

Temple Sholom Executive Meeting
7:30 p.m.
Tuesday, May 9, 1989
At Temple Sholom

MINUTES

PRESENT: Tobin Robbins, Mike Cohene, Eric Andrew, Sunny Rothschild, David Schwartz, and John Silver of the Executive, the Temple Administrator, Linda Zacks, and Rabbi Bregman. Janet Streat was present for the discussion concerning Eve Zilberman.

David Schwartz called the meeting to order and chaired the meeting until John Silver arrived. Upon his arrival John Silver chaired the meeting.

MINUTES

Eric Andrew moved, Mike Cohene seconded, and it was carried that the Minutes of the April 11, 1989 Executive Meeting be approved subject to the clarification that under the heading "Budget Update" the reference to the Ways and Means Committee raising \$30,000 over two years, meant the two year period ending April 30, 1990.

EVE ZILBERMAN

1. Time Allocation:

Janet Streat as Chairman of the Religious School Committee presented the recommendations of the Religious School Committee as to how Eve should allocate her time as principal of the Religious School and Bar/Bat Mitzvah teacher. A copy of the Religious School Committee's recommendations is attached. There was general discussion during which Janet noted that the Committee felt it was more appropriate to deal with the time allocations on the general basis shown. It was noted that based on the recommendation, Eve would not be teaching adult education classes or Jewish information classes. These classes are held on Wednesday evenings. It was suggested that if those classes were able to be held on Monday evening, which is the same night on which the High School is held, Eve may be prepared to continue to teach these classes since it would not be another evening during which she would be required to work. It was noted that Eve seemed to enjoy the Jewish information class and that it was hoped that she would be prepared to continue to teach it.

Janet Streat noted that the Religious School Committee based its recommendations, in part, on a suggestion made by a

professional educator that in order to administer a part-time school, the administrator would require twice the number of hours per week that the school was in session. Janet then noted that the administrator would not normally be responsible for developing curriculum and for staffing. Thus the amount of time shown on the time allocation for administrative duties attempts to take into consideration not only the normal amounts of time that would be required to administer the school, but also time for curriculum development and staffing.

It was noted that although the school only operates for nine months it is a twelve month year. Therefore Eve will have time during the summer to work on curriculum development and staffing concerns. It was noted that it is in the nature of the job that odd hours are involved.

With respect to teaching Bar and Bat Mitzvah classes, it was noted that at most there are 24 or 25 children to be Bar/Bat Mitzvahed in any given year. Thus if she saw two children at a time, there would need to be approximately twelve to thirteen groups, each of which would meet once a week for 45 minutes. All of the classes would not run at the same time, since the Bar/Bat Mitzvahs are scattered throughout the year. Thus the amount of time to be spent per week by Eve with the Bar/Bat Mitzvah classes themselves, shouldn't be more than seven to ten hours per week.

It was agreed that there will need to be further discussions in order to clarify exactly what Eve's duties would be. It was noted that it was preferred that Bar and Bat Mitzvah classes be held at the Temple, and that Eve is expected to move her office to the main floor office area by the end of this year's school year. It was agreed that no decisions would be made as to the acceptance of time allocations and the clarifications of Eve's duties without input from Janet Streat as Chairman of the Religious School Committee.

2. Musical Accompaniment:

As directed by the Board, Janet Streat met with Eve to discuss whether it would be possible to negotiate a new contract with Eve so that Eve would continue to sing meditative pieces during Shabbat services. A copy of the memo directed to the Board from Janet summarizing the results of her discussions with Eve is attached to these Minutes. Several members of the Executive took issue with the reasons given in Janet's memo for Eve's resignation. It was agreed that the Executive should have further discussions with Eve in this regard and John Silver will ask Eve to attend a meeting with the Executive during the first week of June.

