

# Agenda and Minutes – OZ Congregational Meeting

**Date:** June 10, 2018

**Meeting Recorder:** Sarah

	<b>Topic/Outcome – Who</b>	<b>Discussion</b>	<b>Action Steps</b>
	<b>1. D'var Torah – Rabbi Amy</b>	<p>Developed relationship with Muslim community last year –worked together to make this a good world. Sad to see Imam Haslam leave but pleased to welcome Imam Al Ansari and his wife. Wishing much success and friendship, and looking forward to collaborative relationships.</p> <p>Blessings and warm wishes given by members of the congregation.</p>	
	<b>2. Cantorial Update</b>	<p>Board has voted to renew Kochava’s contract for one more year as of July 1 2018, June 30, 2019. More discussions to come as to how to move forward following.</p>	
	<b>3. Executive Director’s Report</b>	<p>Shalom Shuk – thriving this year under Karen’s management. New voucher programs, more outreach with new Americans, etc (handout provided)</p> <p>Other handouts provided; Feen Lecture, Adult Ed</p> <p>Preschool started in September; fully enrolled and growing with 30 on waitlist. New grant – early learning initiative grant that allows us to add 4 more infant spots and serve CCFAP funding (financial assistance).</p> <p>Tot Shabbat has flourished – regularly about 40 people attending.</p> <p>Art on the walls – Michael Strauss has spearheaded; art installations hung in the social hall (next Wednesday talk on this); infuse beauty and art from community showcasing their work and in turn, some proceeds are being donated to OZ</p> <p>Gratitude given for participation and belief in yurt project. So much community building felt; Torah yoga occurred already and was very successful. Time-lapse video shown</p>	

	<p><b>4. Rabbi's Report</b></p>	<p>Busy spring -Yossi Klein Halevy and Imam Abdullah Antepli, Peter Yarrow concert, funerals, b'nai mitzah, etc... Highlights –concluded Engaging with Israel program during Feen weekend; adult ed committee meeting wants to continue this learning and conversation. Potential Israel trip being discussed – more on this including synagogue conversations come end of July.</p> <p>Met with Rabbi David Edleson (new Rabbi at Temple Sinai). Looking to collaborate when possible.</p> <p>Turning a corner to a new age; yurt, preschool – requires lots of thought and strategy. Strategic planning work – take what we've learned and narrow it down to goals and strategies; it's a turning point moment, as is our country and world. Making the world a better place through community. Continue to be involved with Vermont Interfaith Action.</p> <p>Shifting cultural trends, one theme that we're giving attention to is the #MeToo movement; looking at gender, politics, power and relationships; held two meetings, one for women and one for men; there's a session today to look at what we've learned and how to move forward.</p>	
	<p><b>5. Strategic Planning Update</b></p>	<p>Handout provided</p> <p>Led by David Hohenschau, a UVM faculty member. Used his class to help us through this process via a series of meetings and surveys. We are now in a refining stage after they came up with 8 objectives.</p> <ol style="list-style-type: none"> <li>1- Advance mission as lovers of justice; welcome stranger, do outreach work, ethical, social justice framework</li> <li>2- Maintaining religious practices and Jewish traditions –continue to offer traditional practices and services, ensure everyone feels comfortable and included; how to do this?</li> <li>3- Enriching spiritual lives; be a place of growth and nourishment</li> <li>4- Enriching cultural lives; education, arts, humanities, JCC with synagogue at its heart</li> <li>5- Supporting social needs; Shabbat dinners, friendships formed, foster a sense of community; host class Shabbat for Hebrew school families</li> </ol>	

