

Agenda – OZ Board Meeting

Date: Thursday, Feb 18, 2021

Present:

Facilitator: Nat

Meeting Recorder: Jeff Potash

		Item	Discussion, Action Steps
1	5:30	Dvar Torah – Rabbi Amy	
2	5:40	Approve minutes from February	
3	5:45	Clergy reports	
4	5:55	ED report	
5	6:05	I25 report	
6	6:15	Questions about written reports	
7	6:25	Budget FY21-22: First Look <i>(separate document)</i>	
8	6:55	OZ successes (speed round)	
	7:00	MINYAN	
9	7:30	Membership Committee presentation (L. Kornstein)	
10	7:45	RESOLUTION from Social Action and Adult Ed Cttees <i>(separate document)</i> – also see reports below	
11	8:15	MOTION to balance the current budget (below)	
12	8:30	EXECUTIVE SESSION	
13	8:50	Review action steps	
	9:00	Adjournment	

MOTION: To amend the FY20-21 budget by reporting funds received from the Resilience Campaign and PPP in equal amounts as operating income to bring income into balance with expenses.

2020-21 Meeting Calendar (1st Thursday = ExCom, 3rd Thursday = Board)

April: 1 – ExCom // 15 – Board
 May: 6 – ExCom // 20 – Board
 June: 3 – ExCom // 6 – CongMtg // 17 – Board
 July: 1 – ExCom // 15 – Board
 August: 5 – ExCom // 19 - Board
 September: 2 – ExCom // **23 – Board (NOT 16)**
 October: 7 – ExCom // 21 – Board
 November: 4 – ExCom // 18 – Board
 December: 2 – ExCom // **5/12? – CongMtg** // 16 - Board

Ongoing (Background/Postponed) Proposals

- A. Board Self-Management
 - a. Organize old Board documents
 - b. Revise by-laws, including possible officer succession
 - c. Draft or find the old Board member code of conduct
- B. Finance
 - a. Create and follow policy of standard overhead fees for programs
 - b. Replace HS tuition with membership
 - c. Charge for Adult Ed and related events
- C. Membership
 - a. Actively recruit members to join the Membership Committee and help Richard F.
 - b. Revise membership process and forms to be less judgmental
- D. Building
 - a. Sanctuary/building redesign
 - b. PA system
- E. Update website incl. content, functionality, etc.

Trustees, Board Members, Terms, Committee Liaison Assignments

Name	Through	Committee Liaison
Harvey Klein	Trustee	
Judy Hershberg	Trustee	Events
Gary Visco	Jun 21	Interfaith & Social Action
Suzanne Brown	Dec 21	G'Mach
Becky Wasserman	Dec 21 (2 nd term)	Adult Ed, Scholar in Residence
Mindy Evnin	Dec 21	Cemetery, HR
Nat Lew	Dec 22 (2 nd term)	
Bill Miller	Dec 22 (2 nd term)	Finance
Joshua Kernoff	Dec 22	Development
Ducky Donath	Dec 23	Membership
Brett Smith	Dec 23	Hebrew School, Preschool
Jeff Potash	Dec 23	Mural
Yoram Samets	Dec 23	Religious

MINUTES – OZ Board Meeting Date: Thursday, January 21, 2021

Present: Naomi Barell, Suzanne Brown, Eric and Karen Corbman, Judy Danzig, , Mindy Evnin, Sarah Glassman, Judy Hershberg, Joshua Kernoff, Harvey Klein, Nat Lew,, Bill Miller, David Pasackow, , Jeff Potash, Yoram Samets, , Rabbi Amy Small, Brett Smith, Gary Visco, Becky Wasserman, Cantor Steve Zeidenberg