3. John Silver read a letter received by the Board from Eve concerning the Jewish National Fund, Negev Dinner. At the

dinner, two certificates were presented to the Temple, one relating to the Temple's commitment for tree planting made on behalf of the Temple's Religious School. John Silver, the President, was unable to attend the dinner and suggested that Rabbi Bregman and Mike Cohene accept the certificates for the Temple at the dinner. Rabbi Bregman received the certificate concerning the tree planting being sponsored by the Temple's Religious School and provided it to Eve the next morning. In her letter, Eve indicated that she did not understand why certificates were being presented to the Religious School of which she was unaware. Apparently Eve spoke with several different people, both within the Temple and within the Jewish National Fund with respect to these matters. John Silver reported that he has requested that in the future the Jewish National Fund let the Temple know in advance exactly what certificates or awards may be presented to the Temple. Nevertheless he noted that the certificates were awarded to the Temple and that there was no merit to Eve's concern and complaint.

It was agreed, however, that the Executive was remiss in not advising the Religious School Committee that a pledge for planting trees had been made on behalf of the Religious School.

KIDDUSH LUNCHEONS

It was reported that the Rabbi received a letter from a congregant concerning a Bar/Bat Mitzvah that was held at the beginning of April at the Temple. Apparently there was a published seating list with assigned seating. There was only a limited number of tables and places for congregants who were not specifically invited to the Kiddush lunch. The congregant felt that this was not in keeping with the Temple's philosophy and policy concerning Bar/Bat Mitzvahs and that all members of the congregation are invited to the Kiddush lunch held at the Temple. The Executive agreed that this was a matter of policy to be brought to the Board at the next Board meeting.

ANNUAL GENERAL MEETING

John Silver reported that he has signed the notice of the Annual General Meeting. It was noted that Linda Zacks, the Temple Administrator, should be prepared to do an Affidavit of mailing to confirm that the notice provisions of the Society Act are met. It was agreed that a current membership list would have to be available at the meeting so that it can be verified as to whether each of those who attends the meeting is in fact a member. It was agreed, as well, that there should be one scrutineer. Finally, it was noted that everyone should be sure to encourage all the other Temple members they know to attend the meeting to ensure a quorum.

OTHER BUSINESS

Linda Zacks reported that Eve Zilberman would like to see a policy whereby Talmud Torah students are exempt from Temple Sholom Religious School. It was agreed to table this issue to the next Executive meeting.

The Rabbi reported as follows:

1. National Council of Jewish Women is trying to bring out Rabbi Maurice Lamm. Rabbi Lamm is a Jewish expert on death and dying. National Council of Jewish Women would like to bring him to Vancouver to speak with the Jewish Hospice Group, the Jewish Family Service Agency and to the community at large. Apparently to bring him to Vancouver will cost \$3,000. Beth Israel Synagogue has agreed to donate the use of its Sanctuary. Federation would be prepared to match other community contributions. It was agreed that the Temple should contribute \$200 and that a letter be sent to the National Council of Jewish Women, accordingly.
2. Rabbi Freeman, who is a Lubovitcher Rabbi in the city, is trying to organize all of the area Synagogues to get together on Sundays, from time to time, for soccer, sports, picnics, etc. Each Synagogue will be responsible for one picnic or event. It was agreed to take his suggestion under advisement.
3. During the Federation mission to Israel, Teresa, the Temple Secretary, will be in charge. Rabbi Solomon of Beth Israel will be available if any religious concerns arise during Rabbi Bregman's absence.
4. Bella Samuels, a member of the congregation, died last week.

Mike Cohene noted that this coming year will be the 25th anniversary for Temple Sholom and that it is time now to start planning for a celebration. He suggested that the Brotherhood and the Sisterhood may be interested in participating and that it was time now to organize a committee. The committee is to keep the Temple Administrator and the Rabbi advised.

CLOSING REMARKS

Because John Silver was late to the meeting, he was unable to give opening remarks so he chose to make his remarks closing remarks, instead. He noted that this was his last Executive meeting as President of the Congregation, that next year he will sit on the Executive as past President. He thanked everyone on this year's Executive for their support and he noted that working with this Executive has been a special privilege. The Rabbi extended his thanks to John on behalf of the Congregation. He noted that there have been a lot of difficult issues to be dealt with and we were all most sincerely thankful for John's leadership.

Eve Zilberman - Time Allocation

Based on a 40 hour week the Religious School Committee recommends the following:

1. Eve spend 60% of her time as Principal of Temple Sholom's Religious School from Nursery to Grade 10. A major portion of this time should be spent in the supervision of instruction with the goal of improving pupils learning. Other duties are as outlined in the job description used in her evaluation.
2. Eve spend 25% of her time on Bar/Bat Mitzvah teaching.
3. Eve spend the remaining time in teaching in the Religious School, and improving her skills by taking educational administration course(s) at a relevant institution.

