

Ohavi Zedek Synagogue
Board of Directors Monthly Meeting

May 18, 2017

OZ – Samuelson Saiger Sanctuary

Facilitator: John Blatt

Meeting Minutes: Judy Rosenstreich

Time: 5:30 p.m.

PRESENT

John Blatt – President
Wayne Senville – Vice President
Bill Miller – Treasurer
Judy Rosenstreich
Liz Kleinberg
Sharon Panitch
Karen Corbman
Jessica Schechter Kane

STAFF

Rabbi Amy Small
Grace Oedel – Executive Director
Naomi Barell – Hebrew School Principal

ABSENT

Joanna May
Miriam Sturgis
Suzanne Brown
Sarah Kleinman
Abby Rosenthal – Youth Member

GUESTS

Lili Shapero
Eric Corbman

President Blatt convened the meeting at 5:37 p.m. Rabbi Amy offered a D'var Torah, noting that Trustee Harvey Klein will celebrate the 60th anniversary since his Bar Mitzvah this coming Shabbat.

The Board approved the minutes of four recent meetings [3/16, 3/23, 3/31, and 4/30/17] on a MOTION/SECOND from Wayne/Jessica. Unanimous.

Fern Hill

Fern Hill board president Lila Shapero provided the OZ board with an outline of current developments.

- FH is starting next phase of a \$2 million development that requires architectural plans, property upgrades, housing improvements, landscaping, financing, and more. Plans to be developed during summer 2017. Implementation expected to begin next spring 2018. FN will lead discussion on the land development piece over the next few months.

Treasurer's Report

Board Treasurer Bill Miller projected that the board-supported budget for July 1, 2017, to

June 30, 2018, will end the year with a \$60,000 shortfall. Discussion ensued regarding the status of pledges, collections, scholarship funds, dues, Sisterhood fundraising, and the financial responsibilities' document.

Executive Director's Report

Grace Oedel, Executive Director, provided her report in the agenda packet that was shared in advance. The minutes reflect a summary of her oral report and discussion.

- lists of congregants to call, i.e. "check-ins" was distributed, encouraging calls made to stay in touch with members without requesting financial donations
 - ✓ nourish sense of connection
 - ✓ not looking for any specific feedback
 - ✓ mention online auction
 - ✓ reminder of June 11 congregational meeting
 - ✓ recruiting G'Mach members
- June 11 congregational meeting preparations underway
- Parrish House rental income to increase to \$2,800/month; Emily Donath providing management services for Parrish House
- Preschool implementation moving forward; four new member families joined OZ to enable their children to attend the synagogue's preschool; preschool has 13 FT children; state accreditation
- Security work on doors, windows, and panic button done but not a top-quality job
- Human Resources procedures being revised, e.g. new employees' health care policy, employment agreement. Addressing the legalities of employment, Liz conveyed that Suzanne Brown, Esq. advised that if employees are given a contract the nature of employment is no longer "at will." Grace plans to prepare contracts and accompanying job descriptions for all employees to satisfy staff while retaining the employment as *at will*, stating this specifically in the agreement. Sarah is interested in joining HR committee.
- June 8 is board training with a representative of USCJ, Howie Goldberg. Committee chairs should be integrated into this training as they are part of synagogue leadership.
- High Holiday seats suggest a "caste system" and will be presented to congregation to assess support for change, and seek formal vote. Amount needed to sustain the number of seats we sell is \$80/seat. Discussion ensued, resulting in board decision to have an independent announcement that the purpose of eliminating this caste system to be inclusive.

Rabbi's Report

1. Joy Livingston, OZ member, volunteered to meet with the Executive Committee and help develop forms to measure feedback.
2. Shavuot coming on May 30 with great programming.
3. B'nai Mitzvah – role of rabbi and cantor to be considered by Rabbi Amy and Cantor Kochava
4. Religious Committee [Nava and Basha are co-chairs] planning 8:30 to 9:15 a.m. Torah Study beginning this fall, necessitating a shorter Saturday morning service. There will also be Torah Study on Wednesdays at 6:00 p.m. with Rabbi and Zelda Alpern.
5. Rosh Kodesh groups are developing
6. Cantor Kochava is coming soon to serve as congregational Cantor for the coming year
7. Interfaith events are continuing
8. Vision of Ohavi Zedek is of core importance and will be addressed first with the Executive Committee and then brought before the Board so that we can better articulate what we do.

Minyan

Board members participated in the service during a break in board business.

June 11, 2017, Congregational Meeting

John opened the discussion of the agenda stating that it is already very full. He solicited input. “High Holiday Seats” is a key item that must be added as members are accustomed to sitting in certain locations, which is the also case at Shabbat services on Saturday mornings. Limited number of copies of the budget are planned for each table – perhaps three per table. David Pasachow will present budget with Treasurer Bill Miller. Board members to intermingle, wearing their buttons and sitting at various tables. Minutes of the June 2016 meeting should be reviewed and voted upon if required by the bylaws; Grace will check ACTION ITEM. John working with presenters to ensure meeting goes well.

President’s Report

John invited feedback / ideas for new board member to fill the vacancy created by Marv Greenberg’s resignation months ago. Rabbi Amy noted that the bylaws state that major committees are represented with Board seats.

Executive Session

On a MOTION/SECOND by Sharon/Jessica, the board voted to enter executive session at 8:30 p.m. to discuss personnel matters. At 9:08 p.m. on a MOTION/SECOND of Wayne/Liz the board came out of executive session.

The board urged that we highlight accomplishments of the Hebrew School at the congregational meeting. All agreed.

On a MOTION/SECOND at 9:12 p.m. Liz/Jessica moved that the board adjourn. Unanimous.

Submitted by: Judy P. Rosenstreich
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June 4, 2017