

# Ohavi Zedek Synagogue Board Meeting Minutes

September 17, 2015

Meeting started 5:30 p.m.

## 1. D'var Torah--Rabbi Joshua

## 2. Review and Acceptance of previous meeting minutes (7/17/15, 8/27/15, 9/8/15)

- Motion by Basha Brody; seconded by Michael Schaal to accept 7/17/15 minutes. Motion accepted.
- Motion by Basha Brody; seconded by Sharon Panitch to accept 8/27/15 minutes. Motion accepted.
- Motion by Michael Schaal; seconded by Peggy Munro to accept 9/8/15 minutes. Motion accepted.

## 3. Update on Negotiations with Rabbi Amy Small

- Peggy Munro summarized the latest negotiations with Rabbi Amy from email:
  - 1) The total base package in year one (salary, parsonage, pension contribution, employer's share of FICA taxes, and medical, if needed) is \$152,263, to be allocated as you direct after further discussion between us (in order to make this most advantageous to you);
  - 2) The term of the contract will be 42 months, from 1/1/16 - 6/30/19;
  - 3) There will be a contractual 3% increase in the base package on 1/1/17 and 1/1/18;
  - 4) In addition to the base package, the synagogue (OZ) will also pay up to 1.5% of the salary to your rabbinic association for professional dues, not to exceed \$2,000/year in any year;
  - 5) Also in addition to the base package, OZ will provide you with disability, in line with the disability policy we currently have for other OZ employees, the premium amount not to exceed \$1,500/year;
  - 6) We will pay directly, or reimburse you, for an amount not to exceed \$5,000/year for rabbinic travel/conferences;
  - 7) A one-time moving allowance, not to exceed \$10,000, will be payable to you, or to your designees (moving company, for example - we'll pay the cost directly rather than have it come through you);

8) In the final six months of the contract, all amounts for will be prorated for the six month period (i.e., you'll be allocated \$2500 for rabbinic travel/conferences, six months of disability insurance, and 6 months of professional dues).

- Peggy noted that the amount of vacation time, potential sabbatical, time allotted for rabbinic professional development, and schedule of installation of senior rabbi needs further discussion.
- Questions were raised about typical time allotted senior rabbis for professional development (PD), and concerns voiced about adding specific number of weeks for PD to contract. This decision would affect assistant rabbi's time & compensation, as well. Questions about whether this should be a full board discussion, or even written into the contract, but rather PD requests could come before the board or president on a case-by-case basis for approval.
- Motion by Peggy Munro to move forward with current contract proposed by negotiating team and approved by Rabbi Amy Joy Small, pending approval by lawyers and general OZ congregation (on October 11). Motion accepted.
- Jeff Potash will follow up with Rabbi Small in a letter indicating Board support.

#### **4. Interim Director's Report -- Vivian Rabin-Brown**

- Note that this was Vivien's second day on the job!
- There was a second break-in of Raul's shed. A leaf-blower and lawn mower were stolen, window was broken, but total losses did not meet \$5000 limit on insurance policy. Actions taken: Raul moved more expensive items to the other shed; Vivien approved a bar for the window; police report was made; Vivien will check cameras at earliest convenience.
- Project to add bushes at rear of building (between neighbors and synagogue) is in process.
- Response to Executive Director job search has been not great. The Burlington Free Press proposed to run a 3-day ad for \$300. Suggestions made to invest in advertising job more broadly, including Jewish Week, Jewish Advocate and Linked In (with premium account). Suggestion was made to bring in Rabbi Small by Skype if/when we have appealing candidates.
- New members include Keith Oppenheim & Susan Weinstein, and Rachel Ogden.
- Positive high holiday report, especially good response to Rosh Hashanah by the Lake.
- Congregational Meeting scheduled for November 22.

#### **5. Cemetery Committee Report -- Leon Urbaitel**

- The Cemetery Committee's proposal for restoring the North Ave. Cemetery was presented to the Board. The goal is to have a final resting place for interfaith families. Proposed actions

include: repairs to and expansion of main gate; tree and underbrush removal; grading property; seeding the grounds; surveying property for plot positioning.

- The timeline for project begins with gate repair in November; tree/stump removal in Dec./Jan.; grading, path and reseeding in April; survey and project completion in May 2016.
- Questions were raised about adding lighting to discourage transients and drug use & adding a small fountain for ritual hand-washing.
- Project cost estimate: \$60,300. Cemetery Committee proposes the project be financed with combination of insurance payout from Patchen Rd. accident, capital campaign and raising fees for both cemeteries. The fee proposal is to grandfather in for 2 years congregants who have reserved or want to reserve a cemetery plot at the original rate, and require new members (or those who haven't reserved) to pay \$1500 in the future. Suggestion made to have 2-pronged approach to fundraising: selling plots and reaching out to individuals who have expressed a desire to be buried in interfaith cemetery.
- Motion by Jeff Potash to accept moving ahead with the cemetery plan as proposed by the Cemetery Committee (including new fee structure) without committing to providing funds. Seconded by Michel Schaal. Motion approved.

#### **7. Young Judea Report -- Abby Rosenthal**

- Successful kick-off event with more individuals from Temple Sinai participating, and several individuals who have never attended YJ event. Suggestion to keep up the good work and also put YJ events in the OZ announcements at services.
- Recent donation for YJ programming received.

#### **8. Mural Project Update -- Jeff Potash & Aaron Goldberg**

- In the future, Board will be updated regularly about progress/finances of the Mural Project. All documents are being reviewed so accurate reporting can occur.
- Potash Fund will be used to cover any potential overages project incurs that are not met with fundraising.
- Motion by Peggy Munro to authorize \$37,600 (not to exceed \$40,000) for mural project from endowment, guaranteed by the Potash Fund to pay for conservators, consultants and protective blinds. Seconded by Mitch Cypes. Motion accepted.

#### **9. Update from Board Nominating Committee -- Michael Schaal**

- 7 candidates for 6 positions will be presented to Congregation.

#### **10. Other business**

- Motion by Peggy Munro to approve funds for Shalom Explorers program (not originally included in Education Budget). Seconded by David B. Motion accepted.

**Meeting adjourned at 9:05 p.m.**