

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

**Meeting Minutes April 13, 2021**

**Call to Order:** Mark Huberman and Elliot Legow called the meeting to order at 7:05 p.m. via zoom.

**Present Were:**

Mark Huberman

Elliot Legow

Jack Kessler

Sam D. Roth

Harriet Schor

Aaron Hively

Beverly Nathan

Brigitt Berk

Richard Shapiro

Samie Winick

Mark Zeidenstein

Andy Lipkin, Ex Officio

Susan Schwebel Epstein, Ex Officio

Alvin Weisberg, Ex Officio

**Absent:**

Lee Burdman

**1. Governance/Organizational Structure Sub-Committee Report:** Mark Huberman reported that his Sub-Committee had its fourth meeting on April 1, 2021 at which the focus was 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. The Minutes of that April 1, 2021 meeting are attached hereto and were provided to the Full Committee prior to the meeting. The full YCCIC Committee supported the Committee's recommendation that Membership categories be kept simple and be limited to Family, Single, Young Family and Single and Out of Town. There is no longer a need for Associate Memberships but that the Committee will work on recommendations for sustaining membership categories.

Mark Huberman reaffirmed his Subcommittee recommendation that the issue of staffing of the new Temple will be deferred until more budgetary information is provided by the Finance and Budget Committee. No objection was raised to this recommendation.

The next major undertaking of the Subcommittee will be the development of a set of By-Laws for the new Temple, and since we have several Attorneys on the Subcommittee, we will seek to

draft them in house rather than incurring the cost of retaining outside counsel. The Full Committee agreed that this was a priority for the consolidation process and supported the undertaking.

Finally, the Full Committee supported the goal of the Subcommittee to come up with a name for the new entity. Each member of the Committee was asked to share their view over whether we should come up with a merged name (as has been the history of our current merged congregations) or whether we should endeavor to come up with something brand new. Most favored coming up with a new name. All agreed that the selection of the name afforded a wonderful opportunity for our goal of community engagement in the consolidation process.

The next meeting of the Subcommittee is set for Thursday, April 22, 2021.

**2. Ritual, Artifacts and Education Sub-Committee Report:** Elliot Legow reported that his Sub-Committee as well as his additional Sub-Committees for Clergy Search and Education have been very active.

Elliot presented that attached Report of the Clergy Search Subcommittee which sets forth its strong recommendation that the new Temple have not only the previously agreed Rabbi drawn from the Reform Movement but also a Cantor drawn from the Conservative Movement and that the budget being developed for the new Temple provide for the same. The Report contains the many reasons in support of this recommendation and outreach has already been made to the Cantors Assembly of the Conservative Movement as to the process which involves applications being submitted between July and September, interviews being conducted after the High Holidays with an anticipated hire date after the first of the year with a start date of July 1, 2022. The anticipated salary is in the area of \$95,000.00 per year. The Clergy Search Subcommittee anticipates the hiring of the Rabbi first so that said Rabbi will have a role in the hiring of the Cantor.

Each member of the Committee was again asked to share their view of this recommendation and nearly all members expressed unqualified support for the same.

Elliot also presented a Report of the Education Subcommittee which included the attached Unanimous Resolution of the CJE Board which asks each Temple to approve their recommendation that MSJS be removed from the CJE Board and that education of our children for the coming year be assumed by Rodef Sholom which has the lion share (16) of the 20 children currently enrolled, and that after the new Temple is formed, that education be the responsibility of that new Temple. Andy Lipkin anticipated a continued funding involvement by the Federation in the securing of Hebrew teachers, but it was premature to suggest the scope of the same. No objection was raised to the MSJS recommendation and resolution.

Finally, Elliot reported that the process of Inventorying the Temple records, artifacts and memorials was well under way and that Sarah Wilschak has already provided training to volunteers from all the Congregations and shared with the Full Committee the attached Intern Funding Request of \$2,250.00 to be split by the three Temples at a cost of \$750.00 each to engage the services of YSU Grad Student Intern, Hannah Klacik, to assist each Temple with the

process. The Committee Members agreed that the Inventory process was important and were in support of this payment. They also agreed that this project has the added benefit of increasing congregational engagement in the Temple consolidation process.

**3. Finance/Building Sub-Committee Report:** Mark Huberman and Elliot Legow reported that although Lee Burdman was unable to make the meeting due to business obligations in Florida, the three of them have spoken and agreed that his Committee will shortly be re-engaging the services of an Architect to help in evaluating the current Temples and developing a recommendation for which building should house the new entity. In an email, he asked that we report the following:

A. Finance: He is awaiting from Melanie at HD Davis CPA's in regard to expense information for both Rodef Sholom and El Emeth. Info forthcoming in the next several weeks as she has been busy with tax season. Linda Davis will send him the information from Ohev Tzedek and he will compile just as he did with the dues and membership information for each of the three temples.

B. Building: He has been in touch with Rich Yankel, the architect who was originally engaged to assess the existing buildings of the 3 congregations. He told Rich we are planning to re-engage him and he is planning a meeting with him to walk through the buildings. He is currently in Tampa until the end of this week but plan to set something up with him for the week of April 25 after he gets to the bottom of the original arrangements in regard to the scope of his assignment that was put on hold. He is also reaching out to Alan Goldberg to see if there was any specific understanding as to the scope of his propose work for the cost of \$9,000.00

**4. Goals for June:** Mark Huberman reported that he, Elliot and Lee have devoted significant thought to how we want to successfully conclude the consolidation process to which we are all working with the self-imposed deadline of June to have a plan to present to the Board and Membership of each congregation for approval. In their view, the pillars of the plan should include the drafting of a Resolution of Consolidation, the presentation of a new set of By-Laws incorporating the structure and other matters previously recommended, the commitment to the hiring of a Reform Rabbi and a Conservative Cantor, the selection of a new name, the development of a proposed budget for the new Temple, and finally, a recommendation as to which of the existing buildings will serve as the home for the new Temple. The anticipation is that if the resolutions are approved at the Annual or Special Meetings of each congregation in June or July, that each Temple would designate its representatives to the Board of the new Congregation which would assume control of both the existing and new congregations on or about November 1, 2021, and that this new board would hire the new Rabbi and Cantor.

Each member of the Committee was again asked to share their views as to this plan of action and all members expressed support for both the goals and timetable with the exception that this Committee should devote at least two meetings to considering the ultimate recommendation as to which Building should house the new Congregation. Based on this agreement, an additional meeting was set for June 8, 2021 at 7:00 p.m.

- 5. Jewish Journal:** Elliot Legow agreed to submit the next report to the Jewish Journal
- 6. Next Meetings:** The next meeting of the Committee is set for May 11, 2021 at 7:00 p.m. via zoom. An additional meeting was set for June 8, 2021 at 7:00 p.m.
- 7. Adjournment:** The meeting was adjourned at 9:15 p.m.