

Ohavi Zedek Synagogue

Board of Directors Monthly Meeting Minutes

August 17, 2017

DATE:	August 17, 2017	TIME:	5:30P
LOCATION:	OZ – Samuelson Saiger Sanctuary	MEETING TYPE:	Informational and Decision Making
CALL-IN NUMBER	(802) 864-0219 (only can be used by one caller)	PASSCODE:	N/A
FACILITATOR:	John Blatt (802) 310-6146	TIMEKEEPER:	Wayne Senville
MEETING MINUTES:	John Blatt	DOCUMENTATION:	Limited copies will be available for distribution at the meeting; please print prior to or use softcopy
INVITEES:	The OZ monthly Board meeting is open to the public, except Executive session. At a minimum, the Board, the Rabbi, and the Executive Director will be in attendance (with an understanding there are times where there will be absences). Please contact the President if you are unable to attend.		

Attendees (Board):

John Blatt – President, Miriam Sturgis, Karen Corbman, Wayne Senville – Vice-President, Jessica Schecter Kane, Bill Miller – Treasurer, Joanna May

Guests:

Lila Shapero, Basha Brody, Naomi Barell

AGENDA with Minutes

TIME	ITEM	DESCRIPTION	PRESENTER	TYPE A – Action I - Info	SUPP DOC (page #)
5:30P – 5:35P (5 min)	Getting Started	- Board members given any additional documents and prepare to be seated so we can start on time	OZ Board	N/A	N/A
5:35P – 5:40P (5 min)	D'var Torah	- Rabbi Amy leads us in d'var torah *** We started at 5:30P MINUTES: R. Amy talked about the Charlottesville incident, and the white supremacy and neo-Nazi movement	Rabbi Amy	N/A	N/A
5:40P – 5:45P (5 min)	Approval of Meeting Minutes	- Approve the meeting minutes (and amend if needed) of 07/20/2017 MINUTES: Motion by Wayne to approve the 7/20/17 board meeting minutes, seconded by Jessica 7- Yes	John Blatt	A	Dropbox
5:45P – 5:55P (10 min)	Cemetery Update	- Religious Committee update on cemetery rules MINUTES: Basha presented at 6:30P Motion by Wayne to accept the Religious Committees amendment to the A. Jewish Burials: number 8 of the Cemetery and Funeral Policies of Ohavi Zedek Synagogue to read Cremated remains may be buried in a section of Ohavi Zedek's North Avenue Cemetery that has already been set aside so that mixed religious families can be buried together and all procedures would be in conjunction with the RA guidelines. The fees would be the same as is currently written. Seconded by Joanna 6 – Yes 1- Abstain Action Item: Board letter on this to the congregation with the cemetery letter (John/Grace)	Basha Brody	A	TBD
5:55P – 6:10P (15 min)	HR Update	- Final Version of the Employment Agreement MINUTES: Discussion on the concern about impacting an employee getting a job if they leave; HR has told the Board that this is standard in many businesses and Board wants to be cautious the way it is applied Bill made the motion, seconded by Wayne to accept the final version of the Employment Agreement as presented Discussion: This does not apply to front office or facilities 5 yes and 2 abstain	John Blatt	I / A	Dropbox

