

Meeting of Ohavi Zedek Board of Directors
Feb. 18, 2016

Present: Abby Rosenthal, Sheindel Kane, John Blatt, Wayne Senville, Sarah Kleinman, Sharon Panitch, Michael Schaal, Basha Brody, Miriam Sturgis, Marv Greenberg, Liz Kleinberg, Harvey Klein (Trustee), Gary Visco, Judy Rosenstreich

Staff and Clergy: R. Amy, R. Jan, Naomi Barell

Guests: Ila Abramson, Violet Bluestein, Ella Dunkiel, Stella Bukanc, Deb Lashman, Michael Rosenthal, Kay Lashman, Kay Stambler, Jean Elizabeth Shockley, Richard Backer

Basha moved that we accept the minutes as amended. Sarah seconded.

Inclusion Presentation-Deb Lashman, Violet Bluestein, Ella Dunkiel

Gave a presentation about visit from Tim Byrne. They did a tour of the synagogue with Tim, who uses a wheelchair, and identified places in the building where changes should be made to make the building more accessible.

Their presentation was as follows:

Presentation to OZ Board 2-18-16

Accessibility Issues identified during tour with Tim Byrne

Small Sanctuary:

- Door doesn't have accessible handle
- Entry is too narrow
- Mezuzah is not at height everyone can reach
- Table too high
- Opening of Ark too high

Social Hall:

- Door from back hall into social hall is too narrow and the door handle is not accessible.
- Mezuzah is not at height everyone can reach
- The stage – children's library and language lab- is not accessible.

Classrooms 1-4:

- Doors don't have accessible handles.
- Mezuzahs are not at height everyone can reach.

Library:

- Door doesn't have accessible handle.
- Mezuzah is not at height everyone can reach.

Difficult to get around due to cramped space.

Kitah Bet & Gimmel:

Not accessible.

Mezuzah is at height everyone can reach.

New Classrooms:

Doors have accessible handles.

Mezuzahs are not at height everyone can reach.

Main Sanctuary:

Mezuzah is not at height everyone can reach.

People using wheelchairs/walkers and service animals are restricted to front or back rows.

There is a lift to access the bima.

ACTION ITEM: Deb Lashman will contact David Rome of the building committee to see about pursuing changes.

Joanna noted that she appreciated that the kids came to report back. It would be good for kids in the congregation to see that they are being heard. Important to respond.

Rabbi's Report

- We've been getting some good press coverage about R. Amy's arrival. WCAX interview, VPR interview. Hoping to continue getting stories to them and others.
- Pulpit exchange with First Congregational Church April 9/10. Please attend.
- Transition Committee has initiated process for creating community gatherings. Ducky Donath and Judy Danzig are looking for people to host these gatherings in their homes.
- She is meeting with other faith leaders in the greater community. Meeting with Vermont Interfaith Action, Turkish Muslim community, and others. Planning on working with R. Glazier on Yom Hashoah programming.
- Will be offering 7 family education workshops for parents of b'nei mitzvah. Hoping to put this plan into place within the next year.
- Working with Hebrew School kids to prepare them for their part in the installation.
- Now offering coffee during Torah study! 8:30 Saturday mornings. Will also eventually offer coffee and bagels at Sunday morning minyan.
- Working with Transition committee on setting goals so that we can evaluate after a year. These goals include:
Congregation: engaging older congregants, engaging youth and families, renewing spiritual and religious connections, strengthening our community. **Staff:** being a rabbi and resource for the staff. **Community:** building bridges to the outside community and advocating for social justice.

- We won an award from Preservation Burlington for work on the mural. Accepted by Madeleine Kunin.

Shuk Committee-Stella Bukanc, Chair

- Gave a presentation on the history of the Shuk, budgeting responsibility, mission, and what is coming down the road, including necessary repairs and Kay's eventual retirement.
- Estimates will be needed on the roof repairs or replacement and adding air conditioning.
- ACTION ITEM: Judy will be meeting with Kay and Stella and get them names of slate repair people.
- ACTION ITEM: Naomi will meet with Stella to help her create a Dropbox account.

Young Judea Report--Abby Rosenthal

- The hiring committee for the YJ Director position met and interviewed candidates. Hired Amy May for the position. Amy will start when YJ has their hamentaschen event. Amy introduced herself and talked a little about her background.
- Basha noted that YJ has largely been funded by one donor who has done it for a long time. We may need to rethink how we fund YJ if that support disappears.

Rabbi Joshua Emeritus

Michael introduced a motion that would name Rabbi Joshua as Rabbi Emeritus as of April 1, 2016 when he is no longer an employee.

