

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

**Meeting Minutes February 16, 2021**

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

**Present Were:**

Mark Huberman  
Elliot Legow  
Lee Burdman  
Jack Kessler  
Mark Zeidenstein  
Sam D. Roth  
Harriet Schor  
Aaron Hively  
Beverly Nathan  
Brigitt Berk  
Richard Shapiro  
Samie Winick  
Andy Lipkin, Ex Officio  
Susan Schwebel Epstein, Ex Officio

**Absent:**

Alvin Weisberg, Ex Officio

- 1. Agenda:** Prior to the meeting, Elliot Legow submitted an Agenda for the Meeting. Prior to the Meeting, Mark Huberman emailed the Committee copies of the Minutes of the two meetings of his Sub-Committee as well as the Minutes of the Ritual/Artifacts.
- 2. Approval of Minutes:** A Motion was made and seconded to approve the Minutes of the January 27, 2021 meeting of the Committee. Motion carried.
- 3. Mission Statement:** A Motion was made and seconded to approve the following revised Mission Statement drafted by Elliot Legow and distributed to the Board prior to the meeting. Motion carried.

*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.*

**4. Governance/Organizational Structure Sub-Committee Report:** Mark Huberman reported that his Sub-Committee has had two very productive meetings, the first on January 31, 2021 and the second on February 9, 202, the Minutes of which were shared with this Committee and are incorporated herein by reference. He indicated that Attorneys Michael Barr and Jessica Lev have been added as non-voting members of the Sub-Committee and that great consensus was reached on many significant issues.

At the first meeting, the Sub-Committee had a general discussion of board composition and Mark Huberman agreed to gather the by-laws of the existing congregations as well as their current staffing. The Committee set a goal of meeting weekly.

At its second meeting on February 9, 2020, the following consensus was reached regarding recommendations for the Board of a new consolidated congregation:

1. Size: The Board would have 16 members with 8 coming from Rodef Sholom and 4 each from El Emeth and Ohev Tzedek.
2. Officers: The new board would elect its own Officers which shall be President, Vice-President, Treasurer and Secretary.
3. Past-Presidents: They would no longer be automatic members of the Board or Executive Committee
4. Terms: The initial 16 Board Members would serve at least three 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 become involved in elections in the 4<sup>th</sup> year.
5. Term Limits: Term limits would not be imposed

The Sub-Committee agreed that the Temple consolidation process would benefit from inviting the entire community to become involved in making suggestions for the name of the new congregation.

The only discussion over the Sub-Committee's many recommendations centered on the issue of term limits, but no consensus was reached to change the Sub-Committee recommendation in this regard.

Jack Kessler asked under which Sub-Committee would fall responsibility for the search/selection of a new Rabbi. It was agreed that this likely would be handled by the Ritual/Artifacts/Education Sub-Committee, but like many other issues there would likely be overlapping responsibilities such as Governance and Finance. The Ritual Committee will undertake the process of searching for a Rabbi for the new congregation. The Rabbinical Search Committee will consist of members of all three current congregations.

**5. Ritual, Artifacts and Education Sub-Committee Report:** Elliot Legow reported that his Sub-Committee has been very busy and has also had two very productive meetings, the first on January 29 and the second on February 3, 2021. The Minutes of his Sub-Committee meeting

were shared with the Committee and are incorporated herein by Reference. He stated that Marc Perlman, past Ritual Committee Chair of El Emeth, along with Sandy Kessler and Rabbi Winnig were added to the Sub-Committee as non-voting members. The Committee is inviting members of each Congregation to assist in putting together a comprehensive list of memorials and artifacts of each congregation which everyone agrees are extensive. One idea the Sub-Committee is thinking of recommending is for the creation of a Youngstown Jewish Heritage Collection. The Committee is also recommending that each Temple share virtual links to the services they are currently holding with all other Congregations so that barriers to consolidation will continue to fall. Mark Huberman suggested that the Sub-Committee consider creating a digital archive of artifacts too numerous or large to preserve and that use be made of a Genizah at the Knox Street Cemetery.

**6. Finance/Building Sub-Committee Report:** Lee Burdman reported that his Sub-Committee held its first meeting this past Sunday Night and that the Treasurers of each Temple (Alan Mirkin of El Emeth, Bob Rawl of Rodef Sholom and Linda Davis of Ohev Tzedek) were added to the Committee as non-voting members. The Committee has set the following primary goals of the Sub-Committee:

A. Financial Component

- 1) Establish Dues Structure for the new entity
- 2) Analysis of current Endowments/Investments of each of the existing temple
- 3) Analyze and create a combined budget

B. Building Component

- 1) Analysis of existing buildings
- 2) Recommendation for choice of building for new entity
- 3) Disposition of other buildings

The initial focus of the Sub-Committee will be gathering data concerning existing dues and it was agreed that since Harold Davis's accounting firm does the books for El Emeth and Rodef Sholom, that their assistance will be solicited to compile data. Linda Davis of Ohev Tzedek agreed that she will provide her Temple's data to the accounting firm.

Once the income information is received, Lee Burdman indicated that the focus of his Sub-Committee would turn to developing a budget template for the new entity.

Lee Burdman reiterated that no Architect's report has been received to date from Rich Yankel and that his Sub-Committee agree that he will be engaged later in the process.

Their next Sub-Committee meeting will be in two weeks.

**7. Communications/Public Relations Update.** Mark Huberman reported that he, Lee and Elliot agreed that we will continue our practice of being as transparent and possible concerning all Committee activities and that the Minutes of our meetings will continue to be shared on a timely basis with each Congregation for their Bulletins and/or other forms of communications. It

was also agreed that a monthly report will be made for the Jewish Journal and Elliot Legow agreed to draft the first such report.

**8. Contacts with Beth Israel Temple in Warren:** Mark Huberman reported that he contacted Attorney Curt Bogen immediately after the last Committee Meeting and left him a voicemail to get back to him if their Temple was interested in participating in the consolidation process. On February 15, 2021, Attorney Bogen called back expressing his personal interest in the process but was advised that he needed to secure official approval of the Beth Israel Board before we can consider any involvement and that such action needed to happen and be communicated to us ASAP since the consolidation process has already taken on an institutional framework that might make such involvement problematic. Mark Huberman further reported Attorney Bogen's dissatisfaction over the process of formation of the Cemetery Association in which Warren declined involvement.

**9. Next Meeting:** The next meeting of the Committee is set for March 16, 2021 at 7:00 p.m. via zoom.

**10. Adjournment:** The meeting was adjourned at 8:10 p.m.