



**Jewish Federation of Ottawa
Board of Directors Meeting**
Summary of Discussion for the Community

Wednesday, April 22, 2020

Board Meeting

In Attendance: Kevin Barwin, Harold Feder, Stacy Goldstein, Jessica Greenberg, Jeff Laks, Karen Palayew, Michael Polowin, Victor Rabinovitch, Nikki Shapiro, Ian Sherman, Hartley Stern, Danya Vered.

Staff: Sarah Beutel, Andrea Freedman, Leslie Kaufman, Susan Lee.

Recorder: Cibebe Rosa.

I: Welcome – Michael Polowin

The meeting was called to order at 5:32 pm.

Michael welcomed the Board members.

II: Approval of Board Meeting Minutes – Michael Polowin

Michael called for a motion to approve the Minutes from the February 26th and March 19th, 2020 Board of Directors meetings.

Moved: Kevin Barwin

Second: Danya Vered

Motion carried

III: Motions Required

Due to the urgency to address community needs, the Board had previously approved some actions over email. Therefore, the following need to be formally approved:

- Emergency Allocation for Hillel Lodge.
- Approximate 30% reduction to Campus expenses in order to reduce expenses.

Michael called for a motion to confirm these board decisions.

Moved: Jessica Greenberg

Second: Harold Feder

Motion carried

IV: Recommendations for Emergency Funding

Michael asked Kevin Barwin, Chair of the Grants and Allocation Committee, to present a new Recommendation for Emergency Funding.

After Tamir qualified for government assistance, the \$42K previously allocated was returned to the emergency fund, and a new request was made to support staffing needs. The committee recommended an allocation of \$63K to support staffing needs.

Michael called for a motion to approve the Recommendation on Emergency Funding for Tamir of \$63K, with the following conditions and understandings: Federation cannot commit to providing additional funding for this purpose at this time, and the funding is conditional upon Tamir seeking legal advice.

Moved: Kevin Barwin

Second: Hartley Stern

Motion carried

V: Nominating Committee Report

Michael asked Hartley Stern, Chair of the Nominating Committee, to present the report. The report was circulated to the board before meeting.

The board thanked Sender Gordon for his service, and looks forward to welcoming Jacob Shabinsky as a new board member and Campus chair.

It was also announced the Karen Palayew has agreed to assume the role of Vice Chair in 2021, when Ian Sherman becomes Chair.

Michael called for a motion to approve the Nominating Committee Report circulated to the Board before the meeting.

Moved: Hartley Stern

Second: Nikki Shapiro

Motion carried

VI: Board Assessment Survey Report

Michael asked Harold Feder, chair of the Governance Committee to present the Board Assessment Survey Report. The report was circulated to the board prior to the meeting.

Harold thanked the staff and Governance Committee for its hard work, and thanked the board for responding to the Survey. He presented several mitigation strategies to address concerns and suggestions raised by the board. Some discussion followed, and it was suggested that the Governance Committee meet again in the coming weeks to finalize a plan for the coming board year, to include a more fulsome board orientation process, board governance training throughout the year, and an increased effort to engage more segments of the community via committee participation.

Overall the review was positive.

VII: Campaign Update – Karen Palayew

Karen presented a brief campaign update. The campaign is currently at \$4.8M, including supplemental giving and the match. \$400k is still outstanding and the work is on-going, though slowed due to COVID.

Michael thanked Karen Palayew for agreeing to continue as campaign co-chair for an additional year.

VIII: President's Report – Andrea Freedman

Andrea answered questions and noted the following updates:

- Andrea participated in a webinar hosted by CIJA, with more than 100 people attending, including 10 Ottawa Jewish organizations. The presentation included a review of government relief programs and how to submit applications for funding.
- A supplemental employment benefit plan was approved related to the Campus team. The Federation is working on the application to submit to the government for approval.
- A meeting with Board members and Torah Day School was held to discuss the possibility of starting a high school this September. The project was postponed as the implementation would be challenging from a fundraising perspective and discussions are required between the two day schools.

The Board was concerned about Security around campus after the temporary layoffs. The campus is being monitored by the custodial manager, who has a security background. Andrea reiterated to the board that campus security is designed to protect people and not buildings, though we do have adequate access control, cameras, and alarm systems throughout. In addition, the OPS Hate Crimes Unit has been notified of the situation, and OPS is conducting additional patrols.

In-Camera Session

The 2020-21 Allocations and Federation budget were presented during an In-Camera Session.

The meeting was adjourned at 6:34 pm.