

OZ BOARD MEETING MINUTES

Present: Rabbi Jan, Sharon Panitch, Vivien Rabin Brown, Peter Pelaia, Peggy Munro, Miriasha Borsykowsky, David Borsykowsky, Roz Grossman, Michael Schaal, Mindy Evnin (happy birthday!), Joey Bergstein, Basha Brody (by phone)

Absent: Mitch Cypes, Joanna May, Gary Visco, Liz Kleinberg, Rabbi Joshua

5.45 – Meeting began.

1. Rabbi Jan's Dvar Torah

2. Previous minutes: motion to approve by Michael, second by Peggy, passed unanimously

3. President's report

- Miriasha will be moving on, we need to replace her after this year. Please forward recommendations to Vivien. Vivien to follow up with Mariasha for recommendations.
- Calendar for 2014 was shared.

4. Executive Director's report.

- Passed annual appeal target achieving \$38.9k as of today (vs \$37.5k target). Participation was down but donations per participant were up.
- Synagogue received a \$93k gift from Dr. Roy Korson in form of charitable annuity. This is on top of the \$20k already received this year from estates. Vivien, Peggy, Peter are reviewing options to invest money in endowment for a perpetual contribution. Roz asked that we find a way to recognize these long term, very active contributing members of the congregation in some manner – plaque or otherwise. A recommendation on both investment and acknowledgement will follow from Vivien and Peter.
- Working on draft budgets. First draft to be complete by Feb 21st. Conservatively expecting at least a \$19k surplus, but as always, this can change. Budget to be reviewed in March and April.
- New members: One new family was presented for membership – Peggy moved to approve membership, Roz seconded. Unanimously approved.
- Roof will be repaired in spring to avoid rework. Plan is to keep it shovel clear until the snow stops (Raul with help as needed at his discretion). Leak was caused by 5-6" ice build-up on rubber membrane. Don't expect structural issues but will likely need to replace membrane (est.

\$10-15k). House committee will review options in the spring including a full roof replacement. Mold testing will be conducted next week (K&D Associates).

- Solar panels are now up and fully functional. In April we'll send out a press release.

5. Voting Rights Bylaws Changes Meeting (Michael)

- Town hall meeting on Sunday Feb 23, 2014. Discussion will be facilitated by Michael.
- Objective is to have a conversation around voting rights and enabling people to have yet another opportunity to air their thoughts and feelings about the issue in order to be as transparent as possible.
- Michael discussed his desire to manage conflict constructively in the discussion.
- If there are requests for another meeting then we will facilitate that.
- No motions will be allowed as this is a town hall meeting. Michael will have guidelines on flipchart and a timer to manage the discussion.
- Survey has been fielded and responses are starting to come in.

6. Kitchen (Peter)

- Kitchen nearly complete – fully functional. We now have a temporary certificate of occupancy, so we can start to use the kitchen now. Awaiting two large sinks, working tables and several other items. Kitchen will be wrapped up in a matter days.
- Old kitchen demolition is wrapped up and now renovation is underway. Expect that project will be wrapped up April. At March lunch and Learn we expect to announce official opening.
- No decisions have been regarding landscaping – will review in spring after the thaw.
- Rabbi Jan will provide paint colors for her office to Elizabeth Brody.

7. Mural project (Peter).

- Committee met with Dr. Gruber last week.
- Have raised \$75k to date. We're now fully funded through the first two of five phases. Phase I (research), Phase II (conservation), Phase III (moving the mural—total of \$150k additional needed by June 1st). This is urgent to help protect the mural. Total funding need is \$350k to \$450k plus the cost of creating an educational experience (approx \$50k).
- Optimistic about fund raising given the national coverage (NYT and the Forward. NPR will do a story in March). Now doing the targeted fund raising over the next month.
- Final restoration work will be done here in place (Phase IV).

- Concern raised over security once in OZ, specifically around vandalism. Sadly we are already at risk of vandalism, even without the mural. We believe we're taking appropriate security actions including building relationships with the police department. A protective facing will be added to the mural to help protect it. This is expected to have a marginal impact on our insurance – appraiser will address once it's in our possession.
- Vivien asked for all board members to pledge something so that we have 100% board participation.

