

**Steering Committee Minutes**  
**March 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, Karen Westerman, Shari Raider, Deborah Eisenbach-Budner

Absent: Janet Byrd,

Drash: Lisa

Minutes: Julia

<p><b>Blessing, Minutes Approved</b></p> <p>Reminder that Minutes will be posted online and also lead reports Write them with the lens of providing enough detail that members who may not have prior knowledge of activities within clusters would gain understanding through reading lead reports</p> <p>Asked people to review lead reports and if they have any updates share with Teri before lead reports get added to the website with the minutes</p>	<p>All</p>
<p><b>Discussion of Scholar in Residence Program for 2019</b></p> <p>Bill presented idea to do one day program with a local scholar versus a weekend long and bringing in person from farther away. Discussed if there were objections to do an abbreviated scholar in residence next Spring. No objections were noted.</p> <p>Lisa will communicate with LLC that steering is supportive of one day Scholar in Residence versus a weekend.</p>	<p>Bill</p>
<p><b>Portland's Just Energy Transition Initiative Savings Signature Collection</b></p> <p>Will hopefully be on City of Portland ballot in November if enough signatures are collected. Havurah has already been involved in Clean Energy Works in Cully Neighborhood. MACG was part of the work involved in helping 85 homes become weatherized in 2011-12. Large companies would be taxed 1% to contribute to a fund that would provide for home weatherization of low income families either owning or through landlords renting to low income families. Include job training for minority communities. It would raise \$30 million/year</p> <p>Climate Action Committee would go through training and reach out to others to get signatures needed to get this on the ballot.</p> <p>Tikkun Olam is asking Steering to support this ballot measure in the signature collection phase.</p> <p>Steering approved this effort.</p>	<p>Michael Heumann and Chris</p>

<p>TO felt it better not to make final decision about all ballot measures to support until we know all the ballot measures that would be on the ballot. Stay tuned</p>	
<p><b>Budget- Financials- Preliminary Numbers for next year's budget</b>  397 current members, 40 new members -15 dropped. We are collecting more in dues that we projected to collect. We are collecting dues at a rate of 68% which is a slight increase from last year. These numbers are what we base our budget on. This is first draft of the budget. Budget would normally go to Finance 1<sup>st</sup> but we are getting a sneak peek in order to keep Steering informed. At this point all committee requests are included. With that we would have a 41K deficit. Finance will meet this week and review requests and make changes. Discussion that we will need to say no to some requests and explore possibly increasing dues. It was a comment that it is important to consistently raise dues because costs continue to go up.  Information coming from committees is helpful. We want budget to speak our values and it seems to do that!  Health Insurance costs were higher than we were told in August. We need to have someone negotiate that for us next year. Possible to look into some group plan- maybe the Federation manages a group plan for organizations of the Jewish community.</p> <p><b>Resolution was presented by Liz Joffe, Corporate Sectary</b></p> <p>Whereas Havurah Shalom occasionally receives contributions through Fidelity, the appropriately elected Steering Committee of Havurah Shalom voted on March 13<sup>th</sup> 2018 to authorize Karen Westerman, Shari Raider and Janet Byrd to make decisions regarding the investment, sale or transfer of any stock, mutual funds, case or other holdings in Fidelity accounts.</p> <p>Resolution unanimously passed.</p>	<p>Karen Westerman and Shari Raider</p>
<p><b>Amend By-laws to add Makom Cluster</b>  A Motion was brought forth to add another cluster –Makom to Governance. This would also create another cluster lead. It was approved by Steering. Liz will bring proposed by –law language to the next Steering meeting.</p>	<p>Liz</p>
<p><b>Priorities Dealing with Growth, Building Issues, Space needs, Leadership Development, Connections</b>  Shelley led us in an exercise to provide Steering with a sense of scope on the activities being proposed by the committee clusters at our January Retreat and to begin our discussion of setting priorities of the Steering in the coming year.</p>	<p>Shelley and Julia</p>

