

Agenda and Minutes – OZ Board Meeting

Date: August 30, 2018

Present: Suzanne, Judy R, Bill, Naomi, Vivien, Sarah, Miriam, Wayne, Zoe, Sharon, Judy H, Rabbi Amy, Rebecca, Adam, Harvey, Nat **Absent:** Jessica, Karen

Facilitator: Vivien **Meeting Recorder:** Sarah

	Topic/Outcome – Who	Discussion	Action Steps
5:30-5:35	1. D’var Torah –Rabbi Amy	Natan (Anatoly) Sharansky; refused to leave prison and not abandon fellow refuseniks; similar to John McCain – lived by values, courage	
5:35-5:40	2. Approve minutes and review action steps—Vivien	Sarah move that we approve the minutes, Wayne Second; minutes approved unanimously	
5:40 – 5:45	3. Introduce Zoe Hecht, Youth Board Member	Zoe – happy to be here and represent OZ youth and do more in this community	
5:45 – 6:15	4. IT problems and potential resolutions – Vivien Congregant Scott Lowe (IT professional) and David Rome will join us. Outcome: To decide on next steps on IT issues	<p>Problems with server crashing; wireless not working, etc. Met with Dominion Tech (our IT people) who gave a quote. The server is old; recommendation to remove and use the cloud. We don’t have a firewall and need it. Wireless routers don’t work well. Total quote is \$7200</p> <p>Scott Lowe – sees more issues to solve. The firewall needs to be taken care of; needs a layer of protection. Needs to be turned on or repair it (it was unplugged in past few months by Dominion Tech to help resolve issue). What do we want? (did we know that the environmental controls for mural is being monitored offsite) (are cameras on the kids?). We want a system that works consistently throughout the building, that wifi works everywhere consistently, a system where documents and materials on shared drive live in cloud (storage, access files from home, work on files collaboratively), is secure. Need to rebuild network or do a factory reset of all existing items and it could solve the problem. Are they set to all the same channels?</p> <p>Recall that Grace’s investigation showed the system is piecemeal and things are working together. Are we underpowered?</p>	<p>Scott will explore what we can do about the firewall in the near term.</p> <p>Need to verify that the cameras, especially those in the double-classroom, are not vulnerable to hacking given minors in the building.</p> <p>Becky will be the point person for the Board in Grace’s absence</p>

		<p>Can we use someone other than Comcast? Yes. Does Comcast offer some sort of small business consulting service? Unknown. Comcast, and others have come in to review systems in recent past</p> <p>Should we put together a RFP for a provider and see who responds? Need to respond to needs in a business-like way.</p> <p>Need to activate a firewall – most critical issue. Second most critical is the server (imminent failure). Scott is willing to explore the firewall in a volunteer capacity and see what he can do – no guarantee.</p> <p>Camera in double-classroom aimed at door; live feed can be viewed via an app from afar. Concern without firewall that others can access this; security issue especially with minors</p> <p>Could refurbish, see what’s not working, then do an RFP; or , start fresh and launch an RFP</p>	
6:15 – 6:30	<p>5. Preschool budget review – Becky Rebecca Stern, new preschool committee chair, will join us. Outcome: To begin discussion on preschool budget questions.</p>	<p>Introduce Rebecca Stern, new chair or pre-school committee, hoping to start in October; thinking about goals and needs to bring to parents and board; fundraising, contract or clarifications between OZ and preschool, how to grow the school, other activities to get involved in, etc. Want to involve community in school and vice versa</p> <p>Questions about budget on how to split surplus from pre-school. How to handle grant money from state (restricted), fundraising earmarked for pre-school, etc... Also, teachers are overburdened and understaffed, can’t afford to hire a floating teacher, not meeting licensing requirements since there is no time to do professional development given no subs. Want to bring a proposal to next meeting</p> <p>Local colleges have students that could be potentially used as interns/subs, etc...</p> <p>Wifi doesn’t work in preschool rooms, hard to communicate and share with parents, using own data and personal costs</p>	Bring a budget proposal to Board
6:30 – 6:40	<p>6. Rabbi’s Report – Rabbi Amy Outcome: To continue to engage board in work of the Rabbi</p>	<p>Annual conference of VT Interfaith Action – network is growing. We were part of founding of this organization, Rabbi Amy and Miriam Mayer both participate.</p>	

		<p>In regular contact with Rabbi Edelson and Temple Sinai; wanted to join forces for rosh Hashanah at the lake and are doing this together. Info is coming out in the Voice shortly. Getting a better outdoor sound system and cards with both synagogue info will be on it for people to take away.</p> <p>Women's mikvah at Judy Danzig's house; and a conversion. Past two weeks also.</p> <p>Rev Arnold Thomas from Lutheran Church in Jericho will review book to launch discussion on racism; we are invited to their series of events around this topic.</p> <p>Met with Imam to explore collaboration; he'll speak at lunch and learn; he appreciates the opportunity to learn about the community and engage with other clergy</p> <p>Common theme with other clergy is that we are all struggling about what to do with aging buildings that no longer meet their needs. Fantasy....have a shared campus space.</p> <p>Gave feedback to professionals working on our potential Israel trip; waiting for info back.</p> <p>New machzors ready to go.</p> <p>Yurt needs electricity; too hot the first night service occurred.</p> <p>Pastoral care; needs are extremely great and Rabbi Amy cannot meet the need. Roz Grossman has been a big help when she's available but is moving. Gamach committee member (Meghan McFadden) will help to put together a team of mental health professionals who are members of our community that can be trained by specialists in pastoral care</p>	
6:40 – 7:00	<p>7. Treasurer's Report - Bill Outcome: To share report from finance committee, review budget and Quickbooks</p>	<p>See handouts; finance committee met this week and do not want to present the proposal for how to use or not use the 20k from Fern Hill; would prefer to wait for a proposal from development committee (finance committee wants to put balance in endowment minus whatever development committee needs). Development committee recommended that they take some of it to use for raising</p>	<p>Bill is communicating with development committee about the need for a proposal by next board meeting regarding a portion of the 20k</p>

