Benjamin wants to host a contemplative (semi silent) Shabbaton retreat with the Recon. congregation in Ashland for the weekend of June 1-2, 2018. It will begin Fri. night and continue on through Sat. ending with Havdallah. People would be welcome to attend any part of it. It will need lunch and host families for the folks from Ashland. The committee gave it a positive reception.

*Susan updated the committee on her efforts to bring about a Kiddush lunch or nosh after Shabbat morning services. She has formed a planning team drawn from the four Clusters, Avodah, Tikkun Olam, Limmud and Kehillah. They met last week to discuss planning. A hybridized approach will work best with some meals semi-catered by Barbara Block- she does set up and clean up and we bring in food separately- and other meals lighter noshes using volunteers to procure the food and do set up and clean up. We would use cheap, uncoated, compostable paper plates and put them in the outside compost barrel. (This idea was recommended by Adele Thompson, kitchen maven and climate action team member, as an environmental solution to avoiding the onerous work of washing and putting away our 2.2 lb. plates where 50 plates = 110 pounds of lifting and handling.) Diane will submit a SLC budget request for next FY with an increase to account for the additional meals.

B'nai Mitzvah Committee:

They have recently held two successful workshops for parents:

Logistics/ Event Planning with Rachel and Chari Smith Feb 3, 2018

And Beginning the Bar/Bat Mitzvah Journey or The Bnai Mitzvah: Why, When, and How? formerly known as Date Selection Meeting with David, Michael and Rabbi Benjamin Feb 4, 2018

There is another Discovering Shabbat Morning (Learners' minyan esp. for BM families) set for March 10, 2018 to be led by Deborah.

The committee is currently working on scheduling the 2019-2020 cohort.

Amanda Coffey and her team have updated the B'nai Mitzvah Handbook and have included softened language.

At the leadership retreat they identified re-imagining the B.M. Journey to involve parent and child cohort groups and include the mitzvah project as the 18 month priority to take on this year. The idea is to have the group meet throughout the year to build connection and support. They could learn to lead some prayers as a group rather than having individual tutors teach them, leaving the tutors to focus on trope and the Torah portion.

High Holy Day Committee:

Under the inspiring leadership of Sacha Reich, the group has held several meetings each designed to look at ways to re-imagine certain aspects of the arc of the season. The overall idea is to keep what's worked well and to re-design what has fallen short. The group has discussed RH day 2, Neilah, the family experience and the teen experience across High Holidays. The above meetings brought various interested parties (Margie and Ilene, some teens and parents) into the room to act as focus groups for the discussions. Our next meeting is on HH Leadership mapping.

Music:

Laura Ehrlich, Andrew Ehrlich (no relation) and Chari Smith, members of the music DTF, all attended the leadership retreat. See Shelley's Hadracha report for some clarity on the Music DTF. Ilene will be taking a leave of absence in March and April for family reasons.

Ma'Avar Committee:

The committee is planning a Ma'avar movie night featuring the documentary film "Living While Dying" by filmmaker & P'nai Or member Cathy Zheutlin and a panel made of Havurah members and Rabbi Benjamin on Sunday, March 18. It sounds like an amazing evening.

At the retreat they identified forming a Bereavement Group as one of their 18 month priorities. Keren McCord has begun the process of finding a professional counselor to guide an 8 session group for the bereaved.

Pastoral Care Team:

The group has achieved their goal set at the Retreat to successfully recruit 2 people to head up the Lotsa Helping Hands website. In fact, they surpassed that goal by finding four people to do it. LHH is now under the umbrella of PCT. The next step is for them to begin figuring out other uses of LHH in addition to providing meals. They want to use LHH for more general kinds of support that people can sign up to provide.

Mikvah, Rachel's Well:

The mikvah had its grand opening and is currently seeking guides. Carol Stampfer is excited to be part of it.

Tikkun Olam Report, February 2018

Refugees:

With Trump's Refugee ban, Catholic Charities has seen a dramatic reduction in refugees coming to the Portland area. Still, individual Havurah members continue to stay active helping Refugees where assistance is needed. When Havurah members need collective help, such as finding laptops for Refugees or other specific needs, our internal refugee e-mail list remains an easy way to seek help. In the latest update from Catholic Charities, there is the expectation that refugee arrivals will be increasing in the coming months. We will be evaluating the best way we can help in the coming weeks.

Sanctuary:

The Committee organized a showing of the movie "Papers" as a community event that included Havurah middle and high school students. There was good attendance and we made connections with the Dreamer Student Center at PCC Rock Creek through the panelists. The event was very successful and generated ideas of actions we can take to support this community.