<p>Posted all activities on the wall, provided each member with 6 dots of 3 colors of <b>red- broad appeal</b>- what will bring large group of members in, what would large group of members find interest in</p> <p><b>green-forward thinking</b> looking toward our future, does this activity promote forward thinking, does it strengthen Havurah's foundation for the future</p> <p><b>yellow -does this reflect our goals</b>, would this bring about spiritual connection and further engagement with our community</p> <p>How did this activity help us? Did it provide guidance around these activities speaking to our values, how does this help us with our role at steering?</p> <p>We had a lot of discussion around how to create priorities out of all these activities and realized that this was the 1<sup>st</sup> of what will be several conversations.</p> <p>Many of the specific activities are being carried out by committees, Steering needs to focus more energy on the bigger picture.</p> <p>It may make sense for Steering to focus on the items with many green dots. Many of them of things that don't necessarily have a lot of member energy, so it is up to Steering to focus on them. Things like the Personnel Committee, Building Committee, etc.</p> <p>It was also mentioned that our connection with MACG needs attention, and Steering should be tracking it this year. The MACG Core Team has acknowledged that there is a gap in understanding the value of MACG to our community.</p> <p>We discussed the difference between activities being carried out by the committee and the focus that Steering needs to take on forward thinking.</p> <p>We also need to work on building a culture of philanthropy at Havurah. That has started with the endowment -\$420K but we still need to work on this as we grow. This needs sensitivity because one of four goals is to be inclusive, but some members cannot afford financial donations.</p> <p>What's missing from the list -music, leadership development- impacts how we carry forward with our goals.</p> <p>Gesher team will go back and put post its back in clusters and also put it with like-minded activities</p> <p>We want to identify what are our priorities- what are we putting our energy in? what are we going to do 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, etc</p> <p>Next Steps-flush out what would take more staff time, more leadership, higher impact</p>	
<p><b>Announcements</b></p> <p>Not an auction-May 6<sup>th</sup> Havurah Shing Dig - our mix and mingle fundraiser (4-8 p.m.) Lounge and schmooze in our nightclub, gamble at our casino, enjoy delicious appetizers, desserts and signature cocktails. Adults only. Tickets- <a href="http://www.Havurahshalom.org/event/havurah-shinding.html">www.Havurahshalom.org/event/havurah-shinding.html</a></p> <p>If you want to help reach out Nancy Becker</p>	<p>Susan</p> <p>Deborah</p>

Deborah asked leads to think about how they want to interact with Shabbat School kids. If you want to come and talk to Shabbat School let Deborah know within the next month as she is planning their calendar now!	
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## Hadracha Report – March 2018

Submitted by Shelley Sobel on behalf of the president's team.

### **Safety:**

The Safety Committee has provided signage and locks to create Safe Spaces in the kitchen and in the hallway where the bathrooms are for use in the case of an active shooter. Each door has a lock and brackets with a large piece of wood to block the door. *Please take time to read the signage and familiarize yourself with these Safe Spaces.*

### **Gesher Team:**

The current team consists of Julia Lager-Mesulam, Chris Coughlin and Shelley Sobel. The Program Director will also be a part of this team. They are available as a resource to committee chairs and committees to assist in understanding how the Gesher structure supports that work that they want to do. Currently, there is a meeting planned with the members who have been working on Equity issues.

### **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 – 4 year commitment: 1 year as VP, 2 years as Co-President and one year as Immediate Past President, Treasurer – 2 year commitment

Cluster Lead for Limud – 2 year commitment

Cluster Lead for Tikkun Olam– 2 year commitment.

All positions are open for nomination and names should be sent to the committee. Shari Raider has accepted the nomination for Treasurer. Chris Coughlin has agreed to be a nominee for another term as Lead for Tikkun Olam. Bill Kwitman will become the Past President.

Steering will be proposing a by-law change at the June Congregational Meeting, adding a new cluster and Lead position called Makom (Place) to the Steering Committee. This cluster will oversee committees related to sustaining/growth of the physical/operation of our synagogue. The committees in this cluster will include a Building Committee, Gardening, Design, Maintenance, Safety and I.T. ***In anticipation of this by-law change passing, the Nominating Committee will be accepting nominations for the proposed position of:*** Cluster Lead for Makom – 2 year commitment.

