

MEETING MINUTES: OHAVI ZEDEK BOARD OF DIRECTORS

Date:

September 15, 2016

Board members present:

Michael Schaal, Basha Brody, Liz Kleinberg, Wayne Senville, John Blatt, Judy Rosenstreich, Jessica Schechter Kane, Miriam Sturgis, Harvey Klein (Trustee), Sharon Panitch, Sarah Kleinman

Board members absent:

Marv Greenberg, Joanna May, Abby Rosenthal, Gary Visco

Staff and clergy:

Rabbi Amy, Grace Oedel

Guests:

Lila Shapero, Sally Hand, Eric Corbman, Karen Corbman, Stella Bukanc

Meeting recorder:

Sharon Panitch

Time	Agenda item/presenter Desired outcome (if applicable)	Discussion/Motions	Action Items
5:45	D'var Torah-Rabbi Amy		
	Acceptance of minutes	Basha moved to accept June 2016 minutes. Sharon seconded. Minutes accepted. Basha moved that we accept August 2016 minutes. Jessica seconded. Minutes accepted.	
	Review of action items-Basha	Basha suggested that at the beginning of each board meeting, we take time to review action items from the previous meeting and assess whether or not it was completed.	

	Resignation of Miriam Sturgis as treasurer.	Miriam resigned as treasurer and the board accepted her resignation. The board expressed its great appreciation of the work that Miriam did during her time as treasurer, and all of the effort that she put into helping the synagogue through a very difficult time.	
	Election of Bill Miller as treasurer.	Basha moved that we elect Bill Miller as OZ Treasurer. Wayne seconded the motion. The board voted unanimously to elect Bill Miller. He is serving ex officio at this time.	
	Treasurer's report-compiled by Bill Miller. Presented by Grace and Miriam.	<ul style="list-style-type: none"> • There is good news and bad news. Good news is that people are pledging more. We asked people to increase their pledges by 5% and they are pledging an average of 4.8% more than last year. We have also collected \$14,000 in facilities fees. We had budgeted \$11,000. • Bad news is that it looks like the total number of families pledging is down, but there was some question about last year's numbers. We will reassess after High Holidays. • Tari is also working on reaching out to people who have not responded with pledges and people who have not reserved HH seats. • Hebrew School numbers are down. We currently have 45 enrolled; Naomi is now aiming for 55. Some have been lost to graduation, some to moving, some for other reasons. <ul style="list-style-type: none"> ○ Judy wondered if there was a plan for proactive action. Grace said that Naomi is doing as much outreach as possible. ○ Wayne asked if drop-off is among member families v. non-member families. Unknown at this time. ○ Discussion continued re: Hebrew School and its friendliness to interfaith families. • Kitchen loan is now being paid back on a monthly basis. • Donations meant for endowment is going into endowment on 	Bill will change "building fee" to "facility fee" wherever it appears on the Profit/Loss statement that was presented.

		<p>monthly basis.</p> <ul style="list-style-type: none"> • Diana Carminati is working on sorting out endowment funds, looking for terms of bequests, and figuring out how much is in each fund. • Judy moved that the board accept the treasurer's report. Liz seconded. Michael acknowledged that we owe a debt of gratitude to the finance committee. Report was accepted. 	
	Membership report-John Blatt	<ul style="list-style-type: none"> • Last year we had a total of 15 new member units. Tonight we have 4 for approval, which will put us at 16 for the calendar year. • John met with Grace today and started transferring tasks to her that the ED will likely do (follow up with delinquent payments, etc.) • John created file in Dropbox that has all membership docs. • Names for approval: Bill Grass, Carol Slesar, Tammy Strauss, Angela Zeff/Simon Herz, Elizabeth Mariana • Basha will make sure that she and Jeff, as head ushers, welcome all new members at HH services. • Judy moved that we accept the membership report and accept the new members. Jessica seconded. The report and the members were approved. • John also noted that he is interested in becoming president of the board in December when Michael steps down. 	
	Quilt on loan from quilting guild--Miriam	<ul style="list-style-type: none"> • There is a quilt/mural of Lake Champlain that we would like to hang. Will be on long-term loan. Raul has agreed to hang it. • We need to make sure that, if anything were to happen to it, our insurance will cover it. • Jessica moved that we hang the quilt as long as our insurance company will cover it. Sarah seconded. Motion passed. 	
	YJ funding--Sharon	<ul style="list-style-type: none"> • Our anonymous YJ donor has agreed to subsidize the YJ budget for this year with a donation of \$12,395. We will be 	