6:10P – 6:15P (5 min)	Treasurer's Report	<ul style="list-style-type: none"> - Financial reports for the past month; where we are YTD <p>MINUTES: Miriam was unable to access the documents in Dropbox so Bill gave a summary; discussion ensued</p>	Bill Miller	I / A	Dropbox
6:15P – 6:25P (10 min)	Rabbi's Report	<ul style="list-style-type: none"> - See 'Supporting Documents' <p>MINUTES: Discussion ensued We also gave Naomi the floor who gave us an update on HS for the coming year, the early numbers, and building relationships with Temple Sinai</p> <ul style="list-style-type: none"> - Miriam expressed concern with electronic message Boards; electricity/commercial looking - Jessica said we should not have one in the lobby, not near the mural, maybe in the lounge area - More follow-up needed on costs, logistics (Rabbi Amy / Grace) 	Rabbi Amy	I	5
6:25P – 6:30P (5 min)	President's Report	<ul style="list-style-type: none"> - Fern Hill Garden Area ... <p>MINUTES: Lila talked about the project and BILL volunteered to represent the Board</p> <ul style="list-style-type: none"> - Lila reminder we can still do the boundary walk - Board nominating Committee and Board size ... reduce? Board did not like this idea - By-laws work ... underway - Bima Duty: we need better Board representation on the Bima - September Board mtg date – 09/28/17 	John Blatt	I	N/A
6:30P – 6:55P (25 min)	Executive Session	<ul style="list-style-type: none"> - Board only - in at 7:45P / out at 8:47P - Bill made a motion to approve Grace Oedel employment agreement, effective 09/01/2017; Joanna seconded. 6 – Yes, 1 -No <p>Miriam made a motion to amend G. Oedel employment agreement by adding pre-school tuition for 2017/18 year at no charge for one child and future terms to be negotiated; Wayne seconded; discussion ensued; John vehemently against this because it was never part of the negotiations and it was part of Grace's benefit package and it sends a less than positive message 5- yes, 2- No</p>	Board only	I	Dropbox
6:55P – 7:00P (5 min)	Board Comments	<ul style="list-style-type: none"> - FYI only (not a time slot to have a full discussion) 	OZ Board	I	N/A
	Adjournment	<ul style="list-style-type: none"> - Motion to adjourn at ...9:13P Wayne/Joanna 	Board Members	A	N/A

SUPPORTING DOCUMENTS

Meeting Minutes:

<https://www.dropbox.com/home/OZ%20Shared%20Board%20Documents/Board%20Meeting%20Minutes/2017?preview=July+20%2C+2017+OZ+Board+Minutes.docx>

Treasurer / Financial Docs:

[https://www.dropbox.com/home/OZ%20Shared%20Board%20Documents/Board%20Packets%20\(agenda%20and%20supporting%20docs\)/OZ%20Board%20Mtg%2008172017](https://www.dropbox.com/home/OZ%20Shared%20Board%20Documents/Board%20Packets%20(agenda%20and%20supporting%20docs)/OZ%20Board%20Mtg%2008172017)

Executive Session:

<https://www.dropbox.com/home/OZ%20Board%20Only%20-%20Executive%20Session%20Information>

Grace's ED Report Grace will be out of the office but wanted to include this, not an agenda item but a fyi

***ED BOARD REPORT
AUGUST 2017***

- First day of preschool August 28th (!)
 - New teachers named Caley, Erika, Racheal- please stop by and introduce yourselves
- Howard center space use-
 - went well, respectful, took good care
- First Sanctuary Movement working group
 - —scheduled for Aug 30th building on July's event
- Gleaning event
 - - through Intervale, gleaning blueberries at Owl's Head farm on Sunday Aug 13th
- Site design process with UVM
 - beginning Sept 28th with UVM at 4 pm prior to the board meeting
- Job descriptions:
 - All listed in dropbox for board under "OZ Job Descriptions"
- High Holy Day prep kicking off
 - Mixed response to new system—some love it, some don't.
 - Test drive the system this year and refine for next year.

5:55P – 6:05P (10 min)	Rabbi's Report	- See 'Supporting Documents'	Rabbi Amy	I	N/A
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- Beginning iEngage program – Engaging Israel
- Character Strengths – using the data for strengthening group process
 - What are yours?
- Thinking about Israel trip planning at its conclusion
- Working with Kochava
 - Friday night Think Tank meetings
 - Music for Friday nights
 - Engaging Music community
 - Working on adding more instrumental music where applicable (not Shabbat am)
 - Pastoral Care
 - Teaching
- Interfaith Updates
 - VIA planning
 - Children of Abraham ongoing projects and passing leadership
- Social Action Engagement
- High Holiday Planning
- Electronic Message boards
- Visioning Update to Previous Conversation
 - “Meet and Greet” Redux—The next steps for in-reach