

Meeting of the Ohavi Zedek Board of Directors
August 18, 2016

Board members in attendance: Jessica Kane, Wayne Senville, Marv Greenberg, Gary Visco, Joanna May, Basha Brody, Michael Schaal, Sharon Panitch, Sarah Kleinman, John Blatt, Judy Rosenstreich, Liz Kleinberg

Clergy, staff, officers: R. Amy, Naomi Barell, Bill Miller

Guests: Lila Shapero, Diana Carminati, Stella Bukanc, Eric Corbman, Nancy Sugarman

Action items from this meeting:

ACTION ITEM: Naomi asked that we create a preschool committee. Joanna volunteered to be on committee. Naomi, Joanna, and R. Amy will coordinate to identify potential committee members. They will report back in 2 months.

ACTION ITEM: Michael asked that Miriam and Bill report at the Sept. meeting as to who will be accountable for various parts of the treasurer's responsibilities.

ACTION ITEM: Eric Corbman and R. Amy will be following up on finding out what orgs are doing rebuilding in flood-affected areas of Louisiana.

ACTION ITEM: Security committee will be in touch with Hebrew School committee about getting parent volunteers to staff the driveway door during Hebrew School hours.

Motions passed at this meeting:

Basha moved that we elect Bill Miller as co-treasurer.

Basha moved that we approve the new fee schedule for rabbinic officiation at funerals: For members, a donation of \$600 is encouraged. For non-members, there is a \$600 fee. This fee schedule will start immediately.

Marv moved that bereavement meals be available to non-members for a fee of \$220 and that meals be available to members for an encouraged donation of \$180. \$40 of the non-member fee will be put into a pool to subsidize bereavement meals for members unable to pay.

Jessica moved that we adopt a fee schedule that includes a \$100 building usage fee for members and a \$500 building usage fee for non-members. Marv made a friendly amendment: \$0 for members, \$500 for non members. This motion passed with the amendment.

Basha moved that we take Shimmy's recommendation of a fee schedule of \$100/day for refrigeration for non-members.

Gary moved to authorize R. Amy and OZ to participate in the CLAL program with VIA Institute.

D'var Torah-Rabbi Amy

Read opening address of recent VT Interfaith Action first annual conference

Personal business-Judy Rosenstreich

Judy invited people to get to know her through her website. While her campaign was not successful, she is excited to get back to tasks at hand.

Fern Hill Board report-Nancy Sugarman and Lila Shapero

- Nancy has been talking with Michael about how to maintain open communication between OZ board and FH board.
- There are 2 openings on the current FH board; Nancy and Joe Frank are both leaving. The FH board is considering OZ members who have knowledge of or interest in FH. They will come back in December to ask OZ Board to approve new members.
- Lila as been working with Diana Carminati on 2020 transition. Fern Hill received a feasibility grant from the VT Housing and Conservation Board. The grant will be for capital needs assessment and to look at different options for continuing low-income, affordable housing. They have an RFP out for this right now. Hoping to get a report from consultant by beginning of 2017.
- The Fern Hill board hosted a social hour with residents of FH. Had a huge turnout. Took suggestions and requests and some changes have already taken place.

Principal's report--Naomi Barell

- Registration for Hebrew school is open. No early bird incentive to register this year. About 30 have registered so far. Scholarship deadline is Sept. 1. Some funds are being set aside if people apply late--scholarship committee is overseeing this.
- Right now, they are looking for someone to take on Wed. afternoon teaching for Kitah Zayin. Curriculum: learning about life cycle events, bar and bat mitzvah, Sat. morning services.
- There is a strong candidate to take on the second cycle of the Makom L'mishpacha program.
- Kitah Zayin class will be "twinning" with a class in northern Israel. There is a curriculum around this program. New Kitah Zayin teacher is Jed Brody, a new community member.
- B'nai mitzvah meeting on Wed. 8/17 was successful. Families met with Naomi and R. Amy. Turnout was good.

- New preschool program this year: will be offered twice a month. One time it will be just Shalom Explorers, the other time will be Shalom Explorers combined with Tot Shabbat. Rebecca Stern is the new Tot Shabbat leader. The program will meet on Saturday mornings at 10:00.
- Concerning a preschool: we don't currently have space for a preschool. It was suggested that we use the parish house as a preschool. Jeff Potash also made the suggestion of selling the parish house and building a preschool on our grounds.

- ACTION ITEM: Naomi asked that we create a preschool committee. Joanna volunteered to be on committee. Naomi, Joanna, and R. Amy will coordinate to identify potential committee members. They will report back in 2 months.

