

Steering Committee Minutes

November 14, 2017

6:30 – 9:00 pm

Present: Susan Brenner, Janet Byrd, Lisa Cordova, Chris Coughlin, Deborah Eisenbach-Budner, Liz Joffe (via phone), Bill Kwitman, Julia Lager-Mesulum, Ken Lerner, Rabbi Benjamin, Rachel Pollack, Shelley Sobel, Andi Bales Molnar

Absent: Aaron Pearlman, Teri Ruch

Blessing	
Drash —Julia	
Approve Minutes	Approved
Financial Report <ul style="list-style-type: none"> • Increase in members to 375 • We continue to have a higher rate of people paying their dues • There was a successful fundraising appeal to non-members who have made past donations that brought in \$2100; volunteers spent hours locating street addresses to capture them in Shul Cloud going forward • There are plans for an end of year appeal and a spring appeal • Comment that some congregations have dues set as a percentage of income, which we might consider • Associate members have a range of connections/engagement with Havurah but also are paying dues 	Discussion Only
Lead Updates – What is working and What’s not working Avodah: <ul style="list-style-type: none"> • Susan, as Avodah Lead, reported a synergy has developed that didn’t exist before; cross committee and cross cluster connections, i.e., B’nai Mitzvah and Spiritual Life re: an electronics policy on Shabbat; active collaboration with Learner’s Minyan; connections between Pastoral Care, Ma’avar and Cemetery committees • Writing monthly reports is onerous, would like more Avodah “air time” during Steering meetings to have more opportunity to be mission focused and discuss Avodah needs, ideas, etc. • Perhaps a quarterly check in about HOW each cluster is doing (not focusing on what) • There are some urgent needs around community members’ health and needs for support; some members have a support network within Havurah and others don’t 	Discussion Only

<ul style="list-style-type: none"> • A concrete area of focus could be to connect more members with Lots of Helping Hands • Shelley suggested that Pastoral Care be invited to figure out how the flow of info is shared and how needs are assessed; what's the communication chain? • Pastoral Care could also put an update in the Hakol • A next step—connect Rabbi Benjamin, Deborah and staff with current Pastoral Care committee to determine what makes the most sense going forward; perhaps reconfiguring as a Bikkur Holim would be more fitting <p>Limud:</p> <ul style="list-style-type: none"> • Deborah as Education Director and Lisa as Limud Lead reported that participants on the LLC have been consistently invested over time; they are currently planning a community event for December 13, Energy for Dark Times; discussion that this could have been collaborative with Tikkun Olam; • The LLC book group is robust right now; organized, people attending, communicating, etc; nice evidence of how groups/committees/events can be active, take a hiatus/lay fallow, and then emerge again • Discussed importance of structurally building in cyclical, regular evaluation of and planning for programs to assess current interests and needs that are particular to different cohorts and moments in time • Ongoing need within Limud to support programs that are not too staff driven but well supported, and still highly participatory • Always important to find the balance between keeping youth programs participatory and not overwhelming parents • MS & HS need a committee • For Havurah MS and HS not only what youth need but what are parents of these ages of kids needing? • Discussion about regenerating/building intergenerational piece of youth programs/community interaction (example of former Teen Drash group at HH with Emily Simon, etc.; integrating youth into Tikkun Olam; post b'nai mitzvah—interest in further developing this with intentionality; what's sustainable and compelling? what does youth engagement and leadership look like?) • About 6 years ago there was a MS/HS task force that took lots of input and reconfigured pieces of the program to meet the identified needs and interests at that time • What do parents generate; what do parents want for their kids; how do we anticipate this 	<p>Identified that in the future, Leads can more actively support cross-cluster connections</p> <p>Deborah and Lisa will identify parents who may be interested in a MS/HS committee</p>
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<p>Hadrachah:</p> <ul style="list-style-type: none"> • Reflection that we are financially in capable hands • Focus on Retreat #1 and Retreat #2—significant energy is being put into planning these by the retreat DTF, along with Wendy W’s support • The big challenge will ultimately be implementing that which comes out of the retreats • A decision has been made to create a Personnel committee to fill the gap of needed attention around operationalizing supervision, leadership development, scaffolding and structure • Decisions need to be made about RLC and Moatzah and how they fit (or not) going forward; currently a Rabbi Transition Committee charged with a 1 year role • Some things under Hadrachah initially are now recognized to be more a part of Operations (not committees) such as IT, Library, Design etc. • Janet and Rachel shared that the IT plan to upload docs on a new online platform will be really significant, particularly around accessibility of information; will simplify some aspects of operations and allow for tracking and updates of multiple • A President’s Council is being called to gather past presidents together to access, share and capture/document some institutional Havurah memory 	<p>Discussion Only</p>
<p>Tikkun Olam:</p> <ul style="list-style-type: none"> • Chris as Tikkun Olam Lead reported that this cluster is highly generative and engaged • Rachel and Chris communicate regularly to coordinate the many TO related pieces; Chris identified that there is a continued need for clearer infrastructure for communication and discussions going forward • TO started as 1 committee but now is divided into 4 committees/workgroups (Immigrants & Refugees, Equity, Climate Change and Poverty & Homelessness); the activities in each are varied; each sets its own meeting schedules; it used to be that TO met 1x per month and covered all agenda items; but with expansion, that is no longer possible • There is a TO retreat in December for the whole cluster to, in part, figure out from an organizational perspective what makes the most sense moving forward • Equity group likely disbanding though they haven’t met in person yet; discussion about moving some of their activities into other clusters that align with some of their specific focus areas 	<p>Discussion Only</p>

