

**Kehillat Beth Israel
Board of Directors Meeting
February 27, 2025
Minutes**

Present:

Sarah Beutel
Norm Ferkin
Adina Libin
David Lyman

Arryn Mills
Jaimee Mitzmacher
Janice Pleet
Victor Rabinovitch

Jeremy Rudin
Olga Streltchenko
Sheldon Wiseman

Zoom:

Jeff Greenberg
Gillian Koh

Secretary:

Jaimee Mitzmacher

Clergy Present:

Rabbi Erin Polansky
Cantor Jason Green

Staff Present:

Marie Levine

Regrets:

Ralph Anzarouth

1. PRELIMINARY MATTERS

1.1 Call to Order and introductory remarks

Jeremy Rudin

The meeting was called to order at 7:14 PM.

1.2 Call for Declaration of Conflict of Interest

Jeremy Rudin

None of the members present declared a conflict of interest.

1.3 Approval of Agenda

All

A motion was made by David Lyman and seconded by Olga Streltchenko to approve the agenda for February 27, 2025.

All were in favour. The motion was carried.

1.4 D'Var Torah

Rabbi Polansky

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

Jeremy Rudin

Libby Katz
Arnold Tennenhouse
Elly Bollegraaf
Marlene Burack
Sol Shinder
Andree Acel

Aron Herskovitz
Regina Schipper
John Greenberg
Millie Faynwachs
Shelley Schachnow
Eileen Star Cohen

Michael Greenberg
Estelle Berry
David Blumenthal
Myra Abramovitch
Shirley Kriger

1.6 New Members

Jeremy Rudin

Jessica Ly
Rhonda and Wayne Smith
Mike Epstein
Louise Garib and Ruben Benmergui

1.7 Approval of the Board minutes of December 19, 2024

Jaimee Mitzmacher

A motion was made by Jaimee Mitzmacher and seconded by Norm Ferkin to approve the minutes of December 19, 2024.

All were in favour. The motion was carried.

1.8 Approval of the Board minutes of January 26, 2025

Jaimee Mitzmacher

A motion was made by Jaimee Mitzmacher and seconded by Adina Libin to approve the minutes of January 26, 2025.

All were in favour. The motion was carried.

1.9 Business Arising from Previous Minutes

All

No business from previous minutes.

2. Financial Matters

2.1. Financial update: Q2 of 2024-2025

David Lyman

- At this point we are pretty close to our expected budget in both expenses and revenue
- Our expenses are expected to go up by \$70,000 due to additional programming but these programs will also bring in some revenue
- Recommended adjustments:

- Need to increase donation on the Visa charges
- Need to raise more money through fundraising; currently at \$45,500
- Additional push for religious items donations
- Programming revenue is currently \$23,000; goal to increase to \$48,000
- OTT revenue is not as strong as projected; enrollment is even but income is lower because we have less families committing to the 2 day a week model
- Clergy costs are higher than expected due to transition costs
- Employee costs are a bit lower than expected due to the Executive Director
- Insurance costs continue to increase

3. REPORTING WITH DISCUSSION BUT WITHOUT VOTE

3.1. Building and Land Committee Report

Norm Ferkin

- we are well within budget at this point
- on track to complete project mid-end of August
- looking into all security related grants
- at this point there are no challenges from the city

3.2. Security Advisory Committee Report

Howard Cohen (guest)

- The committee has the following goals as framework for a security plan:
 - Implement measures to discourage potential threats.
 - Use systems and processes to identify threats.
 - Employ physical barriers to slow down intruders.
 - Prevent unauthorized access.
 - Ensure effective response to security breaches.
- The committee is seeking a professional security firm to conduct a comprehensive security assessment.
- The committee has met with security representatives from the Jewish foundation of Ottawa, the Centre for Israel and Jewish Affairs, the Director of Security for Montreal's Federation. CJA and with the Director of Community Safety and Well-being for the Ottawa Police to strengthen partnerships and share best practices.
- The committee has connected with security contacts at other Ottawa synagogues to share security information and innovative / best practices.
- The Ottawa Police conducted a Crime Prevention Through Environmental Design audit at KBI and will present a report within a few weeks.
- The committee will be applying to Public Safety Canada's Canada community Security Program for funding
- The committee is addressing 2 short term concerns: evaluating security guard requirements and recognizing the need for improved emergency protocols

3.3. Personnel Committee Report

Jeremy Rudin & Mike Walsh (guest)

- Michael Walsh will work with a small working group to develop recommendations for the board and will also provide coaching over the course of the year. The working group includes Rabbi Polansky, Jeremy Rudin, Naomi Starosta and Sarah Beutel

- Michael believes that it is important to create a strong relationship between the Rabbi and the president (and, eventually, the Executive Director) as a cohesive unit for the future success of KBI
- Marie is with us as Interim Executive Director until mid-April; Norm and Olga are working on options for her replacement
- a replacement recommendation for an interim Executive Director will be given to the board via email for approval
- going to use the recommendations from NAASE to create a job description for an ideal permanent Executive Director, including a salary survey
- with the absence of an Executive Director, the Personnel Committee will consult with an expert to discuss KBI's staffing model

3.4.Review of Board Agenda for year

Jeremy Rudin

- March: Ritual Committee report, Membership Committee report, Personnel Committee report,
- April: Adult Education report, Kosher Food Bank oversight, BLC report
- May: Financial update Q3, High Holiday planning, first discussion of budget, OTT committee report, Personnel Committee report
- June/July: Adoption of budget, Nominating Committee report, BLC report
- August/September: Financial update Q4, High Holiday planning
- October: Nominating Committee report (final), prep for AGM

4.0 REPORTING WITHOUT DISCUSSION OR VOTE

4.1 Committee reports as circulated, if any

All

One report was received without discussion:

- OTT Report

4.2 Other business raised by any Director

All

- Further discussion on membership requirements for b'nei mitzvah and accountability to those requirements
- Further discussion on the financial relationship between the caterer and KBI
- Further discussion on fundraising plan

5.0 IN CAMERA

6.0 ADJOURNMENT

The meeting was adjourned at 10:41 PM.

The next board meeting will be held on Thursday, March 27, 2025; in person if possible

with Zoom option.