

YCCIC Proposal Summary

As of July 12, 2021

- **Committee Members**

- Lee Burdman – Tri Chair
- Mark Huberman – Tri Chair
- Elliot Legow – Tri Chair
- Jack (Booker) Kessler- OT
- Mark Zeidenstein- OT
- Sam D Roth- EE
- Harriet Schor – EE
- Aaron Hively – RS
- Beverly Nathan- RS
- Brigitt Berk- RS
- Dick Shapiro- RS
- Samie Winick- RS
- Andy Lipkin- Federation – Ex Officio
- Suzyn Schwebel Epstein- Federation – Ex Officio
- Alvin Weisberg – COI – Ex Officio

- **Committee Name and Goal:**

- The Committee agreed that we will refer to ourselves as the “Youngstown Congregational Collaboration Implementation Committee” (YCCIC) and that our goal will be developing a plan for the consolidation of our Temples into a single new entity.

- **Mission Statement:**

- It is the mission of Congregation X to provide a dynamic, inclusive, egalitarian, and spiritually enriching environment for all its members. We recognize and accommodate the varying Jewish ritual traditions of all our members. We strive to strengthen our members’ appreciation of our Jewish heritage, to foster Jewish learning, to encourage meaningful religious celebrations, to promote social activism, and to sustain a vibrant Jewish community in the greater Youngstown area.

- **Committee Establishment**

- 1) Governance/Organizational Structure

Ohev Tzedek: Mark Huberman, Chair

El Emeth: Sam D. Roth

Rodef Sholom: Aaron Hively

Rodef Sholom: Beverly Nathan

Goals: Making recommendations for legal structure, by-laws, board structure, staffing and name of new entity.

- 2) Ritual/Artifacts/Education

Rodef Sholom: Elliot Legow, Chair

Rodef Sholom: Brigitt Berk

El Emeth: Harriet Schor

Ohev Tzedek Booker Kessler

Goals: Making recommendations for incorporating religious traditions and rituals of all denominations, including prayer books, clergy, service schedules, youth and adult education, Mikvah, etc., as well as the preservation of artifacts and memorials.

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3) Finance/Building

El Emeth: Lee Burdman, Chair
Ohev Tzedek: Mark Zeidenstein
Rodef Sholom: Dick Shapiro
Rodef Sholom: Samie Winnick

Goals: Making recommendations for the preservation of current endowments, establishing dues structures, choice of building for new entity and disposition of other buildings.

• **Governance/ Organizational Structure**

○ *Board Structure*

- 24 Trustees
- 6 El Emeth, 6 Ohev Tzedek, 12 Rodef Sholom
- Officers
 - President, Vice President, Treasurer, Secretary
- Role of Past Presidents
 - There is no formal role for Past Presidents on the new board/ executive committee
- Terms
 - The initial 24 board members will serve for at least 3 years to bring stability to the new entity, and to achieve staggered terms initial members would be assigned 2 and 3 year terms. The new Congregation would be involved in elections in the 4th year.
- Term Limits
 - Term limits would not be imposed

○ *Membership Structure*

- Family
- Young Family
- Single
- Out of Town

○ *By- Laws*

- See attached

○ *New Name*

- Congregation Ohev El Sholom

• **Ritual/ Artifacts/ Education**

○ *Ritual*

- Underlying all ritual aspects of the congregation are the guiding principles:
 - We are open to, accepting and respectful of all Jewish religious traditions
 - We are egalitarian in all our religious and sacred principles
 - We wish to engage all congregants with services that are inclusive, flexible and ever-evolving
- *Shabbat Services*

