

OZ BOARD MEETING MINUTES

January 16, 2014

Present: Rabbi Joshua, Sharon Panitch, Liz Kleinberg, Peggy Munro, Vivien Rabin Brown, Mindy Evnin, Joey Bergstein (by phone), Gary Visco, Joanna May, Basha Brody
Absent: Roz Grossman, Mitch Cypes, Michael Schaal, David Borsykowsky, Miriasha Borsykowsky, Peter Pelaia

5:39 – meeting began

1. D'var Torah (Rabbi Joshua) – 5:40 pm
2. Previous minutes: motion to approve by Basha, second by Mindy, passed unanimously.
3. Acceptance of new congregant: One new member was submitted for approval. Peggy moved to approve; Sharon seconded; unanimously approved.
4. Finance report (Peggy) -

The news is good. Dues are on pace to hit our target. We are just about on target for general fund through bequests and donations. We are under our target income for rental income for the parish house, but that is countered by income from other areas. Funeral income is up. Our kitchen loan is in place. There were six months of payments that we didn't have to make because we didn't take the loan until we were ready to use it. Debit payments will begin this month. Annual appeal income is at \$35,552 – target is \$37,000. Building repairs needed will come from building fund.

Motion to accept financial report by Basha. Sharon seconded. Motion passed.

5. President's report
 - a. Roof repair – The deductible on insurance policy is \$5,000. We don't know the total cost yet. Water damage not as bad as we feared and was cleaned up quickly. The lounge is reopened. There was a question about replacing the floor in the lounge at the same time as the other repairs - we'd have to see if there is any insurance coverage for that. The cause of the flooding was likely ice buildup. Big thanks to Tari, Peter, Raul, and others for catching this so quickly – it could have been so much worse. Special thanks to Raul for all the time he's put in, and to Peter for his time and his leadership.
 - b. Kitchen – We are posting pictures on the OZ Facebook page. It's looking very good and should be finished in February.

- c. Annual Appeal – There was discussion about going back to the practice of having the appeal on one night in one location. There was general consensus that we should go back to this next year.
 - d. Bimah – We need board members to sign up. It's important to have board presence on Shabbat.
 - e. Minute taker – We also need people to sign up to take minutes.
- (Sign-up sheets for bimah and minutes were circulated.)

6. Volunteer appreciation event (Liz)

Overall it was a really good event. Committee is considering following up with a survey. We also have to find ways to honor past volunteers.

7. Fern hill (Liz)

Upcoming meeting scheduled w/ OZ and FH board members.

8. Update and Review of OZ Committees (Vivien)

There was discussion about board member participation on committees. Some committees have 2 board members; some have none. There should be one board member on each committee. We reviewed the status of each committee.

- a. Roz was absent but Vivien read an announcement from her. She plans to step down as chair of the Adult Ed Committee in June, but will stay on as a member. She's been chair for five years. The board discussed the fact that she's done a phenomenal job and that we want the momentum she started to continue. (See full text of Roz's announcement at the end of this document.)
- b. Archives – Jeff and Aaron are currently doing a good job focusing on the mural project.
- c. Cemetery – There was a meeting set up that Mindy attended but no one else was there. Meetings need to be scheduled. Vivien will contact Shimmy and Harriet regarding the current status and will let him know that Mindy is willing to help organize meetings. There should be one in March.
- d. Development committee – Vivien has been chair because there is no-one else stepping up. There are very few people on this committee. We definitely need more people.
- e. Membership and outreach. Sharon and Joanna met. Their next step is to meet with Peter on this.
- f. Events - Events committee is functioning well. We don't need a board member on this committee since it's chaired by Judy Hershberg, who is a trustee.

- g. Fern Hill is listed as a committee but has different status. Fern Hill board members are working with OZ board members on next steps.
- h. Finance – Gary is chair of committee and Peggy is a member. There are regular meetings with our financial advisors.
- I. Hebrew School – Grace Ahmed is the chair and Joey is on the committee. There are active monthly meetings. Joey would like to focus on defining the objective(s) of the committee.
- j. House – Mitch is on committee. They are very active but they do not hold meetings. Currently consists of David Rome, chair, Frank Donath and Mitch.
- k. HR – Mindy, Roz and Vivien are on this committee, working with Peter. We need a chair. Committee has finalized a policy manual that will be presented to board.
- l. Social Action – Has two board members – Basha and Michael.
- m. Library – Ellen Gittelsohn wants to get the committee/library more active.
- n. Religious Committee – Has two board members – David and Basha.
- o. Shalom Shuk – Kay Stambler Greenberg has requested that a board member serve on the committee. Gary volunteered.
- p. Sisterhood – Kathy Chasan is working on building Sisterhood up. Judy Hersberg is on the committee.
- q. Youth – This is listed as a committee, but is run by two paid staff members – Miriam Sturgis and Fran Pomerantz.

Vivien will contact each committee chair and board members w/ document from USCJ about committees and ask that each committee come up with goals for next year. She will then schedule a meeting for all committee chairs.