Lots of activity and community engagement at the Ortiz Center in Cully. Our initial outreach has blossomed into 4 programs with many Havurah people participating. Some of the participants are from outside the Sanctuary Committee members

- Tikkun Adelante: Our original outreach to Bienestar in Cully was setup to help the communities as requested. This is the Latino community's first interaction with Jews or even Anglos. In March, it will go back to meeting two times per week. Spanish speakers are desired. We continue to build trust.
- ELL program: populations served are both the Latino and Somali communities. There are usually 5 - 8 participants. Outcomes are in connecting, sharing culture and building trust.
- Conversational class: this is something new that came out of the ELL class, and will be an easy way to make connections since Spanish is not a requirement. Julie Hastings is coordinating. She prepares activities, followed by some small group practice.
- Tutoring: this has been an ask from the staff at the Ortiz center. Margie Rosenthal and Jay Moskowitz are organizing this elementary school program. There are 25 people from Havurah on the list and so far they are organized into 2 sets of 8 tutors. Again, the populations served are both Latino and Somali.

ACLU Legal Observers: Katherine McDowell is organizing this in her role as an ACLU volunteer. We have three people who have been trained to be legal observers. Current focus has been on the Washington County courthouse but we are wondering if this should be expanded to Multnomah County courthouse.

Looking forward:

- Purim tzedakah project will include collecting books for Tikkun Adelante
- Work at the Ortiz Center will continue and grow.
- We hope to lead/organize the IMIRJ vigil in March since it will be happening just before Passover. The planning team would like to involve other Jewish congregations in some way. Coordinating with Nancy Becker for outreach on that in her role as Havurah Jewish Community Relations Committee representative.
- DACA/Dreamers: we have some ideas about what we can do. Meeting with legislators, finding out what the affected communities want of allies, connecting with the Dreamer Student Center for a listening meeting are all in the works.

Climate Action:

December 7, Deb Lev *Climate Change* Presentation - Wonderful, good discussions. About 50 people attended.

December 2, Elianne presented to Shabbat School Parents: *Climate Change Activism With Our Children* - 4 people attended, well received. Questions arose about sustainability at Havurah, incorporating topics in the curriculum.

November 16, *Water is Life* Event - About 250 attended, over 40 youth. Our middle and high school families were engaged. Presentation by youth. Native tribes from Northern California, and Klamath, and Portland kids. Education and sharing. Showed a movie made by Klamath tribe, then youth spoke. Answered questions other youth had. It was great to see the connections the youth made with each other.

Presentation to Havurah High School and Middle School Students - Jan lead activities related to climate justice and Jordan Cove.

Brainstormed Ideas for Future Events. Committee members will gather info and report back at the next meeting.

- Sponsor a waste reduction class: "Less is More" taught by Betty Shelley.
- Hold another Northwest Earth Institute (NWEI) Class.
- Incorporate/Plug in with Shabbat School, Middle School and Havurah High.
- Orientation/Education re: environmental sustainability and green efforts at Havurah for members and staff.
- Book Group - Potential book: Drawdown
- Intercongregational Work: Contacting other synagogues to see if they want to work with us. (We will do this in conjunction with Tikkun Olam Committee.)

Our work in the next month:

1. Some of us will be going to Salem on February 12 to support the Clean Energy Jobs bill.
2. We will be asking Steering to endorse supporting the PJEP (Portland Just Energy Transition) Ballot measure.
3. Our next meeting is February 27. Adele and Elianne will update the committee about the retreat and how it will impact our work. We will start to prioritize upcoming actions, using the new governance model.

Equity:

There was a Standing Up for Racial Justice training on Jan. 21st for parents of children 12 and under. There were about 50 people there altogether, of whom 13 or so were Havurah folks, including Deborah E-B. Becky Seel and two others co-led. There is no specific next steps for Havurah parents that came out of that training, we are still trying to figure that out.

Rabbi Benjamin, Katherine McDowell, and Chris Coughlin, will be working on an Intersectionality discussion group for the fall.

Susan Rosenthal and Chris Coughlin attended the January meeting of the Federation's Pride Committee. We are going to try to coordinate with the Community of Welcoming Congregations contingent and the Federation, and see how that plays out. It would be good to get a younger LGBTQI member to be part of the committee, if we are interested in participating. People can contact Susan Rosenthal, if interested.

Poverty and Homelessness:

Havurah members are supporting both Goose Hollow and the new shelter at Beth Israel. We will be collecting donations for Portland Homeless Family Solutions at Purim.