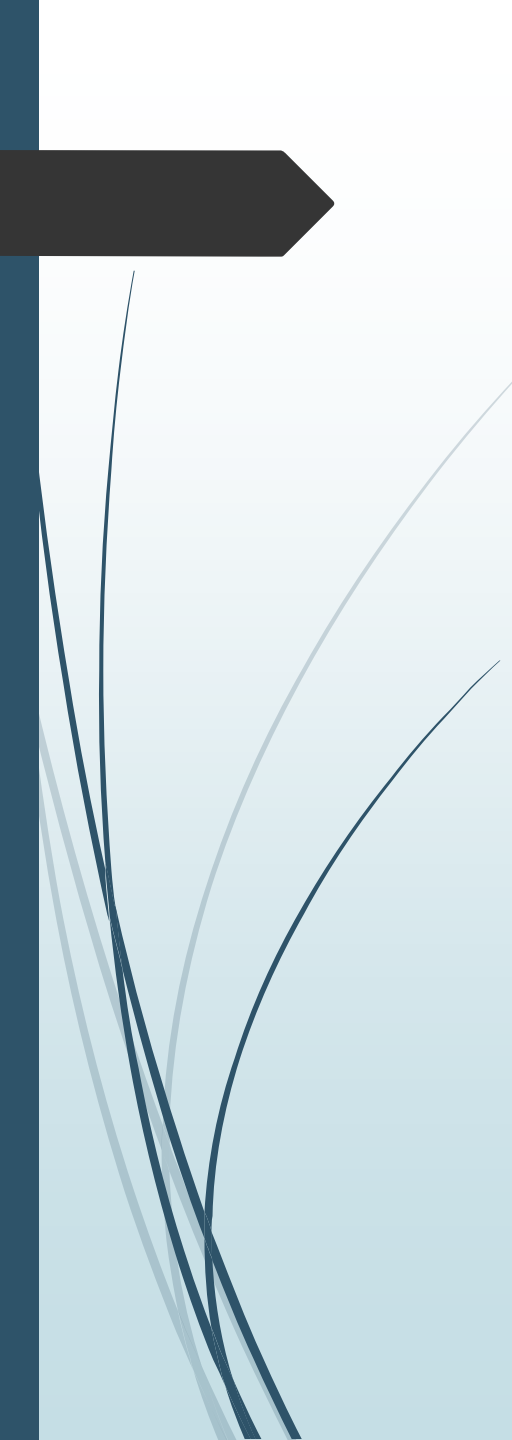




Congregation Or Chadash

TOWN HALL: JANUARY 12, 2020, 3:30pm
DISCUSSION OF PROPOSED
MEMORANDUM OF UNDERSTANDING (MOU)
AND TASK FORCE REPORTS

Moderator: Elaine Jones, PhD
President, Board of Directors



What's a Memorandum of Understanding? (MOU)

- ▶ A memorandum of understanding (MOU) is an agreement between two or more parties outlined in a formal document. It is not legally binding but signals the willingness of the parties to move forward with a common line of action.



BACKGROUND

- Spring 2019: Steering Committee aka “Ambassadors” - Exploration
- Summer 2019:
 - Created Task Forces and
 - Began talking with congregants
- Summer/Fall 2019:
 - Multiple meetings with congregants,
 - Published weekly updates “Ambassadors Reports”
- Fall 2019:
 - Reports From Six Task Forces at three town hall meetings
 - Ambassadors as liaisons between Temple Emanu-El & Or Chadash Boards
- Spring 2020:
 - 2nd meeting with Finance Task Force
 - Drafting and voting on proposed MOU

TASK FORCE REPORTS: Challenges & Opportunities

- FINANCE
- RELIGIOUS SCHOOL
- GOVERNANCE
- FACILITIES
- WORSHIP/RITUAL
- CLERGY



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EIGHT ELEMENTS OF PROPOSED MOU:

General principles/guidelines for a Plan of Merger:

1. Combined congregations at 225 N. Country Club
2. Religious schools will be combined
3. Worship service styles decided by clergy and Ritual Committee
4. Clergy continue. Their roles/responsibilities negotiated with the new board
5. Administrative functions/financial operations merged
6. Governance merged, with equal representation of former congregations

Process toward a Plan of Merger:

1. New joint committees e.g. mission/vision, naming, governance, yearzeit board and Imagination Committee
2. Target date: Fall 2020. The timeline is subject to change based on the progress of the various committees and the approval of the two boards.



Approving the MOU means...

A YES VOTE MEANS...

- You approve the proposed MOU as a framework for the Board of Directors to continue working toward a merger of the two congregations.
- We will schedule another vote on a specific Plan of Merger per current Arizona Law. The Plan of Merger will include greater details than the proposed MOU.



Next Steps if the MOU is approved?

- ▶ Board of Directors vote to authorize expenditures related to preparations for merger.
- ▶ Apply for funding for expenses related to merger (IMPACT)
- ▶ Hire a consultant to help with the steps in a merger
- ▶ Create new joint committees
- ▶ Retain legal counsel to draft final documents in accordance with current Arizona Law, including Articles of Incorporation and Plan for Merger
- ▶ Congregational vote on Plan of Merger

A dark blue arrow points to the right at the top left. Below it, several thin, curved lines in shades of blue and grey sweep across the left side of the slide.

If the MOU is not approved:

A NO vote means:

- ▶ You do not approve the proposed MOU and work toward a merger will be suspended.
- ▶ We will revisit plans for the future of Congregation Or Chadash, including strategies for decreasing costs and increasing revenues.
- ▶ This will require significant additional support from congregants, both financially & in volunteer commitment



Next steps if MOU is not approved

- Usual annual financial planning process will continue
- Budget presented at annual meeting May 4, 2020
- Board will review our financial situation and work to mitigate a loss for the fiscal year
- Fundraising efforts will be redoubled
- Board of Directors will consider merging Religious Schools with Emanu-El while remaining an independent congregation.



Voting Procedures:

- Independent Voting Committee
- Entirely mail-in voting
- Current Timeline (subject to change)
 - Ballots mailed January 16
 - Completed ballots must be received in the office by EOB February 6
 - Vote counted February 9

VOTING INSTRUCTIONS:

- Detach the ballot from the letter.
- **Fill in the appropriate circle completely.**
- Return your ballot in the envelope supplied with the word **BALLOT** on it.
- **Seal the envelope completely.** Ballots that are not clearly marked or are not properly sealed will not be counted.

Questions? Discussion?



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