

Agenda – OZ Board Meeting

Date: February 15, 2018

Present: Sarah Kleinman, Adam Bluestein, Bill Miller, Judy Hershberg, Judy Rosenstreich, Wayne Senville, Vivien Brown, Rabbi Amy, Grace Oedel, Suzanne Brown, Jessica Kane, Harvey Klein, Miriam Sturgis

Absent: Nat Lew, Karen Corbman,

Guests: Lila Shapiro, Naomi Barrell, Mindy Evnin, Roz Grossman, Lani

Facilitator: Vivien **Meeting Recorder:** Sarah

	Topic/Outcome - Who	Discussion	Action Steps
5:30-5:40	1. D'var Torah –Rabbi Amy	Trumah When we wish it, we can; we do it together	
5:40-5:45	2. Approval of minutes (both Nov and Jan) – Note that Jan minutes are attached (attachment A). We are currently working on getting the Nov minutes.	November minutes are still missing. Wayne moved to approve January minutes, Jessica seconded; motion passes.	Still need to approve Nov minutes
5:45-5:55	3. Quick review of action items – update on progress – see below – Vivien	Items reviewed –see below	
5:55 -6:05	4. New board members – Vivien. Outcome: vote on one new board member	Becky Wasserman would like to join; she attended the January meeting. Sarah moves to approve Becky Wasserman for the board, Bill seconded, all in favor –motion carries. This brings board to 12 members (one open slot still)	Grace will check to see what term length Becky will fill.
6:05-6:20	5. Fern Hill report and discussion– Lila Shapero – See attachment B.	Fern Hill is senior housing, tenants have subsidy through HUD; legal name is synagogue corporation; going through refinance and are making improvements at same time. There are many changes currently, as they hired a mgmt. company and are working with consultants (Amy Wright), S2 Architecture, and more. Fern Hill is focusing more on services for the residents; a newsletter was handed out for the OZ board to review, which was developed by the property manager. An example of new efforts – bringing in UVM students to help residents with computer needs.	

		<p>Property line adjustment is underway between OZ and Fern Hill - 1/3 acre is being sold to Fern Hill. OZ now needs to close out permits and certificates of occupancy from the last 20 years (34 open permits) as part of the process...can't get new permits without closing out the other ones...very challenging now. OZ is now left with 10 certificates of occupancy and 5 or 6 building permits (this is the hard part –need contractor to certify the work, inspection by city, pay \$, etc...)</p> <p>One of the contractors is missing; some went well, others did not go well (electrical). Work is being done to figure this out.</p> <p>Fern Hill will be ready to file their zoning application by end of February; feedback will be generated though the permit process but will not be issued until OZ issues are addressed.</p>	
6:20-6:35	<p>6. Rabbi report – Rabbi Amy. Discussions around Jewish trends; include some text or article around a topic; tie in to strategic plan and vision to help inform the conversation.</p>	<p>Pleased to see so many people join Rabbi Amy at her house to watch webcast of Ruth Bader Guinsberg –it brought out new and/or inactive members. Points to a need to gather more people together for events; ideas are welcome.</p> <p>Rally at statehouse regarding gun control; Rabbi Amy testified regarding need for universal background checks; Rabbi Amy is willing to share her testimony.</p> <p>Plans for Fein lecture are coming together with Yosi Klein HaLevy; complexities of Israeli Society and Arab Israeli tensions; Letters to My Palestinian Neighbor is new book; he'll be joined by his partner at the Hartmann Institute (an Imam) – April 20-22. Volunteer help will be needed. There is also a concern about cost for this event....Rabbi Amy solicited donations to support the event and was successful in raising \$5000.</p> <p>Peter Yarrow is coming to sing at OZ on May 12; he's not charging us and we are using this as a fundraiser (we're only paying for his overnight hotel, a sound system and security). Leeza Robbins, an OZ member, is helping us to sell tickets and advertise through the Flynn. We will also have a VIP event where purchasers get to spend time with him and get a signed copy of his Puff the Magic Dragon book.</p>	<p>Fein Lecture event will need volunteers during April 20-22; hold the dates; reach out to Judy Chalmer</p> <p>Rabbi Amy is looking for help to get out a survey to query the congregation about a potential trip to Israel – please reach out to her if you are can help. Bill and Sarah are helping.</p>