The Committee believes that, as a professional, Eve should determine the details of how she wishes to utilize her time, based on the above recommendations.

To: Temple Sholom Board of Directors
From: Janet Streat
Re: Eve Zilberman - Musical Accompaniment at Services.

In response to your request that I investigate Eve's musical accompaniment at services, I have learned the following:

1. Eve would like to sing at religious services.
2. Eve sent her letter of resignation to the Executive in April for the following reasons:

No overtures had been made with her to renew her contract by the beginning of April. (She is aware the budget is set by the end of April.) She was not prepared to negotiate after the budget was set, as this is what happened last year.

She felt humiliated by the experience of negotiating her singing contract last year. She felt she had been offered an unreasonably low rate for singing, the negotiations took an unreasonable long time, and in most instances she had to initiate the discussion. She considered she had been treated in an unprofessional manner and had no wish to be treated in the same manner this year.

3. Eve is prepared to negotiate, in the summer, with the Executive on a contract for her to provide musical accompaniment at religious services starting September 1989.

8700 Cullen Crescent
Richmond, B.C.
V6Y 2X3

June 5, 1989

Mr. Michael Cohene
President
Temple Sholom
7190 Oak St.
Vancouver, B.C.

Dear Michael:

Congratulations on your recent election as Temple President. No doubt you have taken on a big job that will present many challenges. We hate to be first to present you with a problem, but consider this as your first challenge.

As you may know our daughter, Jennifer, will be having her Bat Mitzvah on June 24th. We were very sad to hear that Eve Zilberman will not be participating in the service on that Saturday morning. We understand that this is because of some misunderstandings between Eve and the Board. While we have no idea of the details of this situation, we would urge you to please take immediate action to resolve the issue.

We are relatively new members of the Temple, having only just joined in August of 1988. When we moved here from Hamilton, Ontario, we visited a number of synagogues to determine where we would feel most comfortable. Our first Temple service was Jessica Silver's Bat Mitzvah and I can honestly say that all four of us were moved by the beauty of the service, the synagogue and the feeling of warmth that pervaded the occasion. We felt wonderful about joining the schule and anticipating our own simcha.

That feeling of enthusiasm for the Temple has continued and we have been especially pleased about the educational experiences our children have enjoyed. Jenny has benefitted a great deal from Eve's excellent teaching, and Eve has also been understanding of our son's special needs.

We recognize that the focus of the Bat Mitzvah service is worship and the accomplishment of the young person in being called to the Torah. However, the variety of music in Temple's Bar and Bat Mitzvah service is also very meaningful to us. From that first service, we have considered Eve's singing as a beautiful and integral part of the ceremony. We think of it as particularly special because of the relationships that she shares with each of the Bar and Bat Mitzvah youngsters.

Having recently celebrated your own daughter's Bat Mitzvah, perhaps you will understand our great disappointment in anticipating this occasion without the pleasure of Eve's music, together with that of the Cantor and the Rabbi.

When we discussed this with Linda Zacks, she indicated that we would not be able to ask Eve to make a private arrangement as this is not in keeping with Temple policy. We understand and agree with the reasons for this. However, we are still left out of something special that other families have experienced and we feel unhappy and frustrated.

We ask you again to please do everything you can to resolve the differences with Eve to enable her to participate in Jennifer's Bat Mitzvah. It would mean a great deal to us.

Thank you for your efforts on our behalf, and on behalf of many future Bar and Bat Mitzvah families.