		<p>working toward finding matching funds and increasing overall funding during this coming year.</p> <ul style="list-style-type: none"> • Amy May and Sharon will make a report to the donor part way through the year. 	
	Cantor search-Michael	<ul style="list-style-type: none"> • Michael approached Marv about heading up a cantor search committee. Marv is looking for some preliminary information: going rate for the position, how much we are willing to allocate. • Rabbi Amy would like to look at development opportunities that would enable us to sustain a position. • Michael read a letter from Marv indicating that, while he supports hiring a full-time cantor if possible, he believes that a part-time cantor would at least fill a void. Wants someone trained as a cantor, not a rabbi. Not interested in combining position with Hebrew School directorship. • Rabbi Amy spoke about the vision/need and also finances. She feels that the longer we go without a cantor, the less attractive we are to people. Arranging visiting cantors is extremely time-consuming. Feels it's very unlikely that we would be able to hire someone for a part-time position. Proposed starting an endowment that will fund this position. • Michael would like a small group of people to look into salary ranges • Conversation ensued. Miriam spoke very strongly against making any staffing decision that has the potential to drown the synagogue financially. She would like us to think creatively about how to fill this need without increasing expenses. • Grace spoke about hiring the cantor as part of a larger conversation about our goals and where we want to be in 10 years. Basha noted that many wealthy donors are not donating what they can. Many have pet projects that they will 	Sarah and Marv in consultation with R. Amy will begin looking into resources needed to hire a part-time or full-time cantor and make a report at the Oct. board meeting.

		<p>donate for. For some, having clergy is a top priority.</p> <ul style="list-style-type: none"> • Judy made the motion that the board of directors initiate an exploration of the resources necessary to give serious consideration to the employment of a full-time cantor and that a report be made at the October board meeting. Wayne seconded. The motion passed. 	
	Ad hoc committee on lay leadership--Wayne	<ul style="list-style-type: none"> • There was one meeting of the ad hoc committee. Wayne talked about making time to discuss board structure and function. Is this something we want to do? Maybe when we are at the retreat, we can determine if it's worth investing time in this. • There was discussion about changing bylaws to enable a board member who was appointed to fill another member's remaining term to serve 2 additional full terms. • Sharon moved that the board propose a bylaw change that would allow a board member who was appointed to complete a previous member's term and who has served 18 months or less of the appointed term to be able to run for two additional consecutive terms. This change to the bylaws would apply retroactively to current board members. The final language of the proposed bylaw change will be presented at the October meeting. Wayne seconded. Discussion ensued. Motion carried. 	Sharon will polish the language of the proposed bylaw change.
	Hebrew School Principal report	<ul style="list-style-type: none"> • Issues were brought up in treasurer's report (see above). Sarah added that the Hebrew School has been working at building enrollment over the past three years, so the extent of this dip in enrollment is a little surprising. However, there are dips in youth activity enrollment in all activities statewide. 	
	Rabbi's report	<ul style="list-style-type: none"> • Would like to have more public space promotions of our events out in the larger world. The more we're out in the community, the more people can be excited by what we're 	

