



COMMITTEE: BOARD OF DIRECTORS	MEETING MINUTES
DATE/TIME:	Monday, May 3, 2021; 11am ET
LOCATION:	Zoom video conference
ATTENDEES:	Judy Halper, Chair; Linda Burger, Julie Chapnick, John Colborn, Erik Lindauer, Joan Grayson Cohen, Kim Coulter, Sandy Muskovitz Danto, Susan Friedman, Paula Goldstein, Jordan Golin, Mark Hetfield, Michael Hopkins, Robert Hyfler, James Kahn, Stephan Kline, Jay Miller, Lori Moss, Perry Ohren, Larry Reader, Kevin Rhein, Amy Sales, Andrea Steinberg, Roselle Ungar. <u>Staff:</u> Jessica Foroutan, Reuben Rotman, Lisa Loraine Smith.
NOT PRESENT:	June Gutterman, David Marcu, Leonard Petlakh, Leslie Reis, Ray Silverstein, Aviva Sufian.
QUORUM/CALL TO ORDER:	The meeting was called to order at 11am ET. A quorum was present.
AGENDA:	<ol style="list-style-type: none">1) Welcome/Meeting Focus/Consent Agenda Approval2) CEO's Report3) CPO's Report4) Generative Discussion: The Network's Role in Service Delivery5) Board Operations and Administration<ol style="list-style-type: none">a) Committees for 2021/22b) Board Orientation/Assessment Processc) Board Campaignd) Board Responsibilities/Conflict of Interest Disclosures6) Committee Reports/Action Items<ol style="list-style-type: none">a) 2021 Annual Conferenceb) 2022 Executives Networking Forumc) Budget and Finance Committeed) Membership Committee7) Meeting Schedule/Executive Session
VOTES TAKEN / ELECTIONS/ACTIONS TAKEN/DECISIONS MADE	<ul style="list-style-type: none">○ A motion was made by Judy Halper, seconded by Lori Moss, and unanimously approved to accept the consent agenda.○ A motion was made by Kevin Rhein, seconded by Paula Goldstein and unanimously approved to adopt the Proposed Investment Policy Statement in the form approved by the Finance Committee and circulated prior to the meeting with the proposed meeting agenda.○ A motion was made by Kevin Rhein, seconded by Lori Moss, and unanimously approved to invest the Reserve Fund with the Jewish Community Investment Fund as recommended by the Finance Committee.
KEY DEVELOPMENTS/DECISIONS REPORTED:	<p>Judy Halper thanked the outgoing board members; Larry Reader, Ray Silverstein and Aviva Sufian, for their contributions to the board and their years of service. Judy then welcomed new board members Linda Burger and Amy Sales.</p> <p>Reuben Rotman's CEO Report was distributed in writing. In addition, he noted that the Network received in April a 2-year grant from the Weinberg Foundation of \$1.75 million. This is a significant investment which will support the establishment of a virtual national employment service to support Jewish community members and others who have been impacted by COVID related job loss. The funding will also support a Best Practice initiative to gather data associated with employment service models for persons with disabilities Funding will also support efforts to grow the Network's Center for Innovation and Research and will support the hiring of two new full-time professionals, a VP of Workforce Development Services and a VP of</p>

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Strategy and Partnerships. Reuben also noted that additional funding for the employment service has been received from Legacy Heritage Fund (\$564,977 Year One), Circle of Service Foundation (\$100k over 2 years) and Crown Family Philanthropies (Pending request of \$800k over 2 years).

Lisa Loraine Smith's CPO Report noted the Network's Affinity Groups have grown greatly; with 113 Agencies participating in 2019 and 134 agencies participating in 2020. In 2020, 2,238 people were engaged, with 101 separate meetings and 24 Affinity Groups. Additionally, Lisa noted that 8 new Affinity Groups were established. Finally, Lisa noted that NJHSA sponsored 160 COVID related offerings, averaging 15-20 monthly with 7,584 participants.

Susan Freidman gave a report on the plan for this year's orientation and self-evaluation/assessment process. She encouraged all to attend a new Board Orientation scheduled for May 19th and encouraged those who served on the FY 2020 Board to participate in the self-assessment evaluation process once the evaluation is disseminated.

Judy reminded the Board that all Board members are asked each year to make a personal contribution to the Network and that increasingly funders are asking the Network to document the level of support that its Board provides. Judy noted that she, John and Reuben will be reaching out over the coming months to each Board member to ask for your commitment and our hope is that the full Board will make and pay their gifts by the end of the calendar year (2021). Last year's campaign raised just under \$74,000, an increase of close to \$30k over the previous year. We are hoping everyone will consider an increase of at least 20% over last year's gift for this year's gift.

John Colborn reported on the outcomes of the 2021 annual conference and reflected on the success of the Network's first fully virtual annual conference. Financially, the sponsorship commitment outdid the budget and raised \$83,000 (budgeted goal was \$50,000). Total number of registered attendees: 1,751 (highest for an in-person conference was 400) with 207 lay leaders, over 850 first time attendees and 260 from Neshama: Association of Jewish Chaplains. All the session content will remain accessible via the conference platform through the end of this calendar year and will then be transitioned to the members' portal on the website. Our conference committee will be reviewing the feedback from the evaluations to help us with planning for next year's conference in Minneapolis. Our planning process will explore ways to ensure hybrid offerings – allowing folks to participate virtually as well as in person. But this was a great conference to build on, and the staff did a great job for their first virtual conference. The next conference will be held in May 2022 in Minneapolis, MN.