**Music Coordinator:**

Ilene Safyan is beginning her leave of absence for most of March through May. She will be available, intermittently, through this time period to the DTF for Music (see below). Ilene will return in June with the intention of remaining in her staff position through High Holidays. She will be working with the DTF to make proposals to Steering on what the future staffing could be for the support of music at Havurah.

**Music Disappearing Task Force:**

The DTF, consisting of Laura Ehrlich, Chari Smith and Andrew Ehrlich, has begun the process of assessing Havurah's needs and priorities to better support integration of music into the fabric of our community. Their first steps have been to enter into discussion with the Music Coordinator and Rabbi. From there, they will be formatting their outreach to Havurah members. The goal is to design a foundation for an inclusive and sustainable music program that supports and celebrates the kavanah of music

**Cemetery**

Our contract with Metro has been signed and our required payment is in process. *Many thanks to Larry Reichman for his years (4 years or more!!) of work in resolving this dispute.*

**Rental to Christian Congregation:**

The Christ Church minister was advised of Steering's agreement to enter into a contract for the rental of space to their congregation. When Bill followed up with him recently, he advised that his committee would be meeting this week and then would be getting back to us.

**Avodah Lead Report  
March 2018  
Submitted by Susan Brenner**

**Ma'Avar Committee:**

Promotion is well under way for 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. A call for cookie makers has been sent out as well. Please attend if you can. Keren requested some budget in the new fiscal year for a bereavement counselor to conduct some sessions.

**Pastoral Care Team**

The new people who have volunteered to run Lotsa Helping Hands met recently to discuss their role and broader uses of LHH.

**B'nai Mitzvah Committee:**

The committee has been working on scheduling the 2019-2020 cohort, which has been an exercise in attempting fairness and involving many discussions via email. Michael Evans and David Newman

just assigned dates to 19 families. There are 9 more who have not yet submitted their requests. The latest date goes to the end of March 2020. This cohort seems pretty relaxed as stated by Laura Orgel.

The committee is excited by the opportunity to re-imagine the Bnai Mitzvah journey using the cohort model. They are looking forward to seeing how the committee can best support R. Benjamin, Deborah and Havurah in the new cohort plan.

The committee wants to discuss the following in the next meeting:

- Increase connections with Spiritual Life Committee, larger community, and Tikkun Olam (possible a collective cohort project).
- Connect with Torah and strengthen inspiration for the process.
- Explore how staff and community resources can collaborate to strengthen the B'nai Mitzvah experience.
- Think about how existing workshops may be folded into the cohort experience.

#### Spiritual Life Committee

Sam and Phil would like to present the current draft of a Shabbat eve. & morning electronics policy to the B'nai Mitzvah Committee.

Rabbi Benjamin and Rabbi Joshua, from Emek Shalom in Ashland, have begun planning for a joint contemplative Shabbat weekend for 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. There will need to be a fee for members and non-members to cover some food costs and travel reimbursement for Rabbi Joshua. Host families will also be needed for the people visiting from Ashland. Detailed planning and publicity for the event needs to begin now.

We've provided several successful kiddush lunches. We've asked for additional budget for next Fiscal year to continue offering lunch on non B'nai Mitzvah days. Adele Thompson (Tikkun Olam) and Galit Reilly (Limmud) have been very helpful. Patricia Schwartz (Kehillah) wants to be on the planning team, too. Susan needs to request that the Kabbalat Shabbat Dinner Fund get a name change so that people can contribute to it to help fund kiddush lunches.

#### High Holy Day Committee:

The group of HH planners met to go over HH Leadership mapping. We discussed strengths and weaknesses of past and potential lay leaders. One big change being considered is to hold 2<sup>nd</sup> day RH in the Havurah building instead of at the Tiffany Center. It could include a celebratory 'Torah

walk' with families and adults at the conclusion of services on day one. (A permit and police escort would probably be needed, though.) We're also considering changing the day of Tashlich TBD.

