



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

Tuesday, January 11, 2022
Board Meeting

In Attendance: Kevin Barwin, Josh Engel, Harold Feder, Stacy Goldstein, Jessica Greenberg, Jeff Laks, Karen Palayew, Michael Polowin, Alice Retik, Nikki Shapiro, Ian Sherman, Danya Vered

Staff: Sarah Beutel, Andrea Freedman, Micah Garten, Mark Gruner, Leslie Kaufman

Recorder: Rebeca Palacios

I: Welcome – Ian Sherman

Ian welcomed the board members and called the meeting to order at 5:30 pm.

II: Approval of Board Meeting Minutes – Ian Sherman

Ian called for a motion to approve the Minutes from the December 7, 2021 Board of Directors Meeting.

Moved: Kevin Barwin

Second: Jeff Laks

Motion carried

III: Compensation Project – Shari Cooper

Ian invited HR Manager, Shari Cooper to present on the Compensation Project.

This is a follow-up to the Leading Edge Employee Engagement Survey from spring 2021. Compensation had been identified as requiring remediation in the 2018 survey and again in 2021.

Shari presented a Compensation Philosophy based on benchmarks from the Jewish Federations of North America (JFNA). While no benchmark will be exact, it was felt that this was the closest tool to use. The goals of the compensation philosophy are to:

- Attract and retain talent;
- Achieve and sustain 90% to 110% of market midpoint; and
- Reward excellence & superior performance that far exceeds expectation.

The board had a robust and healthy conversation regarding the findings and the proposed pay administration plan, with all questions posed by the board being answered to their satisfaction. The Board articulated:

- Strong support for Federation team members and a desire to remediate any pay inequities quickly.
- Suggestions and concern regarding messaging and to be prepared for unintended consequences.

Ian called for a motion to approve the Compensation Philosophy of achieving 90-110% of the market midpoint according to JFNA benchmarks, and immediate remediation to get any outliers up to the 90% benchmark.

Moved: Harold Feder

Second: Michael Polowin

Motion carried with 1 abstention, due to not being present for the full discussion.

IV: First Nations Acknowledgements – Andrea Freedman

Ian invited Andrea Freedman, President and CEO, to present on the First Nations Acknowledgements.

Andrea requested input from the board regarding the most appropriate way(s) in which Federation can acknowledge the Indigenous peoples of Canada and the land on which we live and work.

The board was very supportive of this initiative and had the following suggestions:

- Ensure it's meaningful and not seen as something simply performative;
- There is an educational value in making an acknowledgement at large events but there was a difference of opinion as to whether or not this is required at every meeting and event; and
- Make a special announcement as to how this acknowledgment could also be incorporated into our communications so it's something people look out for.

Ian thanked Andrea for bringing the issue to the board and looks forward to the new approach.

V: JFC-UIA fair share formula – Andrea Freedman

Ian informed the board that as the JFC-UIA re-imagining process continues, there is a critical component that requires discussion by the board.

Ian invited Andrea to present on the JFC-UIA fair share formula. Andrea introduced the topic and provided the following context to the memo circulated to the board ahead of the meeting:

- **Costing uncertainty:**
 - Ottawa pays 3.35% of all national costs, which means that when programs are downloaded to Federation to support (e.g. P2G staff in Israel), there is a significant increased cost and there is not yet a full understanding of what all these costs will be.
- **Proportional Response:** Over the past years, Ottawa and all communities outside of Montreal, Toronto, and Vancouver have had a diminished voice. There are issues that need to be resolved, including:
 - Better understanding of what the governance will look like;
 - Full costing and appreciation of all national/international commitments; and
 - Transparency of which communities are paying their fair share and which aren't paying.

All questions posed by the board were answered to their satisfaction.

Ian called for a motion to approve a motion where the Jewish Federation of Ottawa holds back 25% of Ottawa's National Collective Responsibility commitment to JAFI and JDC until governance, cost issues and transparency around fair share payments are clarified.

Moved: Danya Vered

Second: Jeff Laks

Motion carried

VI: President's Report – Andrea Freedman

Ian asked Andrea to provide updates to the report previously circulated to the board.

Andrea noted the following updates:

- As a result of the recent meeting held with the Rabbis, this Saturday we are hosting a community-wide Havdalah service lead by Rabbi Kenter and a Kahoot game on Judaism which will be lead by Rabbi Boyarsky;
- Thanks to the efforts of Rabbi Teitlebaum and the staff of CKC, the re-certification is progressing well;
- Next Friday CIJA is hosting an Ontario Municipal Leaders Summit on Fighting Antisemitism. CIJA has invited local government and law enforcement to attend. Board members are invited to attend as well.
- A grassroots group lead by Adam Aptowitzer has been created with the goal of starting a new Jewish High school called Am Yisrael High. They held an orientation session for prospective parents on Monday evening, and received some positive uptake & good feedback on their plan. It is curious that this group has chosen to not work with either day school and they have not reached out to Federation. We will wait for any further developments.
- Andrea will follow-up with Hillel Lodge for an update on the outbreak due to Omnicron. There are no further funding requests at this time.
- Lawrence Soloway, on behalf of Foundation, and Ian Sherman, on behalf of Federation, will be meeting with Andrea next week to discuss metrics.

The meeting was adjourned at 7:09 pm