		<p>Issues related to tensions at Burlington High that is involving Rabbi Amy is continuing from last year; she's doing what she can to support OZ members, our community and understanding.</p> <p>Wants to survey congregation about a potential congregational Israel trip; looking for someone to help with this and move it forward.</p>	
6:35– 6:50	7. Executive Director report - Grace	<p>Yurt zoning application cannot move forward until Fern Hill work is complete; we're on hold for now.</p> <p>Joined Joint Urban Ministries Project (JUMP) – shared shalom shuk vouchers, lines of communication have been reopened.</p> <p>Early Learning Initiative grant in Burlington –deadline extended; indications tell us that we'll be receiving funds (via Vermont Birth to Five). Fingers crossed.</p> <p>Strategic Planning process kicked off – 4 board members attended; 12 representatives altogether. UVM students asked us a series of questions. A digital format has been created – posted on facebook, in our weekly communication; USCJ is also thinking about how they are still relevant as they are going through a similar process.</p> <p>OZ is hosting a mayoral debate on March 1; it's a filmed debate and not publicly attended; OZ name will be promoted; Rabbi Amy will submit a few questions.</p> <p>Outreach and membership – what to do about this? How can board members support this endeavor? Grace shared a list with 3 categories: Short term Upcoming events, strategic planning engagement, new member engagement – board members are to sign up and support these needs.</p>	<p>Take the time complete the strategic plan questionnaire. Share it with others.</p> <p>Have surveys available for Purim on Sunday.</p> <p>All board members should sign up on the outreach list that Grace shared.</p>
6:50-7:00	8. Hebrew School report - Naomi	<p>Started work on the budget; losing 12 graduating students; feels confident that we'll make up that difference with new students. Also believes that another cycle of Makom Lamishpacha will occur. A few new families have already enrolled for next year.</p>	

		<p>Nadav (teen internship participants) have been putting in their hours. Some are going more slowly than others. Made borscht, hamantaschen dough (this Sunday is the family Purim event).</p> <p>Super electives include one on Israel, Tikkun Olam (will be doing a clothing drive for foster kids), and cooking.</p> <p>Consistent attendance is an issue.</p>	
7:00-7:25	Minyan		
7:25-7:40	9. Treasurer Report/budget update and timeline – Bill	<p>Bill shared the treasurer report.</p> <p>A little bit short on our membership; not reconciled with the financials – a numeric analysis vs an accounting analysis (meaning we might be in a better place than what’s listed).</p> <p>\$43,000 of \$88,000 yet to raise for fundraising shortfall.</p> <p>Sent to Raymond James all of the funds that came in and are earmarked for endowment; loans are being paid back to endowment</p> <p>We do have \$15,000 of yurt revenue – but it’s earmarked for the yurt.</p> <p>Fein lecture – some people are surprised that we’re spending \$27,000 on this lecture. The fact is that these are restricted funds and cannot be spent on anything else. And, it still leaves a principal of \$120,000 or so....</p> <p>How are endowment monies invested? They are invested in mutual funds, equity, bonds, stocks, etc...Bill can share the funds that we’re invested in (the financial committee will be looking at a socially responsible portfolio provided by Raymond James for consideration) Return for last year was 15-16%</p> <p>The budget has in it this month monies from the endowment – just haven’t moved it over yet.</p> <p>Committees are now putting together their budgets so there’s plenty of time to build this.</p>	

