

Steering Committee Minutes
April 10, 2018
6:30 – 9:00 pm

6:35-6:45	Drash – Liz spoke on parsha Shemini, laws of kashrut animals. Offerings by Moses & Aaron, two sons of Aaron come into tent with no proper prep and they are killed. Special rules of purity. Some thoughts: How do we prepare to be closer to G-d? Why these particular rules? What would the rules be today? Are these meant to separate us, or to build community? Should we think about how we provide our own committee snacks/food?	
6:45-6:50	Approved Minutes	
6:50-6:55	Makom Bylaw Proposal – Liz passed out the proposed revisions to be voted on to include a new cluster lead for Makom, and increase the size of the SC to 11. Notice must go to congregation before the cong. mtg. Approved.	Email notice will go out by May 23
6:55-7:00	LLC class–Israeli-Palestinian conflict (announcement) Seminar class to be offer by Joel Beinin next year on Modern Israel history, maybe starting March 2019	Deborah (LLC class)
7:00-7:10	Review of statement about recent violence in Israel – David N spoke. “Havurah is at a moral crossroads. Torah leads us one way, and the other way is moral peril. He is here to push Havurah. Hate and genocide start in small ways of intolerance, and gradually grow on a continuum until it is inevitable. Israel is on the continuum, well past the halfway point. News article shows that already almost half of Israeli population favors ethnic cleansing. Recent shootings were unprovoked and an extreme reaction, cold-blooded murder...state sponsored violence against a targeted group. Israeli is acting in the name of the Jewish people. This is a real threat to the Jewish people and the existence of Israel. Havurah has to make a statement. One has been proposed for us and likely will upset some in the Portland Jewish community. Havurah is a congregation that believes in Human rights we have shown that time and time again. Refuses to believe that we are a congregation that makes an exception for Palestinians. Moral leadership takes courage. But that is no reason not to take a stand. Our silence	David Newman

	<p>is complicity. Statement is not perfect, done by a committee. He wants us to redo it to make it more impactful. Provide moral leadership. Nothing on our agenda is more important than this. Quoted Elie Weisel (“There may be times when we are powerless to prevent injustice, but there must never be a time when we fail to protest.”) and passed around victim photos.” Shelley S expressed that the statement was pretty broad and that we would not be able to deal with it immediately at the meeting. We would also need to seek input from across the congregation. David was thanked and asked to keep the issue alive by starting a sub-committee or discussion forum where everyone’s views could be heard and the issue of Israel given more focused attention at Havurah.</p>	
<p>7:10-7:20</p>	<p>Theme – Shari Raider discussed the theme group discussion about having a theme, and its purpose. It is a thermometer and barometer for the year, should be ongoing throughout the year weaving our Geshet work, knitting a lot together. How? Can help guide cluster activity, music, postings around the building. Had some proposed ideas of themes for this year but nothing distilled yet. It has been 40 years since Havurah started. Benjamin discussed one idea of “panim al panim” (face to face), building relationships throughout our activities and actions.</p>	<p>Deborah and Benjamin</p>
<p>7:20-7:25</p>	<p>Priorities Update – Update on Geshet work, but other priorities took over the agenda so this is being slightly postponed. Steering needs to have a sense of priorities, though, in order to make decisions on budget. Shelley provided an overview of what was learned from the dot exercise and conversation that occurred at last steering meeting. Since then Geshet team has met and outlined the following:</p> <p>Macro Level Priorities: Being caring and respectful in supporting congregants, Building and deepening relationships, Supporting sustainability in all aspect of the congregation</p> <p>Community Programming Priorities: Bereavement support; B’nai Mitzvah programming support ; High School/Middle School Committee Support</p> <p>Role of Steering: Managing and Budgeting Organizationally; Messaging/Communication; Directing and Supporting Staff</p>	<p>Shelley</p>

	<p>On the Steering to-do List: Creating the Building Committee; Creating the Personnel Committee; Supporting Leadership Development; Promoting the culture of philanthropy; Music DTF</p> <p>We need to consider these priorities and values as we review the budget</p>	
7:25-8:20	<p>Budget – general discussion, budget spreadsheets passed out with assumptions. All committee requests are included in the presented budget. Names of some funds were changed or regrouped for better tracking. High level themes: foundational questions will dictate if we are over or under. Looking at budget from a higher viewpoint. Currently projecting a deficit of ~\$27,000. Hope to not take from the endowment unless necessary as a last item. Health care costs threw off the estimates from last year’s budget.</p> <p>Changing the name of the Kabbalat Shabbat dinner fund to Spiritual Life Fund, with the understanding that it is designated for food at both Kabbalat Shabbat and Shabbat lunches.</p>	Janet
8:20-8:30	Break	All

Hadracha Report - April 10, 2018

Staffing Disappearing Task Force – are discussing potential changes in the Program Director job description with Steering and hope to post the position this week. In the interim, supervision of Teri is being done by Shelley and Rachel is being supervised by Bill.

Sexual Harassment Policy - Liz and Julia have agreed to work on this. Work on this task will be postponed, for the moment, while Julia’s efforts are diverted to the staffing DTF work on the Program Director hiring.

Music Disappearing Task Force - This group is completing their interviews of staff and will be establishing a timeline for widening their exploratory efforts at their next meeting.

Building Rental - The Christ Church has determined to explore other options for moving their congregation. One of the primary drawbacks was that Havurah has very limited storage space to offer the church.

Gesher Team – The team is completing a Principles and Practices Checklist that incorporates the content of the leadership retreat into a tool that committees and planners can use when organizing an activity/event for the congregation. The team will be reaching out to co-chairs with this tool and be available to assist/respond to questions that arise as the Gesher approach is exercised.

Mark Your Calendars:

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

April 2018

Submitted by Susan Brenner

Spiritual Life Committee:

Susan and Diane met with R. Benjamin and Deborah to schedule Shabbat mornings for the coming year including this summer and moving through 2019. In addition to the community minyan and b'nai mitzvah services, they planned for Text and Torah sessions, a Contemplative Shabbat, Learners' minyans, Camp Havurah and an Intergenerational Shabbat. In addition, an outdoor Friday eve. Service in the park is set for July as well as a Havdallah Shabbat in the Pool in August.

The Shabbat morning Kiddush lunches are going well with positive feedback. The food mavens planning team has handled the menu choices and clean up when Barbara Block is not scheduled. So far it's been manageable, though additional help with clean up is needed. We even did two fairly tasty Pesahdich lunches. Emily Simon led the Birkat Hamazon when she was there.

B'nai Mitzvah Committee:

The committee has been working on finding its next meeting date, which previously conflicted with the June congregational meeting. They've found a new date in early May with a follow up meeting in June to include R. Benjamin. At the June meeting they'll discuss the new cohort experience and what that will entail.

Ma'Avar Committee:

There was a huge turnout (100+) 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. It was very well received.

Pastoral Care Team:

The new team of Lotsa Helping Hands is currently up and running. They have expanded helping opportunities to include transportation, home visits, care giver relief in addition to meals.

HH Planning Team, Music:

Nothing to report at this time.