9. Congregational voting issue – bylaws (Vivien)

USCJ – Howard Goldberg, from USCJ, discussed this at the last board meeting (see December 2013 minutes).

Discussion followed. Some ideas were:

- have congregational meetings where we discuss issue – non-voting

break for Minyan 6:57

resume 7:18

Discussion on voting issue continued. Ideas:

- There was a question about whether we should possibly address this in conjunction with decision about USCJ. Board decided to keep two issues separate.
- There were concerns from the religious committee and the question about whether there could be some things that everyone votes on and some things that only Jews vote on. Sometimes though, it's difficult to separate issues.
- We need to be considerate of all points of view.
- We discussed plans for reaching out:
 - A survey would be a way for people to participate anonymously. Joey volunteered to help craft the survey. We will ask Joy Livingston to review.
 - We want to find out how important this issue is to people. Is it important to a small or large number of congregants.
 - We will have forums for people to discuss. Town hall meeting with food.
 - Should be an educational component

10. New business –

- What are next steps on rabbinical succession? Joey said that there's great value in remembering to be clear with the congregation about where we are and what our next steps are. The rabbinical succession pre-search committee met recently and discussed pros and cons of ways to proceed and felt that we should continue with our current timeline – i.e., begin the search this year. It's good to have some overlap with Rabbi Joshua, especially in the area of pastoral care. Also, if we don't find someone good right away, we have the time to look further.
- Sharon announced that Theatre Kavanah is partnering with Jewish Communities of Vermont and we will be one of four sites in the US helping the Jewish Plays Project decide the winner of the competition. There will be an event on March 23 with parts of three plays staged and voting (and food!). Before the Theatre Kavanah will receive ten plays to review – they are assembling a panel to narrow down to three choices. If you are interested in being on our community panel, please let Sharon know. More information is available at www.theatrekavanah.org. You can sign up for the mailing list at that site.
- Basha reminded us that Rabbi Joshua is going on sabbatical starting on Thursday and Rabbi Jan will be covering.

11. Went into Executive Session to discuss personnel matters at 7:46 pm. Motioned by Mindy and seconded by Peggy. Out of Executive Session at 8:29 pm. Motion made by Mindy, seconded by Gary, that Peggy will proceed, with another board member of her choice to negotiate Peter's next contract. Motion passed.

Motion to adjourn. Basha moved, Gary seconded. Meeting adjourned.

Following is the text of Roz's letter that was read to the board:

I am writing to let you know that I have decided to step down from being the chair of the OZ Adult Education (OZAE) committee. I do not have the time to continue with this role due to both personal and professional commitments. I spoke to Rabbi Joshua and had an opportunity to speak with Peter this week. I will let the committee know soon. This has been a difficult decision, and I hope a new chair can be found to continue the work of the committee. I will stay on as Chair through the spring 2014 cycle of classes, and I plan to stay on as a committee member. I am unsure right now about my role with the Feen/S-I-R program.

Much has been accomplished in Adult Education since the fall of 2009 when Rabbi Joshua and I reformed the committee. This includes convening a very talented and skilled committee, developing a mission statement and the four pillars of Adult Education (Jewish Themes, Speakers, Secular Themes, and the Arts) and offering a robust group of classes. We have also achieved many organizational aspects that were needed to run classes effectively. Cindy Yans, Bob Mayer's wife, has helped us create a beautiful brochure. And, the committee has played a key role in the Feen/S-I-R programs. Yet, there is still much to do that the committee has not had the resources to accomplish. Some of these include:

- Programming for Hebrew School parents. Naomi and I have discussed the need for parent education in Judaism basics, which needs to be organized and implemented.
- There are many opportunities for Jewish learning online. The Committee has researched some of these but they need to be vetted and a plan put in place to offer online programs and courses through our website.
- Working more closely with other committees to deliver programs for targeted groups could meet the needs of more members and also unaffiliated community members. This could serve as a component of outreach. The recent collaboration between the Religious and Adult Committees to do the Scholar-in-Residence/Feen weekend is an example of this kind of broader programming.
- Work more closely with Melanie G. to link her programs with Adult Education offerings.
- Plan educational trips to other places (there have been some wonderful out-of-town and not too far away museum exhibits).
- Work with USCJ to offer a trip for our congregants to Israel.
- Coordinate with Temple Sinai and the greater VT/New England Jewish community to offer, share, and promote programs.

Tikvah 2020's vision included a lifelong learning approach to education. The vision to integrate educational programs and realize a lifelong learning model is something many synagogues are adopting and should be considered as the next step in envisioning education at O.Z I would like to get together with Rabbi Joshua, Peter, and you to talk about who may be interested in taking on the committee chair role. Hopefully, we can meet when R. Joshua returns from Sabbatical.

Please let me know if you have any questions and your thoughts concerning this

transition. It has been an honor to serve O.Z. as chair of the Adult Education Committee.

Thanks and Shabbat Shalom,
Roz