Lori Moss gave an update on plans for the 2022 Executives' Networking Forum. She will be working with Al Benarroch, Executive Director of JCFS Winnipeg as Co-Chairs of the Conference. The conference will begin with an Opening Dinner on Saturday evening, January 8th and will go through the morning of Monday, January 10th. Our Board will then meet immediately following the closing of the conference on Monday. The conference will be held in Scottsdale at a resort that is new to us – an Embassy Suites by Hilton. These gatherings are an opportunity for Executive level staff from the agencies to meet around a central issue while also maximizing opportunities for networking and peer learning. We will be exploring ways to have elements of the Conference available for those who wish to join virtually. The entire Board is encouraged to join for the full conference, and we will be forming a

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committee shortly to begin the planning. Lori encouraged the Board to consider joining the planning committee, or to extend the invitation to serve to colleagues from their agencies.

Kevin Rhein reported on recent activities of the Budget and Finance Committee on behalf of David Marcu, who was not able to attend the meeting. Kevin explained that the Committee has prepared a proposed Investment Policy Statement for approval and is also seeking approval of the Finance Committee's decision to invest Reserve Funds with the Jewish Community Investment Fund, which is managed by the Associated Jewish Charities of Baltimore (the Foundation affiliated with the Baltimore Jewish Federation). Kevin noted that the Committee has spent several meetings exploring alternatives for the Network's reserve fund. Currently, the reserve funds (current balance of approximately \$200,000) is invested at Wealth Partners, a private investment management firm. The committee began its process with the development of the Network's first Investment Policy Statement— and was noted by our auditors as something we needed to develop. Seeking options to allow for greater growth while working to preserve capital, the committee in accordance with the investment policy recommended investing reserve funds with the Jewish Community Investment Fund of the Associated Jewish Charities of Baltimore (the Foundation affiliated with the Baltimore Jewish Federation).

Paula Goldstein delivered a report on behalf of the Membership Committee and reported that the Network has welcomed 6 new member agencies since the beginning of the year. In Canada, 3 agencies: Beth Tikvah in Hamilton and Tamir in Ottawa, both of which provide residential services for persons with disabilities and the Atlantic Jewish Council, a small Federation in Nova Scotia which is establishing its first ever JFS department. And in the US, Cleveland Chesed Center, a kosher food pantry in Cleveland, JARC in Boca Raton which provides residential services for persons with disabilities and Footsteps, a national organization based in New York providing mental health, employment, and case management services for those who choose to leave the Ultra-Orthodox Jewish Community and in doing so are in need of specialized support services. Paula also noted that we also had the participation of 6 potential member agencies which sent staff to the recent annual conference. Paula explained that the Membership Committee is working on a detailed onboarding plan to support the needs of new members and will be working with staff to follow up on the prospective members that joined us for the conference.

The Board adjourned into Executive Session at 12:35 pm ET.

DISCUSSION ITEMS OF INTEREST

Reuben - introduced the issue of the Network's role in service delivery as a topic for generative discussion. He asked the question, "Who is the Network's Client"? He explained that the primary clients for the Network are the member agencies, for whom we are providing funding and access to a wide range of supports. Reuben explained that during COVID, the Network was asked to organize the facilitation of a series of support group offerings for Jewish communal professionals who had experienced COVID related layoffs. He noted that these groups were facilitated by Lisa Loraine Smith, in partnership with co-facilitators from member agencies. Funding was secured to cover staff time. He noted that recently, NJHSA has been asked to facilitate a support group for Jews of Color who are engaged as staff and lay leadership- with Federations. This new role, of support group facilitator, has raised questions for NJHSA. Questions to consider include, is this a role for NJHSA? who should staff our group offerings, how should these be branded, and should NJHSA subsidize, or should these be fully funded by the requesting organization? Following discussion, the Board agreed that wherever possible groups such as these should be

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	facilitated by member agency staff, listing NJHSA as a sponsor and that funding should be secured where possible. It was also agreed that these opportunities should be considered on a case-by-case basis and processed with the Executive Committee prior to moving forward.
TASKS / ASSIGNMENTS / FOLLOW UP:	<ul style="list-style-type: none"> ○ Judy Halper reminded the Board to review the list of committees. She reminded the Board that all Board members are asked to serve on at least 1 committee. She encouraged all to let Jessica Foroutan know via the survey monkey link, which committees they would like to join. She noted that any questions can be directed to Judy or Reuben. ○ Erik Lindauer reminded everyone to review, complete and return the Board Responsibilities/Conflict of Interest Disclosure Forms which were sent prior to the meeting.
NEXT MEETING DATE / AGENDA	<p>Next meeting date: Monday, July 26, 2021</p> <p>Time: 11:00 am ET</p> <p>Location: Zoom video conference</p>
MINUTES TAKEN BY:	Paula Goldstein, NJHSA Board Secretary