

Meeting of Ohavi Zedek Board of Directors
May 12, 2016

Board members in attendance: Michael Schaal, Sharon Panitch, John Blatt, Jessica Kane, Harvey Klein (Trustee), Wayne Senville (by phone), Marv Greenberg,

Staff and clergy: Rabbi Amy, Naomi Barell

Guests: Stella Bukanc, Jeff Alpert, Nancy Sugarman, Diana Carminati, Lani Ravin, David Rome, Eric Corbman, Karen Corbman, Deb Lashman

Approval of minutes

Basha moved to accept minutes of April 2016 meeting with changes.

Sharon seconded.

Minutes were approved.

D'var Torah-Rabbi Amy

Presentation by Fern Hill Board-Nancy Sugarman, Jeff Alpert, Diana Carminati, David Rome (treasurer of FH board)

Fern Hill Board does a presentation on the "state of the state" once a year, usually at the April board meeting. Because of the full agenda at the April meeting this year, they are presenting now, in May.

- Staff--the prior full time person is now part time and they are relying more on contractors, which is something the FH board would like to change
- Just completed 3-year REAC assessment and got very high scores.
- David presented Statement of Activities

ACTION ITEM: Sharon will place a copy of this statement of activities in the May, 2016 Dropbox folder with these minutes. It should remain confidential.

- Diana spoke about transition. They are familiarizing themselves with HUD regulations, gathering information about laying out a timeline, where they might get money to hire consultants to do next piece of work: nailing down what the residence needs and the facility needs for the next 20 years. This was recommended by HUD at day-long training regarding 202 properties.
- Jeff spoke about the presentation that the Fern Hill board will make at the June congregational meeting. They will get into financial information, who the residents are, numbers around residency.
- FH board wondered if anyone had heard any feedback. No one had heard any feedback, but R. Amy related that at one of her meet-and-greets, people attending hadn't read Voice article or heard anything about Fern Hill not reverting. This information was made public in the May/June 2016 issue of the Voice.

Rabbi's Report-R. Amy

- Wants to reassure congregation that she will indeed be engaging in social justice work outside of immediate synagogue community. She is still in process of orienting, getting to know congregation. There is an order to how she is entering this job.
- Wayne asked if R. Amy will be sharing info that she's gathered at meet-and-greets. She has been collecting cards, having people write down their concerns. She wants to get together a few people to help categorize what people write.

Interim Director's Report-Naomi Barell

- When all expenses are paid and all payments are in for Passover, we will have made money. Had 70 people at the seder. We need to move toward having people pay ahead of time, possibly take credit card payments rather than invoicing. Marv gave feedback that at least 2-3 families were disappointed b/c their kids couldn't get second helpings. Some discussion ensued about having seder on second night rather than first.
- Asked that people who had agreed to look at facilities fees continue to do so asap.

ACTION ITEM: People reviewing facilities fees should continue their work. The need for revised fees and policies is pressing.

- There was a favorable response to Grace's visit.
- There was good attendance at a meeting between the HS committee and the religious committee.

Anonymous Loan

- We will require more money to meet payroll expenses tomorrow. Board has already given feedback that we do not want to take from the endowment and suggested that we take a line of credit.
- An anonymous family has volunteered to loan synagogue \$150,000 at 1% with no payments required in the first year. Some conditions were attached. All or part of that money could be made available as soon as tomorrow.
- Discussion ensued. Miriam floated idea of a home equity loan on the parish house. There were clarifications around conditions, as best as we know at this time. There are still many questions. People want clarification around a timeline.
- Discussion ensued regarding feelings around having the synagogue's agenda being dictated by one single family.
- Michael stressed need for this board to put policies in place dictating under what circumstances money may be accessed, whether from the endowment, a line of credit, a loan, or any other way.

- Miriam refuted idea that this loan is the same as a restricted fund in the endowment. We don't have to take the actions that a restricted endowment funds, whereas we do have to take the actions that are laid out in the loan conditions.
- Rabbi Amy heard the offer very differently, that someone heard what she has said we need and is giving us the opportunity to do it.

No consensus was reached. Michael will continue discussion with the family and report back to us.

Ad hoc facilities committee report-John Blatt

- Presented "facility account" proposal.

ACTION ITEM: Sharon will place the facility account proposal in the May, 2016 Dropbox folder.