Sincerely,

Judi Potts Lew Potts

Judi, Lew, Jennifer and Benjamin Potts

P.S. I'd appreciate hearing about the progress you've made in resolving the problem. My home phone number is 275-3684, and business 734-1313. Thanks so much. ...Judi

cc. Rabbi Philip Bregman
Linda Zacks
Eve Zilberman

ASSOCIATE MEMBERSHIP CATEGORY

Who qualifies:

Those individuals/families residing outside a pre-determined radius from the city limits of Vancouver. (see map)

Entitlements of Membership

- a) to participate at all religious worship, including High Holydays.
- b) to participate in adult education as offered.
- c) to participate in social activities as offered.
- d) to celebrate in the Temple and have rabbinic service for the following life cycle events:
 - . Brit Milah
 - . Babynaming
 - . Wedding
 - . Funeral
- e) to have use of the social hall and kitchen when sponsoring an Oneg Shabbat, Kiddush or similar event to which all congregants are welcome.
- f) to have their children married by the rabbi in the synagogue.
- g) to avail themselves of and/or be offered rabbinic counsel at the synagogue as individual circumstances require.
- h) to participate in and vote on matters of congregational business (adults only).

Additional charges will be made for the following: (Generally supplemental fees to cover additional directly related costs).

- a) costs related to burial (plot, perpetual care, Chevra Kadisha, headstone).
- b) costs of texts, materials for adult education.
- c) costs of extra help or equipment required during Oneg Shabbat, kiddush, etc.
- d) additional costs related to special social events or congregational meals (e.g. Seder, potluck dinners).
- e) rental of premises for private functions.

Associate membership does not include the following:

- a) enrollment of children in Religious School and therefore children's participation in consecration and confirmation services.
- b) celebration in the Temple and rabbinical service for Bar/Bat Mitzvah.

ASSOCIATE MEMBERSHIP CATEGORY (continued)

Rationale for exemption of entitlements (a) and (b) above:

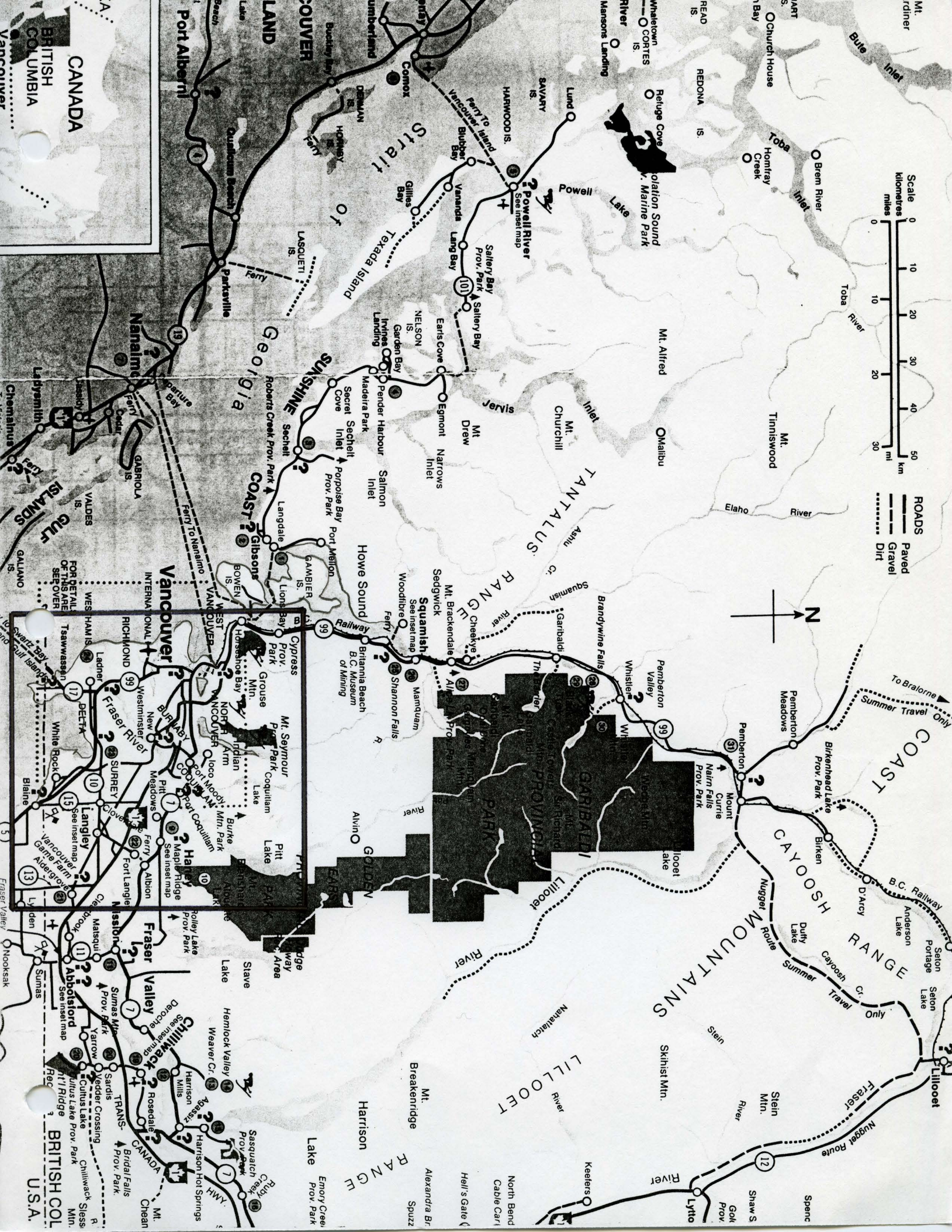
The congregation is heavily subsidizing the cost of the religious school. If individual/families wish to take part in our Religious School and/or Bar/Bat Mitzvah programmes, the full membership financial commitment will apply.