Facilitator: Nat

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Item	Discussion, Action Steps
Dvar Torah – Rabbi Amy	Rabbi Amy shared Rabbi Lawrence Hoffman’s blog (https://blog.lawrenceahoffman.com/2021/02/14/my-big-mistake/) contrasting the power of Jewish principles, history, texts, and culture against what he described as Jews’ inability to “think big” (as in mega-churches). Can we show others what the Jewish way can offer? And can we imagine, for OZ and beyond, a “bigger” future?
Approve minutes from January	MOTION made to approve minutes. Board approves.
Review action items	Nat asked if anyone had questions regarding the list of action items. Josh suggested the Board try and name names and add dates to give a greater sense of prioritization and purpose. He also suggested considering listing a new marketing committee here. ACTION: Nat will try and provide a clearer structure for moving forward with action items.
MOTION: Appoint Gary Visco to Board through June Congregational Meeting	MOTION: Motion made by Nat to appoint Gary Visco to the Board through June, 2021. The Board voted unanimously in favor of the motion.
MOTION (from Finance Committee): Reinstate cut salaries retroactively (<\$4,500)	The motion from the Finance committee to reinstate cut salaries was placed on the floor. Yoram inquired whether the Rabbi and Cantor should also have their compensation adjusted to return their promised 2% contractual raise to them. Harvey and Suzanne supported the proposal. Sarah reminded the Board that non-contractual staff normally get a 2% wage-of-living annual increase. Yoram made an amendment to the motion that the clergy contracts be “made full” based on the PPP compensation of \$167K +. Susanne seconded the amendment. Josh recommended the amendment be tabled until the Financial Committee weighs in. The amendment was voted down, 3 in favor and 4 opposed with one abstention. The main motion was passed by a unanimous vote.

	<p>ACTION: Nat will communicate with the Financial Committee regarding next steps.</p>
Report on Imagine 2025: Draft strategic overview and task group update	<p>Yoram asked for questions, noting that the strategic draft would be examined in Executive Session. Yoram described ongoing work with the Family Engagement Task Force (Ingrid and Brett are organizing) and the Religious Task Force (which holds its first meeting this Sunday). The Social Justice and Community Center are in the process of being organized and will begin their work in two weeks. The Task forces will have 45-60 days to specify where/what they'd like to see in 2025, with subsequent energy invested in timeframes.</p> <p>Yoram encouraged Board members to participate. Nat volunteered to be on the Post-Covid Task Force.</p>
Rabbi wedding blessing question	<p>Nat presented the Rabbi's question. A former student of Rabbi Amy is marrying a non-Jew: they would like Rabbi Amy to attend and give a blessing. She would not officiate (in accord with the Rabbinic Assembly rules). Rabbi Amy explained that the wedding will include Jewish wedding symbols including a Chuppah and a Ketubah. The couple plans as well to break a glass.</p> <p>Bill expressed support for the Rabbi's participation, as "a step in the right direction." Brett agreed, indicating the importance for welcoming interfaith couples into OZ. Sarah, Gary, Judy, Naomi, Cantor Steve joined in expressing support.</p> <p>Josh recommended the minutes reflect the Board's support of Rabbi Amy's action. Becky agreed.</p>
MINYAN	
Clergy Reports	<p>Rabbi Amy shared some highlights of what's going on: collaborative efforts are happening with Adult Ed and Social Action including work on an anti-racism taskforce. Rabbi Amy is continuing to collaborate with Rabbi Edelson (they've finished their "Death and Dying" classes); next is a series on "Making Prayer Real" with Cantor Steve joining them. A sermon Swap this week between the two Rabbis reinforced positive connections. Also, OZers joined Jewish Communities of Vermont's special event honoring Susan Leff; and Rabbi Amy is working with the new Director. Also, during a recent meeting with local Christian clergy, she was reminded of OZ's need to reconnect with First Congregational Church. Rabbi Amy continues to participate in Imagine 2025 and expressed her thanks to the group for their work.</p> <p>ACTION: Again, the Rabbi reminded Board members not to 'reply all' on e-mails as these continue to pile up in her inbox.</p> <p>Cantor Steve: Highlights include: (1) plans to return to preschool on Fridays with Jewish programming; (2) joining with the "Making Prayer Real" classes to help people "who struggle" to see and appreciate the full range of Jewish prayer. March 14th is the first class; (3) Cantor Steve's final Broadway program is planned for next week (Prior sessions have been well attended by more than 60+ people in each case); (4) There are nine B'Nai Mitzvah scheduled between</p>