		<p>doing.</p> <ul style="list-style-type: none">• At JCVT last spring, there was a panel on family engagement. Grinspoon Foundation--funders of PJ Library-- is active in other areas besides PJ Library; they have developed many resources that could be of help to us. R. Amy knows someone at Grinspoon who would be willing to come up and do some trainings for us.• Had a team at Burlington Pride. It was very successful on a lot of levels. Banner was donated by Nat Lew and Jason Lorber. Had a table. Thanks to Sally Hand, Eric and Karen Corbman. Wherever there are community events or fairs, we need to be there.• Camp Kaballat Shabbat is tomorrow night. Sarah Klionsky has organized.• First meeting of the OZ Music Community was last week. Goal is to learn a repertoire of traditional and contemporary music and bring that into the congregation in multiple ways. Nat Lew will be the leader. Next meeting is Tuesday, September 20.• Naomi has hired a college student who has experience as a songleader to lead songs in Hebrew School.• New siddur: Siddur Lev Shalem is the new siddur of the Conservative movement. Religious committee has agreed to take the decision to the congregation. New siddur has more transliteration, is more welcoming. There is a donor who may be willing to fund the purchase. There are three sessions scheduled for members to come talk about siddur.• Wants to have Neilah service at Yom Kippur end with huge shofar blow. Will be doing workshop with kids on Wed. 28th.• Doing huge clean out of old books, packing them up on Sep. 25th and doing genizah ceremony.• Has been brainstorming how to gather together young adults.	
--	--	---	--

		<p>Has met with someone who started a young professionals group in her synagogue. Invited Sharon Silverman (assistant director of Hillel) to come talk to Grace and R. Amy and she wants to help.</p> <ul style="list-style-type: none"> • Has scheduled b'nei mitzvah workshops with Naomi. • Did a security walk through with Chief Del Pozo. He made a list of suggestions. Top priority is outdoor lighting that will stay on at all times. Rabbi's office is a target and current shades are not sufficient. There is an awareness that synagogues are particularly vulnerable right now. • There was a mikveh ceremony at Carol and Jeff Rubman's lakeshore home a few weeks ago. Also did an adult mikveh for the holidays. There will be a women's mikveh at Judy Danzig's home at 4:00 p.m. on 9/25. • About 1 month ago, R. Amy blocked out time to work on HH planning. That time has slowly disappeared. She may not get back to us on a lot of emails over the next few weeks b/c she is pressed for time. 	
	Executive Director's report-Grace	<ul style="list-style-type: none"> • Has been working a lot on inreach, gathering clarity around job responsibilities, trying to garner a sense of better staff morale, be a stabilizing force. Working on transitions at Shuk. Grace will be the primary contact for the Shuk. Has been doing committee inreach, going to committee meetings, convening meeting of committee chairs. • Has been getting a financial picture. Working with finance committee. • Committees and staff need detailed budgets to do their work. They are creating a system of documents, procedures, and policies. Working with Bill to do this. • Also working on flagging donations for specific funds. • Doing development work with Sharon P. How are other org's 	

		<p>budgets comprised? Want to develop 1-, 3-, and 5-year plans for development. Thinking about how to structure fundraising around specific projects, programs, items. Also trying to revitalize L'dor V'dor program (planned giving).</p> <ul style="list-style-type: none"> • Will be working with HR committee to review contracts, benefits, evaluations. 	
	President's report--Michael	<ul style="list-style-type: none"> • Advocated for a 360-degree assessment for board, staff, congregation, etc. • Israeli consul was here for a visit--it was a mixed bag. 	
	New business-Basha	<ul style="list-style-type: none"> • Wants to know about HH cards. Basha will do email cards this year. Jessica will help with written cards. Basha will order cards from Hadassah. • Needs minyans this Sunday and Tuesday. 	
9:34	Executive session	<ul style="list-style-type: none"> • Basha moved to go into exec. session. Sarah seconded. 	
10:51	Moved out of executive session	<ul style="list-style-type: none"> • No actions were taken 	
		<ul style="list-style-type: none"> • 	

Adjournment

Judy moved to adjourn. Wayne seconded.
Meeting adjourned at 10:52.

Tabled items:

- Repayment of money that was donated in FY 15-16 to the endowment and never made it there.

Next Meeting Date:

Thursday, October 20, 2016