



**Jewish Federation of
Ottawa Board of
Directors Meeting**

Summary of Discussion for
the Community

Wednesday, April 11, 2023

Board Meeting

In Attendance: Leila Ages, Kevin Barwin, Harold Feder, Jeff Laks, Karen Palayew, Tal Scher, Ian Sherman, Evelyn Silverman, and Gary Viner.

Staff: Sarah Beutel, Pauline Colwin, Andrea Freedman, Rena Garshowitz, Micah Garten, and Mark Gruner.

Recorder: Sabrina Vitoriano.

I: Welcome – Ian Sherman

Ian welcomed Board members and called the meeting to order at 8:01 am.

II: Approval of Board Meeting Minutes – Ian Sherman

Ian called for a motion to approve the minutes from the March 8th, 2023 Board of Directors meeting.

Moved: Karen Palayew

Second: Tal Scher

Motion carried

III: Update on Supplementary School Incentive Program – Anne Read

Ian welcomed Anne Read, Federation's Director of Community Collaboration, to the meeting and invited her to present on the Supplementary School Incentive Program.

Anne explained this is a 2-year tuition incentive program offered to first time Supplementary School families. The goals are to increase overall enrollment in supplementary schools by 20% over two years, improve visibility of supplementary schools through a consolidated marketing campaign, and strengthen the pipeline between the PJ Library program and supplementary schools. Anne answered all questions from board members.

Ian thanked Anne for the presentation and all her hard work on this program. This is an exciting new initiative on which Federation is embarking.

IV: Staff Compensation – Andrea Freedman

Ian invited Andrea to present on the staff compensation proposal. Andrea thanked the board for its support last year and said that, on behalf of management, she is requesting a second year of compensation offsets to help with continued inflationary pressures. All questions were answered to the board's satisfaction.

Ian called for a motion to approve the Staff Compensation as presented in the document sent to the board in advance of the meeting.

Moved: Kevin Barwin

Second: Tal Scher

Motion carried

V: Strategic Plan Addenda – Andrea Freedman

Ian explained that it has been mentioned at past board meetings that there would likely be a requested extension to Federation's 5-year strategic plan, set to expire July 1, 2024, and asked Andrea to present on the strategic plan addenda.

Given the evolving and uncertain environment, the extra year will allow the necessary time to gain additional insight to inform a purposeful and forward thinking new strategic plan (beginning July 1, 2025).

While the fundamental goals and vision of the strategic plan remain intact, two areas – Jewish engagement and combatting antisemitism – have been updated and expanded.

Ian thanked Andrea for her work on the plan and called for a motion to approve the Strategic Plan Addenda as presented.

Moved: Harold Feder

Second: Leila Ages

Motion carried

VI: Funding for Food Security – Kevin Barwin

Ian invited Kevin to present on Funding for Food Security. Kevin summarized the content of the document, circulated ahead of the meeting. All questions posed by the board were answered to their satisfaction.

Ian thanked Kevin, Sarah and Anne for their work on this file. Kevin made a motion to approve Funding for Food Security as presented.

Moved: Kevin Barwin

Second: Jeff Laks

Motion carried

VII: Finance Report – Mark Gruner

Ian invited Mark Gruner to present the Finance Report. Mark highlighted some of the key points noted in the report, circulated ahead of the meeting, and answered questions from board members.

Ian thanked Mark for presenting the Finance Report.

VIII: President's Report – Andrea Freedman

Ian invited Andrea to present on the President's Report, who provided the following updates to the report previously circulated to the board:

- Jodi Green will begin work with Federation on April 20th as the new Communications and Advocacy Specialist. This is a full-time position that covers the E-Bulletin and works on the advocacy portfolio.
- The two Hillel Ottawa staff are both leaving at the end of this year and Sasha Kathron, director of Hillel Ottawa, will be announcing her resignation shortly.
- Canada now has significantly fewer spots for people to participate in Birthright Israel, which is unfortunate and the result of reduced funding from Birthright's American donors.
- The Jewish MOMentum program has now only 1-2 spots left, a tremendous accomplishment.

All questions were answered to the board's satisfaction.

Ian thanked Andrea for her report.

IX: Annual Campaign Report – Evelyn Silverman

Ian invited Evelyn to present an update on the Annual Campaign.

As of April 11th, Campaign 2023 has raised just under \$4.9 million, with 2 new monthly donors. This exceeds campaign 2022, a tremendous accomplishment.

Ian thanked Evelyn and the team for their incredible work.

X: Good & Welfare – Ian Sherman

The meeting was adjourned at 9:29 am.

Campus Board Meeting

In Attendance: Leila Ages, Kevin Barwin, Harold Feder, Jeff Laks, Karen Palayew, Tal Scher, Ian Sherman and Evelyn Silverman.

Regrets: Marina Milyavskaya, Michael Polowin, Gillian Presner, Alice Retik, Jacob Shabinsky, Marci Surkes and Gary Viner.

Staff: Pauline Colwin, Andrea Freedman, Rena Garshowitz, Micah Garten and Mark Gruner.

Recorder: Sabrina Vitoriano.

II: Approval of Campus Board Meeting Minutes – Tal Scher

Tal called for a motion to approve the minutes from the March 8th, 2023 Campus Board of Directors meeting.

Moved: Harold Feder

Second: Leila Ages

Motion carried

The meeting was adjourned at 9:30 am.