	<p>March and November. (5) Coffee houses continue to happen; and, finally (6) singing community will start up next Sunday.</p>
ED Report	<p>Sarah Glassman: Sarah presented the Davidson family as new members of the congregation.</p> <p>MOTION: Nat presented the motion to accept the Davidson’s as new members. Bill seconded.</p> <p>Sarah shared information from her report including the recent hiring of Andie Lowe as a part-time replacement for Tari (Sarah is currently training her); repair of interior doors; receipt of PPP funds; repair of the roof; exploration of new CRM, and a reminder of the impressive list of upcoming events.</p>
Queries about written reports	<p>Naomi shared (1) that the preschool and Hebrew School had collaborated on a program earlier in the week focusing on stress; (2) We had 100 ZOOM windows open for Mitzvah Day and will be highlighting the outstanding student projects through an upcoming NADAV video. (3) The HS Committee is developing a marketing plan; (4) Naomi is looking into curricular development for next year which will incorporate a ZOOM component;.(5) Naomi reported that the Purim Carnival is coming up next week; and finally,that there will be a (6) fundraising event involving both the HS and Preschool and involving a Post Passover Chumitz fest.</p> <p>Becky also mentioned the successful letter-writing project (to seniors) involving a rich collaboration between the Hebrew School and a number of other OZ groups</p> <p>Nat encouraged the Board to review all of the other reports in the packet which further highlight a number of exciting and ongoing projects.</p>
Finance 101 – Sarah Glassman and Bill Miller	<p>Bill shared a document (from June 2017) called “Financial responsibilities of OZ staff and volunteers” and focused on the Board’s responsibilities.</p> <p>He then presented the Treasurer’s Report and explained how it is organized (based on income/expense categories and comparative analysis). He then explained the “Profit and Loss by Class With Budget” sheet. That, Bill observed, was a “quick, high level review of responsibilities and the Treasurer’s report!”</p>
Executive Session	<p>MOTION: Bill moves to enter executive session. Josh seconds. Board approves.</p> <p>Mindy moves to exit executive session. Josh seconds. Board approves.</p>
Adjournment	<p>MOTION: Mindy moves to adjourn. Board approves.</p>

ED Report – Sarah Glassman

Staffing, office and building updates:

- DHS Grant update: as of Tuesday, 3/9, our application for funds reallocation for our DHS grant is still being processed by FEMA. We cannot move forward with any work on our window shatter-proofing until we hear back with approval. During April we will begin the reimbursement process for work already completed under this grant, this could take several weeks.
- CRM update: on 3/10 our staff had a demo with ShulCloud, which will be our new CRM. All staff will have access and be able to use ShulCloud to retrieve member data, information, maintain notes and more. Once implemented fully we will be able to eliminate several other services that are redundant with ShulCloud's offerings (email service, form/credit card processing, website, etc). A meeting with Kesef is scheduled for the week of 3/15 to ensure all mapping and data transfers with our new system. This process is exciting and will be a heavy lift on office staff (Andie and myself) and we appreciate your patience. This CRM includes a portal for member log in where you can access your information, pay bills, view a membership directory, update yahrzeits, and more. We will likely roll out ShulCloud to members in April/May once the back end transfer is completed.
- Shuk update: Two new Shuk employees began recently, both are UVM students, Sophie W. and Ben. They will be assisting while Karen is on medical leave and are now fully trained.
- Roof repair update: Our roof repairs will begin the week of 3/22 and will take about 1-2 weeks to complete. Raul has been expertly managing this process and working with Evergreen Roofing to ensure they have all the information needed. The leak being repaired has been ongoing for many years and the fix, once implemented will ensure we do not have these issues going forward. Raul is working to ensure there is minimal disruption for Full Circle Preschool during these repairs.
- Lost Mural restoration will be happening beginning in mid-April and throughout the summer months. Jeff and Aaron have been keeping our staff updated about the restoration process and timeline. They are working closely with Raul around issues of building access, ventilation and ensuring they are not interfering with Full Circle Preschool's operations.