8. Rabbinic Search Process and Timeline

- Vivien named Lee Lichtenstein to chair the search committee. Vivien asked to raise a motion to begin the search with the USCJ given that we're starting well ahead of time, that starting outside USCJ risks limiting the candidate pool substantially (USCJ Rabbi's can't apply), that the survey data from the congregants wouldn't suggest a need to search outside the USCJ process and finally that we can always open the search outside the USCJ pool if we haven't seen the right candidates by a certain date.
- USCJ has expressed a willingness to open the process if we have been working collaboratively and reasonably with them, and are not seeing the right candidates. Ultimately, it's our decision. If we do it the right way, they'll cooperate, if we do it the wrong way we risk being locked out of their candidate pool, which is not to our advantage.
- Vivien will work with Lee to name a search committee starting with identifying the right criteria that represents all constituents. That committee will be named in the Spring.
- Vivien clarified that we are planning to hire in a way that enables overlap with Rabbi Joshua but hopefully limits that overlap period to a reasonable amount of time.
- Sharon raised the importance of properly communicating the rationale behind our decision to start with USCJ as well as the option which always remains to go outside USCJ if needed. Vivien will share information about this in the Voice and will ask that Sharon review the communication.
- Peggy underscored the importance of thorough information and assessment for search criteria.
- Motion to begin Rabbi search process using the USCJ placement committee by Peggy, seconded by Mindy and passed unanimously.
- Peter to work with Lee and Vivien to circulate learning from surveys and key talking points around the Rabbinic search.

9. Adult Education Presentation (Roz)

- Roz shared a report on OZ adult education as follows.

- Defined three houses in Tikvah 2020 that form our 'neighborhood':
 - o Bet Tefillah (house of worship → Avdulah, services, prayer)
 - o Bet Kneset (Community → Gamlut Hasidim, Acts of loving kindness)
 - o Bet Midrash (house of learning – Torah, lifelong learning)
- There is a lot going on under each of the houses but the challenge is how do we integrate these houses together as they are currently separate streams?
- Beit Midrash includes a variety of disconnected groups/activities: Hebrew school, youth groups, OZ adult education, chavura, lunch & learn, scholar in residence and Feen lecture series.
- Looking at OZ Adult Education specifically:
 - o 78% of congregants are over 18 years old
 - o Committee re-established in 2009
 - o Developed mission, four pillars of education, organizational aspects.
 - o Mission: OZ Adult Education seeks to engage members of the congregation and the broader community by serving as an educational conduit by drawing on members' experience and skills and by responding to an appetite for learning. Whether directly related to Jewish practice and philosophy, or of a more secular nature, OZAE programs will promote connections between Jews young and old, near and far, our present and our past – all dedicated to enhancing the quality of participant's Jewish life.
- Four pillars were developed: Jewish themes, speakers, secular themes, arts. These were executed through several initiatives including the following:
 - o Classes – day, evening and weekend
 - o Feen lecture series
 - o Scholar in Residency program
 - o Films.
- While we've delivered a lot, opportunities remain. Future potential goals and needs were identified as follows:
 - o Online classes and programs
 - o Collaborate with Hebrew School, parents and family
 - o Collaborate with Chavurot

- Educational trips, museum and Israel
 - Work more closely with committees
 - Use AE for community outreach
 - Other ...
- In conclusion Roz proposed an opportunity to connect our houses as a village and to move towards a vision of an educational director (staff position?) who oversees all education. We need board level discussion about the right level of resources, priorities and ultimately how to integrate our houses into a village.
 - Michael suggested that Tikkun Olam be included within the Village concept as part of the “community” house.
 - Peter proposed the need to take a holistic look at our strategic vision/plan as well as the need to connect within the beit midrash house itself (connecting Hebrew school parents, lunch & learn participants etc). Vivien asked everyone to look at their committee missions. Basha discussed the need for a staff position that oversees education.
 - A new committee chair is needed as Roz moves off the committee.

10. Employee Manual Initial Review (Peter)

- Vivien, Roz, Peter, Mindy, David were appointed to develop an employee manual including a harassment policy (as a separate document) to be given to all employees and new employees upon hiring. Drafts of each were given to the board for review. Note that these policies capture current practices and are not new policies for the most part.
- Request all board members to read policies over the next month and share any concerns by email so that we can vote at the next board meeting. Please look at policies as opposed to the legal language as it’s already been legally reviewed. A discussion at the next meeting will be on an exception basis (consent agenda).
- Peter overviewed the contents of the policies.
- Appraisal process needs to be worked separately by the committee.

11. Other New Business

- Vivien was looking for help for the May picnic – Joanna was volunteered by Sharon; Vivien will ask Arthur if he’ll help out.
- Basha shared that we are looking at purchasing Shiva books as well as either buying or developing a book on mourning and grieving.

- Fern Hill committee (Joey, Liz, Peggy, Ingrid Pels, Diana Carminati, Jeff Alpert) met and agreed to roles and responsibilities and a path for evaluating financial options, and building a communication plan.

12. Executive Session

- Moved to executive session at 8.16pm. Motioned by Peggy, Michael seconded.
- Moved out of executive session at 9.16 pm.
- A motion was raised by Joey to approve Peter Pelia's contract package as negotiated by Peggy and Roz with Peter with the clergy voting clause to be determined as per common USCJ practice, seconded by Sharon. Unanimously passed.
- Motion to adjourn by Sharon, seconded by Peggy. Adjourned at 9.20 pm