

Steering Committee Agenda and Minutes

July 10, 2018

6:30 – 8:30 pm

Newsletter Article: None, Drash: Susan

Time Keeper: Liz, Snacks: Chris

Minutes: Bill

Present: Ken, Liz, Chris, Susan, Bill, Tom B., Galit, Miriam R., Janet B., Shelley, Rachel P., and Benjamin
Absent: Julia, Aaron, Deborah, Shari and Teri

6:30– 6:35	Blessing <i>Baruch ata Adonai Eloheynu Melech ha Olam, asher kidshanu b'mitzvotav vitzivanu l'asok b'tzorchei tzibbur</i>	All
6:35- 6:45	<i>Drash: Parshat Matot-Masei. Hazak, Hazak.</i> May we be strengthened as we begin a new year at Havurah. Words are a sacred trust.	Susan
6:45-6:50	Approve Minutes Moved, Seconded and Approved.	All
6:50-7:00	Policies Update: <ul style="list-style-type: none"> • Policies are now on SharePoint. A Table of Contents will be prepared to permit ease of access. The policy re Criminal Background checks is still a work in progress. The law requires that we have one in place before we can run one on a prospective hire. Agreed that if the Background check comes up with something that causes us to withdraw a conditional offer of employment, details will be shared only with the Corporate Secretary and the Co-Presidents. Personnel Committee now forming. Draft Background check will be run by them and then brought back to August Steering • We will add a policy re Sexual Harassment so that it also applies to congregants. 	Liz
7:00– 7:30	Finalize priorities: Priorities are still a work in progress. Continue to emphasize “Bottom Up” planning so that Steering will just “Steer.”	Shelley
7:30-7:40	Cemetery rate hike: Approved effective January 1, 2019. Old rates in effect till then and rate hike will be publicized in the interim.	All
7:40-8:30	High Holiday Planning: Sacha Reich has taken the lead and has been working with the rabbi, Susan Brenner, Ken Lerner, Deborah Eisenbach-Budner, & Diane Chaplin. They are looking at some changes to Yiskor, Nielah, Teens, Young Families and Rosh HaShanah day 2. Tashlich will take place on Day 1 at Commonwealth Park in Beaverton and a second Tashlich will take place at Willamette Park on the weekend. Day care will now be subsidized, RH day 2 will be at Havurah.	Benjamin

Hadracha Report – July 2018

Transparency/Inclusivity:

They received about 20 surveys online and many more at the Congregational meeting and other events. They want to set up a dedicated email line in order to field other congregational questions. They planned to speak to Teri about that request. They put a recruitment announcement in the community email and did get several people interested in joining the committee but due to summer plans, intend to begin meeting again in September.

Music DTF:

Alania Hein has joined the Music DTF

Staffing DTF:

Interviews are complete. Both Staff and the DTF interviewed applicants. Staff interviewed 5 applicants and DTF interviewed 4 applicants. Reference check will occur hopefully this week and hopefully an offer made the week of 7/16

Gesher Team:

The team has scheduled orientation for new steering members on 7/15 and 7/17. Each new steering member will have a mentor to go to with questions as they onboard into their role.

Miriam- Julia

Galit-Lisa

Shari-Janet

Tom- Bill

Makom Report- July 2018

Design, Security & Building:

Design committee is meeting on Tuesday, 7/10 to discuss the proposed courtyard gate. Dan Reid has done a first draft of a possible design that we'll review. We're also trying to come up with a solution for a plaque next to the mosaic.

Avodah Lead Report

July 2018

Submitted by Susan Brenner

B'nai Mitavah Committee

B'nai Mitzvah Preparation Process-

The committee met with Rabbi Benjamin and Deborah to discuss ways to support the group of upcoming b'nai mitzvah families as a cohort. Deborah and R. Benjamin have had numerous conversations on how the b'nai mitzvah can be more meaningful, both in the preparation phase and in the actual service. They presented an outline which proposes some new approaches as well as ongoing programs aimed at preparing and supporting pre-b'nai and b'nai mitzvah families. Here is a listing of sessions and workshops for 5th, 6th & 7th graders and their families:

5th and 6th grade families will attend two Discovering Shabbat morning Learners' Minyamin. There will also be a workshop for 5th grade families titled "Beginning the Journey: Why, What, and How of BM". This session includes the date selection process as well as addressing overarching questions of why do this as a family, goals and taking the long view of the process. The 5th grade Shabbat School curriculum introduces the Jewish Life-Cycle with 1-2 sessions devoted to Coming of Age and B'nai Mitzvah.

(NEW) The 6th grade Shabbat School class will create a family B.Mitzvah cohort in the 4th quarter. The Rabbi will present 3 sessions on a deeper introduction to tefillah (prayer.) The Ed. Director will hold 2 sessions for parents on the topic of "Whose B'nai Mitzvah is this Anyways?" 6th graders will attend a Family Ed. Session about prayer service selections and leadership.

(NEW) The 7th grade Wed. night middle school will include 4 sessions for Bmitz youth on topics of "coming of age" and "what does it all mean?" There is a drash writing workshop for 7th graders in December.

(NEW) There will be an expectation that 13 year olds, usually 7th graders, come to 6-10 Shabbat morning services and sign up to lead the Torah service, or other prayers at least 2 times before B mitzvah.

(Note: The above idea of students attending and participating in services before their BM is something the Spiritual Life Committee has discussed at length and heartily approves.)

In his first year R. Benjamin has observed a striking difference between the Shabbat morning community minyan and a BM service. The BM service is largely child centered and at times performative, sometimes painfully so. He'd rather see the youth lead fewer prayers, but do them well, along the lines of "less is more." Also, he's heard families express anxiety and stress over needing to craft the service themselves, which has been the Havurah minhag (tradition)

for some time. The service could be handled by the rabbi, along with musical lay leaders comfortable with being the sheliach tzibbur (prayer leader.) The BM students can participate in key moments that they've practiced well and internalized. This would lift the burden of creating the service from the shoulders of the BM family, allowing them all to focus more on the core participation of the BM in the Torah service.

High Holiday Committee

I direct your attention to the article in the July/August Hakol written by Sacha Reich. It presents a nice explanation and summary of the changes we're instituting in this year's HH cycle. Diane Chaplin posted the signup spreadsheet for Torah chanting and other bima duties. At this writing most of the spots are already filled. Sacha is overseeing recruiting teens to lead the Torah Service of all four services, RH1 & 2, YK A.M. and P.M. She has matched teen Torah chanters with adult mentors.

Ma'avar Committee

This committee is meeting August 19 to plan their activities for the coming year. Since their budget request was approved, they will be working on setting up a bereavement support group with an outside facilitator. They're also planning a death fair.