Financial

- Major donor fundraising campaign is still in process with no new donors this month as of 3/12.
- I have begun exploring the 2020 Employee Retention Tax Credit with the assistance of the Finance Committee

Keep these on your radar: upcoming events:

- I continue to manage the outreach, communication and Zoom scheduling around many upcoming events including those below. Weekly event links are updated on Mondays and are available on the OZ website: ohavizedek.org/about/virtual-upcoming-events. Please keep reading our weekly events emails, like us on Facebook and follow on Instagram to hear about these and other events.
 - Adult Education:
 - The Art of Mark Rothko, led by Linda Finkelstein, Tuesdays April 6 and 13, 7:30-9:00pm
 - Beautifying your Shabbat and Holiday table with Leslie Dolin, Tuesdays, April 6, 13, 20 and 27 10:00am-11:30am

- Passover, details and links available here: ohavizedek.org/passover
 - Passover Seder meal ordering has been a success. 26 families have ordered meals and many have donated in addition to their purchase. Meals will be picked up by Basha on March 21 and distributed at OZ on March 26, just before Passover
 - OZ co-sponsored a JKids Radio and PJ Library event for kids 0-10, took place Tuesday, March 16 and featured many of the top artists in kids Jewish music.
 - Saturday, March 27, Pesach Evening Service and Community Seder with Temple Sinai, 5:30pm
 - Sunday, March 28, Pesach Morning Service, 9:15am
 - Sunday, March 28, 5pm, Family Passover Experience with age based break out rooms.
 - Sunday, March 28, Second night Passover experience with Temple Sinai, details TBA
 - Monday, March 29, Pesach Morning Service, 9:15am - no evening minyan
 - Friday, April 2, Kabbalat Shabbat and Pesach Evening Service 6:00pm
 - Saturday, April 3, Shabbat, Pesach Morning Service, 9:15am
 - Sunday, April 4, Pesach Morning Service with Yizkor, 9:15am - no evening minyan
 - Sunday, April 4, OZ Hebrew School Passover Flight to the Promised Land, 9:30am
 - Post Passover Chametz Fest Cookie Sale, order by April 5, pick up at OZ on Friday, April 9 4-5:15pm: <https://thetastycookiebakeshop.square.site/oz-post-pesach-cookie-sale>
 - 10% of proceeds benefit OZ
- Upcoming Friday Night Tot and Family Shabbatot - organized by Naomi led by clergy:
 - 3/19 - Family Shabbat
 - 4/9 - Tot Shabbat
 - 4/16 - Family Shabbat
 - 5/7 - Tot Shabbat
 - 5/21 - Family Shabbat
 - 6/4 - Tot Shabbat
 - 6/18 - Family Shabbat
- Upcoming musical programs, led by Cantor Steve:
 - Saturday, March 20 at 8:00pm, Havdalah/Concert with Cantor Steve & Friends, featuring OZ musicians
 - Saturday, April 17 at 8:00pm, Havdalah/Concert of Israeli music
 - Sunday, May 22 at 7:30pm, Coffee House
 - Saturday, June 26 at 8:30pm, Campfire Songs/Kumzits and Havdalah

Adult Ed committee Report – Nancy Sugarman

The Adult Education committee concluded three successful courses this month. We also created a guide to instructors/facilitators and hosts of adult education classes which we will post on our webpage. We will also offer individual support to any new instructors or class hosts. One class series (and Lunch and Learn) was postponed due to instructor illness.