## **Tikkun Olam Report March 2018**

The Tikkun Olam Cluster/Committee met to discuss budget priorities. Requests were provided to the Finance Committee, and we anticipate there may be some questions, or need for clarification around some of the requests. We are suggesting that the budget source is divided between the Operating Budget and the Tikkun Olam Tribute Fund for all the committees and activities in the Tikkun Olam cluster.

### **Refugees**

Catholic Charities is seeing a slight uptick in the number of families arriving this month.

### **Sanctuary**

#### **A. Community Engagement**

Currently there are 4 separate projects at the Ortiz Com. Center as featured in March, 2018 Hakol. TOAdelante is planning a Cultural Awareness Training and we have doubled our spanish speaker volunteer number. Julie Hastings has been leading an "English Conversation Hour" on Tuesdays at the Ortiz Center for the last two months. English language learners at a variety of levels participate in this casual and fun opportunity to practice their English with native speakers. There is also a once a week ELL class, and tutoring with elementary school children.

#### **B. Political Action**

##### **Passover Vigil:**

Thursday March 29 10 – 11 am @ ICE as the last Thursday event.

Havurah, Shir Tikvah and P'nai Or involved in planning. (so far). Rabbi Benjamin has been contacted and will be part of it.

##### **Dream Center visit at PCC Rock Creek**

Shari reported about Dream Center visit on March 7. We connected to explore how we can work together and be allies. It is a safe space for people feel not alone and get help with system navigation. Allies, DACA-mented and undocumented participated. They are seeking permanent funding from PCC. PCC gave space, some furniture. Funding so far has been private and from a grant, they are looking for scholarship resources for students that are ineligible for Federal loans, anything that requires FAFSA. Exploring ways we can participate and get involved.

##### **IMIRJ Kaleidoscope Proposal**

Goal is to have congregations from IMIRJ Sanctuary Cohorts working together. First Unitarian has reached out to us to be a K-partner with us. Purpose: Can amplify power, build relationships. Nancy and Bob will investigate further with First UU.

## **ICE Activity**

Bob updated about an ICE I-9 raid/audit on March 13 in Canby. IMIRJ is involved. There may be a need for temporary shelter and funds and physical sanctuary for some. Havurah would not do physical sanctuary, IMIRJ can find places. Benjamin is part of IMIRJ faith leaders group and is plugged in to the planning.

## **IP22**

OFIR is out right now gathering signatures with both paid and volunteer signature gatherers. ONE Oregon is beginning to organize a well-funded campaign to fight for a No vote should the IP receive enough signatures.  
of actions we can take to support this community.

## **Climate Action**

A meeting was held on February 27 that covered the following topics:

- Update from retreat and discussion about involving other clusters in our activities
- Update on Intercongregational Outreach and Organizing among Synagogues
- What to do about plastic Kiddush cups
- Solutions to waste at Shabbat School
- Possible Future Programs
  - a. Waste Reduction Class
  - b. Another Northwest Earth Institute (NWEI) Class
  - c. Energy Audit Update
  - d. Incorporating/Plugging in with Shabbat School, Middle School and Havurah High
  - e. Orientation/Education re: environmental sustainability and green efforts at Havurah, for members and staff
  - f. Book Group
  - g. Political Action – Portland Just Energy Transition

## **Poverty and Homelessness**

Portland Homeless Family Solution

Partnership with Tivnu on March 8th, involving several Havurah members working with Jewish teens.

Strong presence at FWS (Beth Israel shelter) more than 20 Havurah folks have taken the orientation and have worked there. Some are the same folks who work at Goose Hollow, yet many are not.

Purim Tzedakah project: collection of money, \$440 for PHFS.

## **Equity**

Decision has been made to march with the Jewish group in the Pride Parade this year. Susan Rosenthal has communicated with Community of Welcoming Congregations to let them know our decision.



**MACG Core Team**

There has been an acknowledgement that many Havurah members are not aware of our affiliation with MACG, even though Havurah has been a member for twenty years. The MACG Core Team is working on putting together a plan to address some of the deficiencies in internal communication to attempt to explain the value of being part of MACG to the congregation. This will be tracked and assessed throughout the year. As a first step the Core Team is hosting a Listening Session on March 18.