Gary seconded the motion.

The motion passed unanimously.

JUMP Bags

Bags are by the back door. Please take a bag, fill with groceries on the list, return by March 23 (Purim).

ACTION ITEM: Sharon will send a note of appreciation to Lise Bornstein to let her know that we're working hard on this in her honor.

Treasurer's Report

- The Finance Committee with the help of the Executive Committee hired a bookkeeper, Kathie Cheney, to reconcile our books and start working back through time. Her biggest tasks are to figure out where some large chunks of money have gone.
- We are hoping to have a contract with a CPA by next week. We are pursuing contract with Alice Astarista who works exclusively with non-profits. She is already providing backup to Kathie. Her plan is to organize Quickbooks so it is in line with our budget. She will also get a handle on our restricted funds to find out if they are being managed in the way they are supposed to be. Will help us put

internal controls in place, establish a procedure to account for Endowment donations and activity. [Miriam will send document to fill this all out.]

- It has been Miriam's plan to provide profit and loss statements every month. One is provided but Miriam feels it should be disregarded because it is inaccurate.
- Starting the budget process, which Judy is very involved in.
- Letters went out to people who are in arrears. John Blatt has been helping with followup. We are seeing some payments already. He brought up whether or not he has the authority to say that someone is in bad standing. The board agreed that the President would make that determination.

Report on Havurot-Rabbi Jan

- Current Richmond group is slowly dissipating, as the kids and families find their way through bnai mitzvah planning.
- There is the possibility of a new Richmond group forming: R. Jan has made contact with a young woman in Richmond who would be willing to host a monthly Friday night dinner at her home. She runs a day care in Richmond, and is part of the 25-35 year old cohort.
- R. Jan is looking into creating opportunities to study Torah off site, eg. at JVillage.
- She is looking into groups to consider forming, either for just a once or twice a year, or for something regular: inter-marrieds, folks at transition points in their lives, contemplative/yoga practice; psychotherapists and others in the healing world. Events could be held at OZ, in coordination with the Events and Adult Ed committee's planning.
- She will contact Rebecca Stern and Nava to see what they would need to re-start the Green/Renewal chavura, which is inactive at this point. They have expressed need to R. Jan that what they need is someone to jump back into the organizing of events, Friday night dinners, etc., that Melanie used to do effectively.

President's Report-Michael Schaal

- B'nei mitzvah gifts. We have customarily given a choice of candlesticks or kiddush cup, courtesy of sisterhood. B'nei mitzvah students get siddurim at the beginning of 7th grade. Sisterhood no longer exists. Shuk wants to give tzedakah boxes. Rabbi Amy feels that congregations sometimes give gifts that are cheap and not very meaningful. Michael suggested that the Hebrew School committee meet with the Religious committee to discuss appropriate gifts.
- Integrating the mural into OZ. Michael has been trying to reassure synagogue that we are getting on top of financial situation. We keep getting invoices for work around mural. Fundraising is still happening around mural and it may conflict with OZ fundraising efforts. Discussion ensued re: national fundraising effort.
- ACTION ITEM: Sharon will get in touch with Jeff Potash about being a liaison between the Board and Amy Waterman/Sam Gruber (mural fundraisers)

Search Committee--Wayne Senville

- Has been contacting schools about posting job announcement. 6 applications in this week.

- Spreadsheet of who has applied is in Dropbox>Director Search folder.
- Jessica Kane is no longer being considered as a candidate.
- Still looking for suggestions as to placement of announcement

Membership and Outreach Committee Update--John Blatt

- Created mission statement. It is on the OZ Facebook page.
- Looking at process for new members. Have spoken with staff and created a matrix to use upon initial contact.
- Looking at how to follow up with new members during their first year.
- Are also working with Naomi on making changes to membership application with input from Rabbi Amy
- Building fund fee. When we went to fair share, the building fee was done away with. We need to reinstate that.
- For outreach, we want to establish a larger presence in the media
- Ongoing projects: nametags, ushers, membership table at events, budget, defining separation of duties between ED and Membership/Outreach Committee.

Other Business

Note: Vivien needs a member of the Board on the HR committee. Jessica agreed to do this. Some staff people are looking for formal evaluations.

Religious committee is looking for ways to fund kiddush luncheons--something simple, Kathy G. would not be involved.

Executive Session

Basha moved that we go into executive session for personnel issues.

The Board went into executive session at 9:10 p.m.

The Board exited executive session at 10:13 p.m.

No action was taken.

Gary moved to adjourn.

Sharon seconded.

Meeting adjourned 10:15.

Respectfully submitted,

Sharon Panitch

Board Secretary