- Learner's service--Sat. November 5. Will have musical instruments. Will take place in the main sanctuary. Hoping to have kids integrally involved. There will be no repetition of Amidah. Religious committee is in agreement with this. Small sanctuary will be for regular davening.

Election of co-treasurer.

- When Grace arrives, things will look different. Treasurers will meet with her and figure out who can take on which skills. In the meantime, Bill Miller will be familiarizing himself with the synagogue's systems.

- ACTION ITEM: Michael asked that Miriam and Bill report at the Sept. meeting as to who will be accountable for various parts of the treasurer's responsibilities.

- Basha moved that we elect Bill Miller as co-treasurer. Wayne seconded. Discussion ensued. Sarah asked Bill to talk a little about his background. Michael reminded the board that Bill would have to recuse himself from conversation concerning the solar panels since the company that we lease them from is his current employer. Basha called the question. The motion passed.

Membership report-John Blatt

- We have 2 new members to approve this month:
 - Scott Silverstein
 - David Weissgold
 The board voted to accept the new members.
- There are 13 people who are moving toward membership.
- In 2015, we had 350 members. This year, it appears that we have 317 members. Discussion ensued regarding the accuracy of these numbers.

- In general, people are giving less because of the \$72 facilities fee. They are giving the same amount but designating \$72 for facilities.

Proposed funeral fees-Shimmy Cohen and Leon Urbaitel

- Rabbi Amy: we do not have the resources to keep serving people who are not members without payment. In the past, non-members were not charged a fee for funeral services; they were asked for a donation. Rabbi Amy had a conversation with Shimmy and determined that \$600 would be the suggested donation. Spurred a look at fees for members and non-members for various services. Compared to fee structures of other faith organizations around these issues.
- Leon presented a fee schedule for funeral services and cemetery plots (included in August, 2016 folder in Dropbox.) NOTE: There have been no changes in the cemetery plot fees that were adopted in October, 2015.
- Basha moved that we approve the new fee schedule for rabbinic officiation at funerals: For members, a donation of \$600 is encouraged. For non-members, there is a \$600 fee. This fee schedule will start immediately. John seconded. Discussion ensued. The motion passed.
- Marv moved that bereavement meals be available to non-members for a fee of \$220 and that meals be available to members for an encouraged donation of \$180. \$40 of the non-member fee will be put into a pool to subsidize bereavement meals for members unable to pay. Judy seconded. Discussion ensued. A lot of discussion. We talked about tuna fish. Seriously. The motion passed.
- Jessica moved that we adopt a fee schedule that includes a \$100 building usage fee for members and a \$500 building usage fee for non-members. Judy seconded. Sarah made a friendly amendment: \$0 for members, \$300 for non members for the building fee. The makers of the motion accepted the amendment. Marv made a friendly amendment: \$0 for members, \$500 for non members. The makers of the motion accepted the amendment. The motion passed.
- Basha moved that we take Shimmy's recommendation of a fee schedule of \$100/day for refrigeration for non-members. Sharon seconded. The motion passed.
- Leon brought up expenses for cemetery upkeep. Money from perpetual care has to be put into endowment. We will need to hire someone to mow both cemeteries, reseed North Ave. cemetery, and plot the graves. Bill Miller confirmed that we have \$24,000 in the operating budget for cemetery upkeep. Leon noted that he and Shimmy should be able to plot the graves. Boucher Pritchard has donated 100 grave markers.

Treasurer's report-Bill Miller (report is in August 2016 folder in Dropbox)

- Presented a profit and loss statement, which is included in the August, 2016 folder in Dropbox.

- Bill and Miriam are working on identifying monies that should have gone into endowment and making sure that it gets there.
- \$20,000 borrowed from endowment has been paid back according to plan.
- Discussion about item #4 in report: repaying money into endowment that was donated during FY15-16 and slated for endowment but never made it there. This is not a given that the money must be paid back if it was not restricted.

Ad hoc committee on role of the synagogue leadership-Wayne

- Reminder about upcoming meeting-August 23, 5-7 p.m.
- Wayne spoke with Howie Goldberg who suggested that this be a subject for the retreat.
- Sarah: we might have 8 hours tops for the retreat. May not be possible to include it.

