



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

**Wednesday May 11, 2022**  
Board Meeting

**In Attendance:** Kevin Barwin, Josh Engel, Harold Feder, Stacy Goldstein, Jeff Laks, Karen Palayew, Gillian Presner, Jacob Shabinsky, Ian Sherman, Evelyn Silverman and Danya Vered

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

**Recorder:** Rebeca Palacios

**I: Welcome – Ian Sherman**

Ian welcomed the board members and called the meeting to order at 12:00 pm.

**II: Approval of Board Meeting Minutes – Ian Sherman**

Ian called for a motion to approve the Minutes from the April 13, 2022 Board of Directors Meeting.

**Moved:** Kevin Barwin

**Second:** Karen Palayew

**Motion carried**

**III: Allocation & Strategic Funding recommendations – Kevin Barwin**

Ian asked Kevin Barwin, Chair of Grants and Allocations to present on Allocation & Strategic Funding recommendations.

Kevin highlighted some of the key points noted in the document circulated ahead of the meeting.

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

Kevin made a motion to approve the Allocations & Strategic Funding recommendations.

**Moved:** Kevin Barwin

**Second:** Gillian Presner

**Motion carried**

**IV: OJCS Scholarships (Tuition relief) – Kevin Barwin**

Ian asked Kevin Barwin to present on the OJCS Scholarships.

Kevin highlighted some of the key points noted in the document circulated ahead of the meeting. Kevin noted that the committee had issues approving this request as they felt this request does not fall under emergency funding and requested that the board provide their input.

The board had a fulsome and robust conversation regarding this request.

**The board unanimously agreed that it is not in position to consider this request, at this time, but may at a future time, pending further clarification on a number of issues.**

**V: Renaming the Shem Tov Award – Andrea Freedman**

Ian asked Andrea Freedman, President & CEO to present on renaming the Shem Tov Award.

Andrea summarized the content of the document, circulated ahead of the meeting. Andrea noted that this award does not come with an assigned monetary amount. Once approved, Federation would require the family to approve this request. The board had no questions or comments and all felt this was a most fitting tribute.

Ian called for a motion to rename the Shem Tov Award the Rabbi Reuven Bulka Shem Tov Award for Volunteerism and Kindness.

**Moved:** Danya Vered

**Second:** Stacy Goldstein

**Motion carried**

**VI: Hillel House – Leslie Kaufman/Sarah Beutel**

Ian asked Leslie Kaufman, VP Corporate Services and Sarah Beutel, VP Community Building to present the Hillel House request.

Leslie highlighted the following from the memo that was circulated ahead of the meeting:

- The house financials have been stagnant for the past few years.
- The impact of the pandemic as well as the insurance for the house increasing significantly affected the house revenue and, to some extent, house expenses.
- The house has had an operating loss for the past 2 years & is projected to have a significant operating loss this year

Leslie agreed that a cost benefit analysis that would examine the facility should be conducted and this analysis would be provided to the board in late fall/early winter.

All questions were answered to the board's satisfaction.

Harold made a motion to approve the funding to Hillel House in accordance with the memo dated May 4, 2022 as prepared by Leslie Kaufman.

**Moved:** Harold Feder

**Second:** Jacob Shabinsky

**Motion carried**

**VII: Federation Legislative Compliance Review – Mark Gruner**

Ian asked Mark Gruner, Chief Financial Officer, to present the Federation Legislative Compliance Review.

Mark informed that board that Federation is in full compliance with the Legislative requirements, Federation is also in full compliance with the Canadian Revenue Agency audit. The board had no questions.

Ian thanked Mark for presenting the Federation Legislative Compliance Review.

#### **VIII: Staff Compensation and Inflation –Andrea Freedman**

Ian asked Andrea Freedman and Mark Gruner to present the Staff Compensation and Inflation memo.

Mark summarized the document circulated ahead of the meeting.

Andrea highlighted some of the key points as follows:

- There is likely a **3.5%** salary increase request that will need approval at the next meeting (it was included in the recently distributed memo for directional purposes).
- The one-time salary allotment for staff to help deal with rising costs will require a motion.

All questions were answered to the board's satisfaction.

Harold made a motion to approve the Staff Compensation and Inflation memo adding the following: Understanding the fluidity of the current financial environment approve the memo as it is written and is prepared to approve an additional proposal, at a later date.

**Moved:** Harold Feder

**Second:** Danya Vered

**Motion carried**

#### **IX: Campaign Report – Evelyn Silverman/Josh Engel**

Ian asked Evelyn Silverman and Josh Engel to provide an updated Campaign Report.

Campaign 2023 is in the planning stages, the campaign committee has been actively recruiting the leaders of the various divisions, and the golf tournament is underway.

Ian thanked Evelyn Silverman and Josh Engel for all their hard work on the Annual Campaign.

#### **X: President's Report – Andrea Freedman**

Ian invited Andrea Freedman to provide an update to the circulated report.

Owing to time constraints, Andrea asked the board to submit any questions via email to be answered after the meeting, she also noted the following updates:

- President Bacon from Carlton University and President Fremont from the University of Ottawa are both set to visit Israel this summer as part of a CIJA mission; and
- Microgrants has hit its \$70, 000 ceiling, which was one of its strategic goals for the year.

**XI: Business Arising – Ian Sherman**

This morning Federation, OVH & CKC had a difficult meeting to advise that the Mashgiach tendered her resignation effective immediately.

Federation has negotiated a temporary solution to minimize hardship to the community.

The board had robust conversation regarding this issue and Federation will continue to look for a long-term solution.

The meeting was adjourned at 1:43 PM