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- Weekly Friday night Reform Services
 - Weekly Saturday morning Conservative Services
 - Weekly Saturday evening Havdalah services
 - Weekly Orthodox services as members determine
- Friday night services will be Reform, Saturday Morning services will be Conservative.
- *Kitchens*
 - One Kosher kitchen and one Non Kosher kitchen
- *High Holidays*
 - Concurrent Conservative and Reform services will be provided
- *Music*
 - The goal is for music to be spiritually enlightening and engaging
- *Ritual Committee*
 - There will be a single, multi-denominational ritual committee
- *Conversion*
 - Any person converted by a Rabbi should be considered Jewish and welcome to the congregation
- *Clergy*
 - The clergy and ritual committee will develop engaging services that, we hope, all congregants will be comfortable attending
 - Clergy Search committee
 - Tri Chairs- Mark Perlman, Jack Kessler, Nancy Burnett
 - 16 members from Rodef Sholom (8), El Emeth (4), and Ohev Tzedek (4)
 - Reform Rabbi (CCAR search) that will be comfortable and competent leading Conservative and Reform services
 - Cantor from the Conservative movement who is comfortable and competent leading Reform and Conservative services.
 - Lay leaders are available for both the Reform and Conservative services
- *Education*
 - Youth and Adult Education will be a function of the congregation. The Rabbi and/or Cantor will head the school, determine curriculum [with consultation of education committee], which is to encompass both conservative and reform traditions. The Rabbi and Cantor will teach at the school. Other part-time teachers will be employed.
 - The location for the first two years will be on Elm Street where renovations and improvements are being made to accommodate the students for the gap year program.
 - There will be a standing education committee
 - Clerical management will be done by the Temple
 - Rabbi/Cantor is/are head of the school and determines youth curriculum [with consultation of education committee], which is to encompass both conservative and reform traditions.

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- Rabbi/Cantor teach at the school. Two or three more teachers will be employed, depending on the number of children and the age groups into which they are divided for classes.
- *Artifacts*
 - Inventorying of all Congregations have begun re: documents, artifacts, ritual items, and fine art
 - Joint intern hired by all three Congregations to document and organize art and artifacts.
 - In contact with national organizations regarding preserving history and creating archives
 - A plan will be developed to maintain all artifacts as a *Youngstown Jewish Heritage Collection*
- *Misc.*
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- **Finance/ Building**
 - *Houses of Worship Recommendation*
 - El Emeth and Rodef Sholom shall be preserved as active Houses of Worship for at least three years with the newly named “Congregation Ohev El Sholom” having two locations—one at the Rodef Sholom location on Elm Street and the other at the El Emeth location on Logan. After three years, it will take a 2/3 vote of all elected members of the new Board to sell, lease or otherwise dispose of either building.
 - *Shabbat and High Holiday Services*
 - Shabbat services will alternate between the buildings on a monthly basis with a Friday Reform service and a Saturday Conservative service at the same building except for during the High Holidays where services will take place at each location. The new Clergy will lead both the Friday night and Saturday Shabbat services. During the High Holidays, the new Clergy will split time between the two locations and additional lay or guest professional clergy will be engaged as needed.
 - *Events and Meetings*
 - Non-Holiday events and meetings will also alternate between the buildings on a monthly basis to coincide with usage during Shabbat weekends.
 - *Mailing Addresses*
 - For at least two years, the new Congregation will have two mailing addresses: Ohev El Sholom on Elm St. and Ohev El Sholom on Logan.
 - *Temple Offices*
 - For at least two years, the new Congregation will have offices staffed at some level at both buildings. The new Clergy will be afforded offices at both buildings.
 - *New Board Discretion*

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- At the end of two years the Board of the new Congregation shall have the right to modify the above recommendations regarding education, ailing address, office location(s) and staffing.
- *Staffing Structure*
 - For at least two years, the new Congregation will be headed by the community's only existing Executive Director, Sarah Wilschek. To preserve institutional memory, and to facilitate a smooth consolidation, it is anticipated that during the same two year period, the new Congregation will seek to absorb and retain the principle existing staff of El Emeth and Rodef Sholom and at least one staff member from Ohev Tzedek.
- *Budget*
 - See attached for financial information and budget framework.
 - A formal budget has not yet been created/ provided.
- **Effective Date**
 - November 2021 – New Board of Trustees to be created
 - July 2022 – Begin acting as new Congregation, *Congregation Ohev El Sholom*
 - July 2022 – New Rabbinical Clergy will begin
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