Board retreat

- Right now the majority of the board is available on Sept. 18, but Rabbi Amy is not. There has also been a fundraising concert scheduled at OZ that afternoon.
- Joanna spoke with Howie Goldberg who made some suggestions about breaking down retreats into discrete areas.
- It was suggested that the board meet for a shorter retreat from 8:30-1 on Sept. 18. Joanna and Sarah will facilitate.

Rabbi's report-Rabbi Amy

- 1st weekend with Cantor Heather Batchelor this past weekend. Feedback has been positive.
- R. Amy signed us up to have a team for Burlington Pride on Sept. 11. Nat Lew suggested having a banner--he will make this happen. R. Amy will pay for it. We want to have as many congregants as possible. Gather at noon at south end of Church St.
- Siddurim--many are not in good condition. Some have left the building. When we have a large crowd, 1/4 to 1/3 of people do not have siddurim. Conservative movement has published a new siddur "Lev Shalem." Has extensive commentaries, more transliteration. We can get it for \$29 each. R. Amy has asked religious committee to fast track this decision as we do not have enough siddurim. Would like to have some educational sessions to teach people about what new siddur has to offer. Will have 3 sessions.
- B'nei mitzvah meeting--almost all dates are covered but some people have shifted dates. Meeting last night went well.
- Staff meeting--Tari's grandmother is in flood-hit area of Louisiana. We should send a team down to help.

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| <ul style="list-style-type: none"> • ACTION ITEM: Eric Corbman and R. Amy will be following up on finding out what orgs are doing rebuilding in flood-affected areas of Louisiana. |
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- Had a visitor recently who successfully runs a young professional's group at her synagogue in New York. R. Amy has been in touch with her subsequently. Naomi will be helping with this.
- Sept. 25 in morning (for non-HS people) and noon for everyone--will have a book packing party and genizah ceremony. There are many old books in the building that will never be used again. Has been going through building with Raul to label stacks of books. People will box books and go to cemetery to bury them.
- Has been participating in Burlington Police Dept. clergy luncheons. Has been talking to Chief Del Pozo about security of building. Has also been a great way to intersect with other clergy.
- Shared article from rabbis of B'nai Jeshurun about Jewish identity, which was subject of her study at Hartmann Institute in Israel this summer.
- CLAL has asked some congregational leaders to participate in a year-long study to reimagine how we can use our practice of the High Holidays to deepen each individual's personal character strengths. R. Amy has been asked to participate. Would involve R. Amy being away from Dec. 11-15 (would mean missing congregational meeting).
- Gary moved to authorize R. Amy and OZ to participate in the CLAL program with VIA Institute. Basha seconded. Discussion. The motion carried. Michael asked R. Amy to look into whether she will be able to attend the congregational meeting scheduled for Dec. 11 if she is to participate in the CLAL initiative.

President's report--Michael

- Met with representatives from Jewish Community of Greater Stowe about security. Will be following up with security committee.
- Rosh Hashanah ad in Burlington Free Press. We are thinking about doing an ad on erev RH. Board talked about preferring to put ad in 7 Days instead. Cost is similar and it will generate more exposure. Board voted and agreed that ad should go in 7 Days.
- Michael and R. Amy decided that we should hire police (as opposed to private security) for all High Holiday events.
- Grace is arriving. Staff had a discussion about having a welcome lunch on her first day. Rabbi Amy has invited her to her home. Discussion about how to welcome her and also how to orient her.
- Annual appeal--will be Thursday, Dec. 1. This is 11 days before congregational meeting. Will take place in the evening, most likely at KSV.

Security update-Liz

- Security committee has \$1000 budget for this year. They have looked at and implemented some initiatives that don't cost much and are easy to do: shades on all classroom doors, improved signage (numbers on classroom doors and windows), improved locks, improved exit signs in each room, posted protocols for lockdowns and evacuations, fire drills and lockdown drills.

- Trainings--will train Hebrew School personnel so teachers and madrichim know what to do. Would also like to have CPR training.
- Basha knows people who will train in CPR and defibrillator for free.
- ACTION ITEM: Security committee will be in touch with Hebrew School committee about getting parent volunteers to staff the driveway door during Hebrew School hours
- Other procedures that will be implemented include emergency phone trees, getting info on FB as soon as possible if there is an emergency.
- BPD reviewed our maps, routes, and protocols and approved them. Liz will make sure that they have a copy of our floor plan.

Jessica moved to go into executive session.

Liz seconded.

The board went into executive session at 9:55.

The board exited executive session at 11:01.

Basha moved to adjourn.

Sharon seconded.

Meeting adjourned 11:02.

Respectfully submitted,
Sharon Panitch
Board Secretary