<ul style="list-style-type: none"> • If Lead isn't setting the agenda or facilitating meetings, the disparate goals, needs and understanding of purpose amongst the workgroups/committees can result in conflict; different frames of what equity means; some of the challenge is around content and some is around individual communication/leadership styles • Discussion about moving some of the equity components to Kehillah and what that would look like • There is a lot going on that is really positive and engaged; i.e., hosting upcoming ICE vigil <p>Kehillah:</p> <ul style="list-style-type: none"> • Aaron as lead not able to attend meeting; will share reflections on Kehillah Cluster at December Steering Meeting 	
<p>Review Retreat Summary: 1: What are our Priorities for the coming year? 2: What are the follow up questions for Steering? 3: What Direction do we want the next Retreat to go? 4: What are the plans for each Cluster?</p> <ul style="list-style-type: none"> • Reviewed derived notes from Retreat #1 for each of the Clusters to make sure they accurately represent the Higher Purpose and Goals identified so far in this process; suggested edits • As a next step, Retreat planning team will compose an intro paragraph for Leads to distribute to people in their Cluster about what to consider before retreat and what to expect at retreat • Leads will share that statement and the revised Purpose & Goals with each cluster so that those individuals can reflect on what fits and what's missing <i>before</i> Retreat #2 so that we can move the process further that day with the groundwork laid 	<p>Retreat Planning Team will provide Leads with intro paragraph to share with Clusters in preparation for January retreat</p>
<p>Request from Church Group to rent our space for Sunday morning services</p> <ul style="list-style-type: none"> • First Christ Church, open to LGBTQ members and therefore excluded from larger Evangelical Covenant Church • Discussed pros and cons of space being used regularly every Sunday from 9-12 (recalled previous multi-year arrangement with Aurora Chorus on Thursday nights @ reduced rate) • Suggestions were to learn more about the # of people, more about the church itself; more information needed 	<p>Rabbi Benjamin will meet with Pastor Adam Phillips to learn more and report back to Steering.</p>
<p>Announcements & Other business</p> <ul style="list-style-type: none"> • Welcome to Andi Bales Molnar, who attended the Steering Meeting, as Havurah's new Program Director. Andi will officially begin Monday, November 27. 	