

**YOUNGSTOWN CONGREGATIONAL COLLABORATION IMPLEMENTATION  
COMMITTEE (YCCIC)**

**Governance/Organizational Sub-Committee**

**Meeting Minutes April 1, 2021**

**Call to Order:** Mark Huberman, the meeting to order at 12:00 noon via zoom.

**Present Were:**

Aaron Hively  
Mark Huberman  
Lee Burdman  
Sam D. Roth  
Beverly Nathan  
Andy Lipkin, Ex Officio  
Michael Barr, Ex Officio

**Absent:**

Jessica Lev, Ex Officio

At the outset of the Meeting, Mark Huberman stated that the focus of this meeting would be on membership categories rather than dues levels since that will be more the province of the Finance and Building Sub-Committee chaired by Lee Burdman.

**1. Membership Categories:** Prior to the meeting, Mark emailed the Committee breakdowns of the current membership categories for our three Temples as well as those he was recently provided from two Temples in Pittsburgh. The Committee agreed that simplicity of structure should be the goal, and after extensive discussion, a consensus was reached on the following:

**Family Memberships:** This basic category of membership will include children up to age 26 in accordance with current health insurance dependency guidelines

**Single Memberships:** This basic category of membership will be preserved.

**Young Family and Single Memberships:** This category of membership will afford a reduced dues rate for married couples and their children, and for single persons, between the ages of 27 and 35.

**Out of Town Memberships:** A special membership category and dues shall be established for Temple members who move 60 or more miles away. It is anticipated that this will have the most relevance for those who wish to maintain their dues to preserve their Cemetery privileges at the Temple

**Associate Membership:** It is anticipated that this category of membership will no longer apply since we will only have one Temple.

**Retirement Home Residents:** No separate membership category will be created but financial hardship circumstances shall continue to be best addressed on an ad hoc basis.

**Sustaining Memberships:** The Committee agreed that all three Temples currently depend heavily on voluntary dues payments significantly above base levels and that we need to develop special sustaining dues categories for the new entity to facilitate similar giving. One model is that offered by Ohev Tzedek which invites Platinum, Gold, Silver and Bronze membership levels. The Committee agreed that between now and the next meeting, we will think about other inviting applicable categories.

**2. Temple Staffing:** Mark Huberman reported that although this Committee has had prior discussions over recommendations for administrative staffing of the new Temple, he plans to discuss the matter further with Lee Burdman and Elliot Legow to decide whether such issue is more appropriate for his Finance and Building Committee. He noted that the Clergy Search Committee may be recommending the hiring of both a Rabbi and Cantor/Educator and those positions and expenditures may significantly impact other staffing decisions.

**3. By-Laws:** Mark Huberman stated that another major priority for our Sub-Committee will be developing a set of By-Laws for the new Temple. Andy Lipkin reported that he had identified a law firm experienced with Temple Consolidations and has shared that contact information with Mark. It was the consensus of the Committee that between Michael Barr, Mark Huberman and Jessica Lev, we have three attorneys in house and on this Sub-Committee who can probably manage this task. When it comes to merging legal entities and endowments, that is when legal counsel will likely be required.

**6. Name of New Entity:** Mark Huberman reported that in his upcoming Ohev Tzedek Bulletin Message, he was inviting his congregation to make suggestions to this Committee for a name for the new entity. He will be urging the other Congregation Presidents to do the same.

**7. Next Meeting:** The Sub-Committee agreed that our next meeting will be Thursday, April 22, 2021 at 12:00 noon.

**8. Adjournment:** The meeting was adjourned at 1:00 p.m.