Financial Commitment

A percentage of dues and building fund

50%/50%

New members discount for first 2 years will not apply.





TEMPLE SHOLOM

1989/90
BOARD OF DIRECTORS

Effective June 4, 1989 - to conclusion of the Annual General Meeting to be held in 1990

President:	Mike Cohene
First Vice-President:	Ted Zacks
Second Vice-President:	David Schwartz
Third Vice-President:	Fred Mikelberg
Secretary:	Sunny Rothschild
Treasurer:	Eric Andrew
Past President:	John Silver

Trustees:	Lynn Blasberg
(To serve until the	Alan Kay
conclusion of the	Judy Growe
Annual General Meeting	Rose Challenger
to be held in 1990)	Paul Daltrop

Trustees:	Ron Remick
(To serve until the	Chris Friedrichs
conclusion of the	Hy Sheinin
Annual General Meeting	Isabelle Somekh
to be held in 1991)	Robert Goldstein

Committee Chairpersons - President's Nominations

<u>Standing Committee</u>	<u>Chairperson</u>	<u>Executive Liaison</u>
Religious School	Donna Bryman Iris Dayson	David Schwartz
Budget and Finance	Eric Andrew	Eric Andrew
Ritual	Fred Mikelberg	Fred Mikelberg
Membership	Sanford Cohen	Eric Andrew
Youth Activities	Michael Conrad	John Silver
Legal and Constitutional	David Schwartz	David Schwartz
Cemetery	Rob Mann	Mike Cohene
Social Action	Robert Goldstein	John Silver
Visual & Performing Arts	<u>Candlyn Kramer</u>	Ted Zacks
Ways and Means	David Crystal	Sunny Rothschild

Ad Hoc Committes

Long Range Planning	Ron Remick	Eric Andrew
Adult Education	Chris Friedrichs	<u> </u>
Anniversary	<u> </u>	<u> </u>
Brotherhood	Hal Etkin David Coblini	Mike Cohene
Sisterhood	Sara Ciacci	Sunny Rothschild
Seniors	<u> </u>	<u> </u>



TEMPLE SHOLOM

Temple Sholom
Schedule of Meetings
1989/90

EXECUTIVE

<u>Date</u>	<u>Opening Thoughts</u>
August 8	Mike Cohene
Sept. 12	Ted Zacks
Oct. 10	David Schwartz
Nov. 14	Fred Mikelberg
Dec. 12	Sunny Rothschild
Jan. 9	Eric Andrew <i>Ted Zacks</i>
Feb. 13	Rabbi Bregman
March 13	Mike Cohene
April 3	Ted Zacks <i>Eric Andrew</i>
May 8	Fred Mikelberg

BOARD

<u>Date</u>	<u>Opening Thoughts</u>
August 22	Ron Remick
Sept. 26	Chris Friedrichs
Oct. 24	Hy Sheinin
Nov. 28	Isabelle Somekh <i>not given</i>
December	No meeting
Jan. 23	Robert Goldstein
Feb. 27	Lynn Blasberg
March 27	Alan Kay
April 24	Judy Growe
May 22	Rose Challenger
June 3	Annual General Meeting



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