		<p>There's a three year plan to retire the deficit (we are currently in year 1 of the 3 years)</p> <p>Discussion ensued about whether we need to approve the treasurer's report formally (via motion to approve). There was not widespread support to move a motion forward to formalize this.</p>	
7:40 – 7:45	10. Executive committee meeting update – Vivien	An update was emailed out to board members. We meet once a month. We make no decisions. Most of the last meeting was about committee structure.	
7:45-8:00	11. Discuss committee structure – umbrella groups; show visual; get feedback (and have definition of liaison role) – Vivien. Outcome: decision on next steps.	<p>Spent some time brainstorming a committee structure with liaisons; we worked off another spreadsheet.</p> <p>Current bylaws indicate that all committees need to include a board member as a committee member. We are not following this rule. We will need to make adjustments. Vivien recommends a liaison to the committees –does not require attendance at committees.</p> <p>Operations, Life Long Learning, Religious and Community – Four Umbrella Groups with liaisons to each. We can have point people to each of these larger umbrellas to capture the big themes and issues.</p> <p>A liaison is a two-way communication vehicle, communicate what's going on at OZ, conduct progress checks, be an advocate.</p> <p>We can divide up the 12 board members into 4 clusters of 3 board members each.</p> <p>Need a kitchen committee with the change from Kathy as a kitchen manager. This area needs more oversight. There is some overlap with the Kiddush committee was born out of the religious committee which is why it's placed under religion.</p> <p>Nat Lew will be the liaison to the religious committee.</p> <p>Bylaws indicate we have a youth committee – focused on social action and engagement of tweens and teens. Discussion ensued about whether this is a true need. Could it be considered a workgroup or a function of the Hebrew school? No ultimate decision was made. Hebrew school education is a different focus than what happens outside of Hebrew school. Helps to get kids thinking about socializing with youth.</p>	<p>Update bylaws to indicate that committees will have board liaisons</p> <p>Encourage kitchen committee and Kiddush committee to work together</p> <p>Judy, Harvey , Grace and Vivien will meet to flesh out a structure to propose at the next meeting</p>

		<p>Bylaws do allow for ad hoc committees – time limited. Though concern that the term committee scares people away.</p> <p>Need to define committee vs working group. Committees are more complicated and diverse.</p> <p>Potential bylaws change could do away with committees and develop a structure.</p>	
8:00– 8:15	<p>12. Membership and outreach –what to do? Share idea about bringing in board engagement and/or plan – Vivien. Outcome: decision on next steps.</p>	<p>Is this a board responsibility? Yes! We will try the method that Grace has proposed for a few months and see if it works.</p>	
8:15 – 8:30	<p>13. What to do with the old furniture in Saiger-Samuelsan sanctuary? How to determine what can be given away or needs to be kept? Make a proposal about chairs and cabinets. Outcome: decision on whether to keep or give away these items.</p>	<p>Convened a task force of the religious committee to think about revitalizing. Thoughts were focused on location, timing and music. We experimented on taking services out of the building. Conversation then went to the space where we hold the Friday night services and discussion focused on the small sanctuary. Concerns about the small sanctuary being a barrier to participation. The lightening is cold. The furniture is uncomfortable. There’s clutter (a cart of books, the AV cart, etc). But there’s nowhere to put these items....</p> <p>Is this room for history or for experience? What to do with the old items?</p> <p>Changing this room will not suddenly bring new people attending Friday night services. Does that mean we shouldn’t try?</p> <p>Strong feeling that the social hall does not feel like sacred space.</p> <p>What to do with the In memoriam names? This is history.</p> <p>Need to build a plan for this space before we begin to make major changes.</p>	<p>Need a member of the task force to come to the board with a proposal</p>
8:30-9:00	<p>14. Executive Session</p>	<p>8:38pm Judy R moved we move into executive session, Suzanne second</p>	

		9:15, Wayne moved to go out of executive session, Judy Second Suzanne moved to adjourn, Adam second.	
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ITEM A:

Action Items from January board meeting:

- Vivien will send out a board calendar prior to Feb meeting. – email sent with dates through August
- Vivien will bring a timer to next meeting and we'll try it to give everyone an equal amount of discussion time. – brought but not in use
- Please make sure you have access to dropbox and can review items. -
- Vivien and Rabbi Amy will come up with a plan to evolve the bimah seating
- Karen send Grace an email to get VT Interfaith Action paid.
- Vivien will inquire about how Temple Sinai raised the funds they did in their online auction – Vivien doesn't know the person well enough to ask...
- Add to next agenda a plan for membership committee and how the board could take leadership. –to be discusses tonight
- Judy R and Vivien to meet about bylaws and suggested changes – develop a working group; anyone else interested please indicate to Vivien.
- Judy R will send the most updated version of the bylaws to board members once completed
- If you've been billed for dinners; pay what you feel is fair
- Need to review policy to ensure the language indicates that body needs to be present for funeral – by religious committee –d one
- Grace – please add the motion from religious committee about burial into the policies and add to the policy manual - done
- Basha will work to make the purchase of new siddurim – ordered.

Next Meeting –shorter orientation for board members; nadav intern coming to take board photos- arrive early to next meeting if necessary