		<p>money (legacy gifts), high quality printed materials. Need a quote from the dev committee first. OR, take 20k and use it as misc revenue/operating.</p> <p>Development gets priority as it will help to build our assets; strategic investment but there could be other needs like IT. If it goes into the endowment, it cannot be pulled out again to use for other things.</p> <p>Waiting for a month until development committee presents a proposal about whether they want some seed money from 20k</p> <p>We did budget 5k for strategic planning; could potentially use this for IT if stuck and necessary; need to explore this.</p> <p>IT is an operating expense, not capital expense. \$14-15k is in facilities.</p> <p>Could IT be something that we could fundraise for? Concern for general appeal and do not want to undermine other efforts; may or may not be true; need to be strategic which could help all around (yurt needs electricity too)</p> <p>Grant for bathroom in preschool came in last year, held over to this year, is overbudgeted; 66% of pledge goal is in, notes are on finance reports</p>	
7:00 – 7:25	Minyan		
7:25 – 7:40	8. President’s Report – Vivien Outcome: To discuss assistance needed for High Holy Days, to agree on a date for annual appeal ,to vote on new members and to briefly review several executive committee meeting items	High holy days – everyone needs to sign up for bimah seating; please do. Ushers – also need those. Everyone sign up! Could send to past board members. Kol Nidre needs another person next to Kochava. Annual appeal at KSV; Wed, Nov 7, 5:30-8pm New members; Gabriella Shirazipour; Jane Koplewitz – all board members approve their membership	Should look into why we vote on members or revisit the process
7:40 – 7:45	9. Hebrew School Report – Naomi Outcome: To update the board on new semester in Hebrew School	Staff meeting launched for teachers; lots of energy. New title; Director of Education; have 53 registrants for Hebrew school; 11 interns (4 returns, 7 new ones),	

		<p>Developed the Lost Mural Shul Mystery curriculum (Zoe is helping on this as an intern); multifaceted – similar to game of life...bring families from shtetl to new world.</p> <p>Starting a USY chapter for 5-8th graders; costs are all covered by grant including an advisor for one year.</p> <p>Makom LaMishpacha, graduated 5, have 8 coming in for new cycle with potentially two more.</p> <p>A number of families will not have their kids graduate through Hebrew school (some early bnai mitzvah families). Trying not to schedule early.</p> <p>Temple Sinai invited to participate in Nadav but they opted not to and are putting energy into starting a NFTY chapter. They can also participate in USY but again, want to focus on NFTY.</p> <p>How else to integrate the Jewish community? Efforts are just getting started....</p> <p>Went to CAJE conference and conversed with others; might have interest across state. Nadav is fully funded but next year we'll need to find funds to cover half the amount – donor wants to see that synagogue is supporting this program.</p>	
7:45 – 7:55	<p>10. Committee Updates Outcome: For board liaisons to fill the board in on any committee updates or questions</p>	Nothing to update	
7:55 – 9:00	<p>11. Executive Session</p>	<p>Sarah moves that we enter executive session at 8:03pm, Nat seconded</p> <p>Move to leave executive session at 9:13pm, moved by Suzanne, second by Judy</p> <p>Judy moves that the board of directors of OZ synagogue move to proceed with the search for a full time ordained cantor. Nat second. 8 in favor, 2 opposed, motion passes.</p>	

		<p>Wayne moves, second by Adam, to go back into exec session at 9:14pm</p> <p>Suzanne moves to leave executive session at 9:20, Wayne second</p> <p>Suzanne makes a motion to enter into negotiations to renew Rabbi Amy's contract. Wayne second, motion passes unanimously.</p> <p>Bill moves to adjourn, Sarah second, adjourned at 9:21pm</p>	
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Ongoing action items:

- Vivien and Rabbi Amy will come up with a plan to evolve the bimah seating
- Need a member of the religious committee task force to come to the board with a proposal regarding revitalizing small sanctuary space
- All board members should sign up on the outreach list that Grace shared (but need a membership/outreach committee; John Blatt thinking about it)
- Begin to think about organizational system for succession planning
- Executive committee needs to build a recommendation to bring back to the board about what to do with plaques
- Suggestions for future: consider audit, budget meetings ahead of congregation meeting to help others learn more, review endowment being paid back over 30 years and contribute surplus to this, reducing term

Action items from July board meeting:

- Vote on new members and discuss process for both onboarding and welcoming as well as what information the board should have – done in Aug mtg
- Becky meet with Vivien about getting the preschool committee started - done
- Get motion from finance committee concerning \$20,000 for Fern Hill- waiting on input from development committee
- Board members: review Board member fiduciary responsibilities previously distributed. - done
- Connect with new Kehillah Manager and find opportunity to invite her to OZ.
- Set date and location for annual appeal phone calls. - done
- Discuss whether OZ develop policy on political activities.
- Discuss membership and membership/outreach committee at August Board meeting (Note: being postponed until after High Holy Days, waiting on word from John Blatt about interest)