We have met with the Hebrew school committee and learned about their interests and needs related to adult education. Several of our committee members attended two trainings from 18 Doors about recognizing and supporting families with non-Jewish members. This has been identified as an area of need at our synagogue, by Hebrew school and preschool families in particular.

We continue to review our outreach, to evaluate classes, and plan new classes each month based on needs and interests of the community. We work closely with Sarah, the Rabbi and Cantor Steve on this. The newest class addition is a conversation for grandparents missing their grandchildren (due to distance and/or Covid). We have new instructors teaching and have noticed several people attending classes who have not attended any before. We have added the task of simple evaluation of classes and interest in classes, to the host's role at each course.

We decided to put our discussion on charging for adult education classes on hold, until the work of the finance and development committees is completed and the influence of Covid is minimal. In the meantime, we support clergy inviting participants to make a donation in support of their classes. When ready we will do additional research before making any recommendations about charging for classes.

Members of our committee will be participating in the Community and in the Social Action Imagine 2025 Task forces. We continue to work with the Social Action committee and Anti-racism committee (and adhoc committee of social action and adult ed) on a planned survey of members specifically about racism. We completed two classes specific to racism: a book discussion on *White Fragility* and *Seeing Jews of Color*, which created in-depth and thoughtful discussions. We are planning more programs that address racism based on books and films.

We are presenting to you this month a joint resolution with the Social Action committee and Anti-racism workgroup, that we are asking you to adapt. The resolution, with possible actions and a description of the development process were already sent to Nat Lew earlier for the board's consideration this March, and we assume is already in the board's packet. We will discuss this, and also ask you to approve a planned survey created with the anti-racism workgroup, at the March board meeting.

The following adult education classes are continuing, or coming up:

- a) Continuing the *iEngage Hartman* series of weekly Sunday classes, with Rabbi Amy (3 new participants joined recently)
- b) *Making Prayer Real* with Rabbi Amy, Rabbi David and Cantor Steve, begins in March, biweekly as a long-term series, based on a national curriculum purchased by Temple Sinai begins March 14
- c) *The Vision of Rothko*, a two-part class on the artist Rothko, including learning and creating taught by Linda Finklestein begins in April
- d) *Making your own Tallit*, a two-part class with Leslie Dilon to inspire Hebrew school students and adults began in March

- e) *Beautifying your Shabbat and Holiday Table* (with Leslie Dolin) Tuesdays, April 6, 13, 20, 27 from 10:00-11:30.
- f) *Grandparents missing Grandchildren*, a conversation on March 19, 2021 at noon
- g) Book discussion series of *Caste* by Isabel Wilkerson, coming in May
- h) A series of conversations and stories about Jewish life, in process of development

Social Action Committee Report – Michael Schaal

The Social Action Committee has been primarily focused in two areas.

1. The Anti-Racism work group. We will ask the Board to take action in two areas outlined below.
 - A. Authorize the Anti-Racism work group (consisting of members of Adult Education and Social Action committees) to send a survey to Congregation members, OZ participants and others formerly and potentially affiliated with OZ.

The Anti-Racism work group has finalized the Survey regarding possible racism and micro-aggressions toward BIPOC people within our OZ congregation or those who may have been deterred from joining OZ for those reasons. The Work group has spent much time and effort refining the Survey. The intention is to survey the Congregation about attitudes regarding racism in general, but more specifically within OZ and to assess both from BIPOC individuals and families any experiences that have adversely affected them and influenced their participation in the OZ community. The work group has been working with a consultant who will be available to communicate with any OZ affiliated BIPOC individuals and families. The Consultant will then report patterns and themes to the anti-racism work group while maintaining confidentiality of the individuals with whom she has communicated. The work group will report these patterns and themes to the Board with recommendations as to any actions that should be taken. The intentions continue to be for the Board to appoint a Task Force discussed at an earlier meeting to monitor and serve as a clearing house to report to the Board regarding any and all dynamics within OZ that may be experienced as inadvertently or otherwise racist at Ohavi Zedek.