		<p>6- Playing a positive role in Burlington community; inclusiveness among broader community; use voice to make greater Burlington a better place</p> <p>7- Working towards financial sustainability; balance between programs and services and thriving in financial sustainability</p> <p>8- Building a strong, inclusive, warm and welcoming community; help everyone feel like they belong given diversity of our community.</p> <p>It all comes back to center on relationships; OZ has a home, a place where we all feel welcome and comfortable.</p> <p>Now working with Dave as a consultant to help us distill to 3 goals that can be measured.</p>	
	<p><b>6. Youth Board Member Introduction – Zoe Hecht</b></p>	<p>Zoe introduced herself; rising 9<sup>th</sup> grader at VT Commons School; grew up at OZ, camper at New Eden Camp</p> <p>Motion to accept Zoe’s nomination by Marv Greenberg, Second by Lilah; all in favor – Zoe appointed to board unanimously.</p>	
	<p><b>7. Treasurer’s Report and Budget Vote</b></p>	<p>Copies handed out</p> <p>Month of May treasurer’s report....\$128,000 surplus, 11 months in! Compared to last year when we were at a 30k surplus, doing better. Should be at a 40-50k profit when all is said and done. \$200,000 in cash. We did borrow \$ 70,000 from donor in case we needed it but should be returned soon since we don’t need it. Endowment fund is up. Paying back kitchen loan and endowment loan. \$129,000 in liabilities (includes the \$70k loan from donor).</p> <p>Are we paying off debt of mural – \$212k loan from our endowment is being paid back. (kitchen is another \$200k loan, also being paid back).</p> <p>Membership? What are we doing with extra revenue? – Members are between 310-315, added about 20 new member families, hit revenue goals with new member dues, but loss about same amount of members. Funerals are increasing; increasingly aging community; we may not be able to replenish the loss of members</p> <p>How did burial plot increase/purchases affect our budget? Most funds were perpetual care – endowment; are passed through budget</p>	<p>Consider sharing detailed budget next year – add sentence in invitation to congregational meeting: “THE BUDGET THAT WIL BE PRESENTED AND CONSIDEREED AT THE CONGREGATIONAL MEETING WILL BE IN SUMMARY FORM ONLY. IF YOU WOULD L LIKE TO SEE A MORE DETAILED BUDGET, PLEASE CONTACT THE OFFICE MANAGER OR EXECUTIVE DIRECTOR.”</p>

		<p>immediately. About \$40,000 went to endowment earmarked for burial plots.</p> <p>Kitchen being paid off because shalom shuk made that investment. Grateful!</p> <p>Feen lecture make money? Breakeven, as we took some money from endowment that needed to be spent.</p> <p>Yellow is current year budget. Two pages of income, two pages of expenses. Big increase in revenue from last year to this year primarily due to preschool. Offsets the personnel increase however.</p> <p>Endowment; if not earmarked, are all the earnings going to general fund? No – 2/3 are earmarked. 1/3 is for general and yes, those funds do go into the general operating. There's a formula regarding how much of endowment goes into operating...based on the average of the last 12 quarters. Usually between 3-5%. Why don't we use more? It's for sustainability.</p> <p>Can we raise Hebrew school tuition so we don't raise a deficit? General practice across synagogues that the congregation supports Hebrew school, education, etc as part of our mission. Part of the congregation's responsibility.</p> <p>One time blip in this coming year's budget that is related to buying machzor's. We are anticipating revenue however. Level of support for cantorial hire in 19/20 fiscal year.</p> <p>19k Feen line is really for scholar in residence plus other adult ed</p> <p>Looking to approve the 18-19 budget (blue column); total revenue going up about 4% increase; same with expenses; Negative \$30,000 projected</p> <p><b>Motion to approve budget made by Kay Sambler, second by Mindy Evnin. All in favor, 1 opposed, 5 abstentions – budget passes.</b></p> <p>Discussion ensued:</p>	
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		Concern about clarity; transparency; wants to see more detail; the detailed budget can be provided. Membership numbers are part of board minutes on website; ask Bill for the detail; Personnel jump because of pre-school, 2% raises. Long term debt? No long term debt except for what is being repaid by what we took from our own endowment fund. Loan balance is shown on a separate statement but it's not listed on profit/loss statement	
	<b>8. Machzor</b>	Navah (co-chair of religious committee) presented along with Rabbi Amy. Subcommittee formed to make recommendations. Preference for staying with same series/companion we are currently using – Lev Shalem (handout provided). Need for transliteration and accessible commentary. We do need financial support. Congregants can purchase books; we are also looking for sponsors for 10 or more books. Let Tari know if you can purchase one or a few (\$35 per book). If you are willing to purchase 10 or more, please reach out to Rabbi Amy.	Congregants can purchase books; we are also looking for sponsors for 10 or more books. Let Tari know if you can purchase one or a few (\$35 per book). If you are willing to purchase 10 or more, please reach out to Rabbi Amy.
	<b>9. Bylaws Changes</b>	<p>Information was sent out in advance. Judy Rosenstreich, Harvey Klein and Judy Hershberg all helped to update bylaws.</p> <p>Committees did not all have board representatives; now all committees have board liaisons. Umbrella groups: finance, HR, engagement, facilities, life-long learning, religious and community. Each umbrella group has one or two board liaisons with the purpose of being in contact with committee chairs; bring to board items needing addressing, keeping lines of communication open, etc...</p> <p>Details of liaisons and committee chairs was handed out.</p> <p>Changing article 9 from 9.1 to 9.19 to update to the following described by vivien</p> <p><b>Lilah moved to accept changes to bylaws in article 9 and 7.5; Dana second. One abstention, motion passes.</b></p> <p><b>1. Friendly amendment: Lilah accepted, and Dana accepted 9.2 – president with majority approval from board, shall appoint all committee chairs – one opposed; motion carries.</b></p> <p>Move to table bylaw discussion made by Manuel, second by Bill, two opposed, - discussion tabled for now; Motion to untable by Megan, second by Bill</p>	<p><b>Lilah moved to accept changes to bylaws in article 9 and 7.5; Dana second. One abstention, motion passes.</b></p> <p><b>1. Friendly amendment: Lilah accepted, and Dana accepted 9.2 – president with majority approval from board, shall appoint all committee chairs – one opposed; motion carries.</b></p> <p><b>2. Friendly amendment; Social Action will act as the advocate for the shalom shuk. One abstention –motion passes</b></p>

