

**Steering Committee Minutes
October 10, 2017**

Present: Ken Lerner, Janet Byrd, Shelley Sobel, Lisa Cordova, Susan Brenner, Rabbi Benjamin, Liz Joffe, Deborah Eisenbach-Budner, Aaron Pearlman, Rachel Pollack, Bill Kwitman, Teri Ruch

Absent: Chris Coughlin, Julia Lager-Mesulum

<p>Blessing <i>Baruch ata Adonai Eloheynu Melech ha Olam, asher kidshanu b'mitzvotav vitzivanu l'asok b'tzorchei tzibbur</i></p>	
<p>Drash – Aaron welcomed us in his sukkah with a drash and a song about B'reshit Minutes – approved --</p>	<p>approved</p>
<p>Committee reports – only Hadracha from Shelley</p>	<p>Please submit when ready</p>
<p>Financial Report – Janet discussed the dues update – membership renewal and new members are on track, no unexpected expenses. Financial statements shared as of 9-30-2017. Written report provided.</p>	<p>Discussion only</p>
<p>High Holidays Debrief Concerns about security on Kol Nidre. Rachel and Security Committee will look into options. The notice we got that officers were unavailable was only 48 hours. Working the event was not an attractive option for police officers. A debrief will be scheduled for spiritual/liturgical and logistics committees. Send spiritual comments to Diane Chaplin and logistics thoughts to Rachel. Get started now on thinking about next year and timing etc. Concerns about sound system on Kol Nidre. Rachel will follow up with the company to share concerns. Rachel is ready to look at other options. Rachel appreciated the systems left for her. Schedules, checklists, etc were helpful and doable. Move in and moveout was particularly challenging. Volunteers are aging. Look at paying people (janitors, high school students?) to move the prayerbooks in particular? Or recruit a core group of Shabbat school</p>	<p>Discussion. Some items will be followed up by committees with staff support.</p>

<p>parents?</p> <p>Do we have numbers of people who volunteered? What percentage of members volunteer?</p> <p>Do any kids use the middle school break room? How can we encourage this to be better utilized? Can we educate parents more about the option?</p> <p>It would be nice to have a more substantial Jonah service involving kids. A bit more content developed by kids would be good.</p> <p>Lots of enthusiasm for the children’s service as it is now working. Do need to work on integrating kids and youth in all services (move away from “upstairs/downstairs” kind of division.)</p>	
<p>Program Director Update</p> <p>We have a candidate to interview in person after several screening phone calls. Those are set for next Monday and Friday. We’re excited to see what comes of those in person interviews.</p>	<p>DTF is continuing to work</p>
<p>Retreat Agenda discussion</p> <p>Scheduled for November 5th 10 am to 4 pm. At Havurah. Will be just Steering and staff for now. We will meet with committee chairs and others at a later date.</p> <p>We want to start big in terms of values, assumptions, etc, and then look down at the specifics of how work gets done. We will end the day with a beginning of an eighteen month framework that will lead us to a workplan.</p> <p>Shelley asked staff today to look ahead at what they have on their schedules and in their plans as they think about the next eighteen months. What’s on our plates in concrete and aspirational terms?</p> <p>This is a step in the Geshher process of inculcating the new roles and processes we envisioned, the connections between staff and committees and cluster leads. And the ways that all of our work planning and prioritization will inform choices in our budget. And the ways that we set boundaries and priorities going forward.</p>	<p>Discussion.</p>
<p>Policies – need for a DTF to develop, track, and store</p> <p>How are policies formulated, implemented, and tracked. Want to do a DTF to collect and collate policies, and to create a map and flow of how needs</p>	<p>Approved a DTF. Liz Joffe to be Steering</p>

<p>for policies are determined, how and where they get discussed, and how they get created, adopted, and incorporated. How we will track and record and keep a folder of current policies.</p> <p>Liz has a banker's box of old policies that is handed down from Corporate Secretary to Corporate Secretary. Rachel has a dropbox folder of old policies.</p> <p>Lisa also asked for a list of current DTFs – Shelley will update the committee chart.</p>	<p>liaison. Shelley captured suggestions for members.</p> <p>Shelley to share list of active DTFs</p>
<p>Personnel Policies</p> <p>Reviewed last changes as circulated in mark up form. Passed unanimously</p>	<p>Approved. Liz will circulate a final copy.</p>
<p>Announcements and Other business</p> <p>Presidents met and discussed Benjamin's installation. There's lots of choice about how we do this – internal, external, other faith leaders engaged. Typically Havdalah or a Sunday. Would we want to invite other folks from out of town – perhaps Benjamin's colleague Josh from Ashland?</p> <p>Ken thinks we should be a bit internal, celebrating the culmination of Rabbi Search? External partners could also be invited – other faith leaders. Tie to holiday or ritual life of the community. January 20th? Rabbi Transition Team to plan.</p> <p>Aaron asked if we had been part of conversations about the "East Side Commons", with Shir Tikvah. Mark Sherman is contracted to lead a process, a group of professionals and a group of lay leaders. Neveh Shalom was recruited and asked to pay \$1800 to be part of the conversation. Teri will send information out in the newsletter.</p>	<p>Rabbi Benjamin's installation will be January 20th. Rabbi Transition Team to plan.</p> <p>Teri will share information about the East Side Commons</p>