- *John moved to accept facility account proposal as presented. Marv seconded. Discussion ensued. Motion passed with one abstention.*

Religious Committee-Marv

- Marv reviewed list that Basha and R. Amy came up with of cantorial needs:
 - B'nai mitzvah tutoring-we are covered. Kochava will be doing this.
 - High Holidays cantor-Kochava is hired as HH cantor
 - Kitah zayin teacher (2nd hour on Weds. in 2nd semester)-is currently not covered
 - Minyan leading on Tues. and Thurs.-Basha is taking on Tuesday. We need a leader for Thurs.
 - Organizing and supervising Torah readers and minyan coverage
 - Adult education-R. Amy will be working with Judith Chalmer on this
 - Overflow pastoral care-R. Amy suggested that there are grants to train social workers/other people in community to help reach out to homebound folks
 - Pastoral care coverage when R. Amy is away
 - Torah readers-looked at hiring a per diem cantor once a month. Proposal is that we have a cantor come in for all of the b'nei mitzvah ceremonies (15 this year), all of the Yom Tovim
 - Yom Tovim cantor-see above
- Rabbi David Edelson and Cantor Heather Batchelor are the 2 people who may help us cover. Looking at \$1000-\$2000 per Shabbat, possibly. Rabbi David proposed \$1000.

President's report-Michael

- We will be making an offer to Grace Oedel for the position of Executive Director

- *Basha moved that we authorize Michael to make offer of employment, range of \$55K-70K entire package. Seconded by John Blatt.*
 - Miriam - proposed that we have a ceiling of \$65K and be generous w/ one-time moving fee, and if not acceptable Michael can go back to the board.
 - Marv expressed concern about lowballing. Suggested that we ask what her needs are before we make an offer.
 - Housing is a big concern--there is a serious lack of affordable housing in the area
 - Diana brought up possibility that the congregation might vote down the budget
 - *Miriam offered a friendly amendment that the range go up to \$65,000. If it goes higher, he would come back to the board.*
 - *Basha accepted the amendment. John did not.*
 - *The motion carried.*
- Howie Goldberg will be joining the June 16 board meeting.
 - Joint meeting of Hebrew School committee and Religious committee.
 - Produced frank and productive discussion.
 - The HS committee was enthusiastic about trying some new things, especially to engage children and families, including having families meet with the cantor at the beginning of Shabbat services, having a family d'var Torah time during rabbi's sermon.
 - Michael has been talking with David Rome about possibility of selling parish house. He has asked David and Frank Donath to come to June board meeting and make a presentation about pros and cons.

ACTION ITEM: Michael will see if Raul can get an extension on the deadline to paint the house and report back to the board.

New Business

- Miriam will be stepping down as treasurer at end of congregational meeting. She will stay on the finance committee and chair of finance committee is necessary.
- Michael reminded board that the treasurer can be ex officio and must be able to attend executive committee meetings.
- Scholar in Residence will not be happening in November. Will be March 24-27. Basha will be fundraising for this.

Treasurer's report-Miriam (get doc from Miriam)

- Reported profit and loss, current balances
- Will unlikely need extra funds to end the month and ensure that we don't bounce payroll checks.
- *Gary moved the following:*
The board authorizes the treasurer to withdraw \$20,000 from unrestricted

endowment funds to be placed in our operating account, and to be repaid in full no later than June 30, 2016.

Sharon seconded.

The motion failed.

- *Sharon moved the following:*

The board authorizes the treasurer to withdraw \$20,000 from unrestricted endowment funds to be placed in our operating account, and to be repaid in full as soon as practicable upon receipt of a line of credit.

Gary seconded.

The motion carried.

Additional business

Michael reported that at the finance committee meeting, Diana suggested that we present the congregation with three different budgets:

1 with no deficit

1 with deficit but that meets our needs this year

1 with deficit but that we would like to aspire to

ACTION ITEM: Sharon will send out an email to all board about budget meeting Monday evening 5/16, 7:30

Miriam moved that we go into executive session.

Jessica seconded.

Board moved into executive session at 10:47 p.m.

Gary moved to exit executive session.

The board moved out of executive session at 11:36.

Liz moved that the board of directors ratify and affirm the actions undertaken by the treasurer and board from Dec 7, 2015 to the present to use unrestricted endowment funds to pay for operating expenses.

John seconded.

The motion passed unanimously.

Basha moved to adjourn.

Jessica seconded.

The meeting adjourned at 11:41 p.m.