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	<b>10. Fern Hill Update</b>	Fern Hill refinance closing in a few weeks to do rehab/construction starting in beginning of July	
	<b>11. Scholar In Residence Update</b>	Joey Weisenberg coming Nov 2-4; Creative Director of Hadar’s Rising Song Institute ...UVM Hillel and Middlebury Jewish student group are helping to sponsor this weekend. Cost is \$12,000; half is raised thus far, some funds remaining from previous, will be 100% financed through donations. We hope that you might assist.	
	<b>12. Full Circle Preschool Update</b>	3 classrooms, infant room, toddler room and mixed classroom, Erika, Kelly and Rachel are the teachers. Slideshow shown. Jewish learning is imbedded in curriculum. Naomi joins weekly to help with this. Weekly Shabbat parties; sing with Kochava. Integrate nature and outdoor play.	
	<b>13. Committee Updates</b>	<p>Gamach committee –still eager to have more volunteers that can help with meals and visits. Contact info is in the voice</p> <p>Naomi – Hebrew School –numbers are going up, reversing a trend over the past few years. Inquiries for next year already occurring. Current staff except for one will return. 12 responses to a parent check in; 11 of 12 are very positive. Net over \$1000 via card fundraiser that went to the yurt project. Implemented new Nadav internship program. 10 of 11 successfully completed the program. Mentors in kitchen, preschool, shuk, music, photography, building and grounds. In need of mentors. Starting a Hebrew through movement program. Also implementing a family camp Shabbat Nov 9. Starting a USY chapter for 5<sup>th</sup>-8<sup>th</sup> grade students</p> <p>Thanks to all who helped with Feen weekend. Best event ever; a visiting clergy indicated thinking was transformed.</p> <p>Events committee; very successful year with lunch and learn. Working on programs for next year – series should be printed by or before high holidays. Going to try a multi-generational trivia night in the Fall. August 5 is Jewish food fair modeled on last year’s program. \$2 a</p>	Adult mentors are needed to guide teens in skill building – let Naomi know.

		<p>scoop of food. Crafts fair too. There will be a fall playdate at Vivien's on October 7.</p> <p>Juan Carlos is producing films on issues of social justice; resurrection of Victor Jara. Two showings of film on June 24 at Rabbi Amy and Bob Small's home and the second will be in the Fall, date TBD.</p> <p>Kiddush committee in operation two years now, cater birthdays, etc... Very reasonably priced. Level two priced starts at \$175 (brochures are handed out). Need more volunteers –please consider especially if you enjoy cooking and connecting with other congregants. Richard Whitting, new kitchen manager, is fun and educational</p> <p>Stopping Stones project – read May/June Voice; looking for volunteers to assist; effort to honor names of enslaved individuals within the northern states. June 24 is last social action meeting for summer with brunch at Corbman's –more info there.</p>	
	<p><b>14. Open comments and questions</b></p>	<p>Did we institute best practices for financial controls? Is there a document that shows that? Yes, the board accepted a financial responsibility document. Lists board, finance committee, treasurers, etc..We are following that. The document can be shared</p> <p>Wednesday morning group, 7:30am, is changing. They will start meeting at 12 noon beginning after the high holidays.</p> <p>Need attendees for minyan; struggling for minyan captains. Pleases reach out to Marv if you might be willing to do this – entails some email time to line people up.</p> <p>Recommendation - Have a certified public accountant look into finances. Also recommend that Rabbi's stay for full board meetings unless there's a need for executive session where the Rabbi is asked to leave.</p> <p>Meeting adjourned 12:06pm. Moved by Kay, second by Jessica, all in favor.</p>	<p>Grace will make the financial responsibilities document available to members.</p> <p>Need minyan captains and participants. Reach out to Marv if you can help.</p> <p>Make sure that Minyan captains are listed in the Voice</p>