

**Kehillat Beth Israel  
Board of Directors  
April 27, 2023  
In Person and Zoom  
Minutes**

**Present:**

Sarah Beutel  
Norm Ferkin  
Jeff Greenberg  
Gillian Koh

Adina Libin  
David Lyman  
Jaimee Mitzmacher  
Victor Rabinovitch

David Roytenberg  
Jeremy Rudin  
Judah Silverman  
Olga Strelchenko

**Secretary:**

Jodi Gitter

**Clergy Present:**

Cantor Jason Green  
Rabbi Eytan Kenter

**Staff Present:**

Jeremy Rosenberg

**Regrets:**

None

**1.0 PRELIMINARY MATTERS**

**1.1 Call to Order**

**Victor Rabinovitch**

The meeting was called to order at 7:06 PM.

**1.2 Call for Declaration of Conflict of Interest**

**Victor Rabinovitch**

None of the members present declared a conflict of interest.

**1.3 Approval of Agenda**

**All**

**The agenda for March 23, 2023 was approved.**

#### **1.4 D'Var Torah**

**Rabbi Kenter**

#### **1.5 Moment of Silence to Commemorate Those Congregants Who Have Passed Away Since the Last Board Meeting**

**Victor Rabinovitch**

Zinoviy Mozenon  
Sylvia Shier  
Laura (Freed) Kaminsky  
Alexander Duffie

#### **1.6 Approval of Board Minutes from Board meeting held on March 23, 2023**

**All**

**A motion was made by Jodi Gitter and seconded by Norm Ferkin to approve the Board minutes from the meeting held on March 23, 2023.**

**All were in favour. The motion was carried.**

#### **1.7 Business Arising From Previous Minutes**

**All**

There will be an update about the Rabbi search during the In-Camera session.

KBI's new Director of Youth and Education, Sasha Kathron, begins work on July 1, 2023.

## **2.0 FINANCIAL MATTERS**

#### **2.1 Executive Director's Written Statement Respecting the Status of Staff Salaries and Remittances to Government**

**Jeremy Rosenberg**

Jeremy presented the statement for employee wages to the Board.

#### **2.2 3<sup>rd</sup> Quarter Review**

**Adina Libin**

Adina began by voicing pleasure at where KBI is at, financially and on budget, this quarter.

### **INCOME HIGHLIGHTS:**

- We budgeted dues at \$572,703.57; we are actually at \$617,404.39. We have more members than we had expected.
- KBI's fundraising revenue is about double than what was budgeted. Currently, in the 3<sup>rd</sup> quarter, we are where we had expected to be after a full year.

### **EXPENSES HIGHLIGHTS:**

- Personnel costs are lower than budget due to the fact that we were without an Executive Director for a part of the year and without a Youth Director for a whole year.
- Upcoming months will see several maintenance jobs. The entrance for OTT will be repaired and a water valve needs to be repaired as per City standards.

### **COMMENTS ON REPORT**

- Jaimee reiterated her wish to see donations more clearly designated on the financial statements, to show how programs are covering their costs.
- David L. asked why no money has thus far been spent on the B'nai Mitzvah program? (Reply on this point is unclear.)
- Rabbi Kenter is pleased where we are financially. Fundraising is up and donations have come in to offset programming costs.

### **MEMBERSHIP:**

780 units (this includes households with families, household singles, and associate members)

The 4 areas of growth recently include:

1. Returning members since COVID
2. A significant number of people have converted to Judaism under KBI auspices; Rabbi Kenter has done 75 conversions since the beginning of COVID
3. New people coming to Ottawa and some from Gatineau
4. Families who have joined to celebrate an upcoming Bar/Bat Mitzvah

### **2.2 End of Year Projection**

**Jeremy Rudin/Jeremy Rosenberg**

The projection on revenues and expenses was circulated by the two Jeremy's. Jeremy Rudin expressed the view that this year KBI can afford to invest some money for building improvements. He warned that next year, our personnel

costs will increase significantly due to full staffing, and we should not expect as positive a financial report.

Jeremy Rudin is working with a small ad hoc committee on a policy about use of earnings from investments made through the Endowment Fund. He reminded the Board that most synagogues need to have significant fundraising or other sources of revenues to supplement Members Fees. In KBI's situation, we can draw upon about 225-250,000 dollars each year from our Endowment Fund, without reducing the value of our capital. This is an essential part of our budget. He will bring to the Board in the near future a policy that will aim to protect the Endowment, while allowing appropriate revenue distributions.

### **3.0 REPORTING WITH DISCUSSION AND VOTE**

No items

### **4.0 REPORTING WITH DISCUSSION BUT WITHOUT VOTE**

#### **4.1 Gather Inc. Summary and Potential Next Steps    Rabbi Kenter**

Rabbi Kenter reported that three small groups from within the congregation met with Gather Inc. after last month's Gather Inc. session with our Board: Members of the Membership Committee, the Ritual Committee and KBI Staff.

Board members shared their "take-aways" from their Gather Inc. meetings.

Highlights include:

- We need to have more of a "relational approach" to congregation life
- We need to be more "people-focused" rather than "program-focused"
- We do the "big heartbeats" ie. Programs, well. We need to improve on the "in-between" time, the time between one program to the next
- We need to have a paradigm switch from the idea that "this feels like a great idea for someone else to do" to "we all should reach out to 3 new people"
- As a congregation (not only the staff and board members) we need to be genuinely invested in the relationship-building piece of congregational life

### **5.0 REPORTING WITHOUT DISCUSSION OR VOTE**

#### **5.1 Committee Reports As Circulated**

David R. said that because Justin Camy had cancelled his availability for a major Shabbat dinner, plans had now shifted. The upcoming Shabbat Dinner for Israel's 75<sup>th</sup> Anniversary will have Sarah Vered as a key speaker. Other speakers are joining in with personal anecdote about an experience in Israel.

## **6.0 IN CAMERA**

### **Briefing on Senior Rabbi Search**

**Victor Rabinovitch/Jeremy Rudin**

Following discussion In Camera, the following summary of next steps was proposed by Jeremy Rudin, seconded by Olga, and adopted.

1. That KBI conduct a thorough and well-planned search for a new Senior Rabbi, following the guidelines set out by the United Synagogue of Conservative Judaism, the Rabbinic Assembly, and KBI's own bylaw and operating policies with the goal of seeing a new Senior Rabbi in place by July 2024.
2. That the President strike a small committee to conduct a transparent search for an interim Rabbi. Consistent with the bylaw, the main elements of the contract with the interim Rabbi must be approved by the Personnel Committee and the Finance and Audit Committee and the appointment must be approved by the Board.

Concluding this discussion, Victor said that a full message would be sent to the congregation regarding the Rabbi search process, explaining the steps we are following.

## **7.0 ADJOURNMENT**

**The meeting was adjourned at 9:43 PM.**

The next board meeting will be held on Thursday, June 1, 2023.