In the course of preparing the Survey, the work group requested and received from the Rabbi, Sarah, Naomi and Erika information about how many BIPOC families are in our OZ community. We believe that the information may be incomplete.

Nancy Sugarman will be prepared to discuss with the Board specific ways of distributing the Survey that are designed to achieve maximum participation within the Congregation.

The Social Action committee, at our meeting on 2/21/21 approved the sum of up to \$500.00 along with an equal sum approved by the Adult Education committee to pay for consultant services to Autumn Leonard, the consultant that we have been utilizing for the purpose of potentially communicating with BIPOC individuals and family members about their experiences at OZ, if these individuals wish to do so. Since that time a member of the Congregation, who is also a member of the work group, has volunteered to defray that cost.

B. Adopt resolution: Re-Committing to Social Justice at Ohavi Zedek 2021.

The Social Action Committee has passed a resolution that has also been passed by the Adult Education Committee that both committees ask that the Board adopt tonight. This resolution, RE-COMMITTING TO SOCIAL JUSTICE AT OHAVI ZEDEK 2021 is in two parts. One contains wording meant to define Ohavi Zedek synagogue more clearly as inclusive in welcoming Jews and members of Jewish families to our community. The second component contains action steps to implement the Statement. Michael and Nancy are prepared to answer questions and clarify anything necessary for the Board to adopt the Resolution. The resolution is included as a separate attachment with the Board packet.

2. An emerging project that will address Hunger in the community, in conjunction with efforts by the Shalom Shuk to distribute necessary supplies to the Community.

At the initiation of Congregation members Josh Kernoff and Grace Oedel, the Social Action committee has undertaken a project to address Hunger within OZ and in the Greater community beyond. This project is in the initial stages of organization and development. I am gratified to say that those who have volunteered to participate represent a broad demographic spectrum of those who participate in our synagogue community ranging from parents of families of small children to elders within the community. Hopefully, there will be more to report in the coming months.

Also,

At the next Social Action Committee meeting I will propose to the committee that the formal name of this committee be changed from Interfaith and Social Action committee to Social Action committee. I have received feedback to the effect that the current name implies that we are designated to address Interfaith marriage within our Interfaith families. In fact, the name came from the intention of interacting with other Faith Communities in our geographic area. This goes hand in hand with Social Action efforts.

If our committee adopts this name change, I believe it will require a Bylaws change at the next Congregational meeting.

President's Brief Report

- The Finance Committee has recommended that in June, if the budget allows, the Board give bonuses to all staff, since no one received a raise this year. I will bring this item up at the Board meeting at that time.
- I have initiated reviews of our ED Sarah Glassman and our DYE Naomi Barell
- Rabbi Amy and I and several others are planning an adult learning event – an “extra” Lunch and Learn – on May 6 on “Trends in Synagogue Change and Implications for OZ”.

G'Mach Committee Report – Eric and Karen Corbman

- The project to bake and deliver Purim baskets was a big success! Kudos to our bakers (Jeff Potash and Neil Kanarick) and all the volunteer drivers that helped enrich the day for the recipients!
- We also want to congratulate all the volunteers who participated in 3 distinct calling campaigns that informed senior members 75 and over, 70-74, and 65-69 when each age grouping was eligible to get their first vaccine. It was a wonderful exercise in community building and everyone called appreciated the outreach!

Hebrew School Report – Naomi Barell

- Purim CARnival was very successful. A good time had by all who attended.
- OZ Families Adult Social Hour had its first gathering last week - good mix of OZHS and FC families
- NADAV Teen seder this past Saturday night - Prepared and led by educators from OZ, JCOGS, Kol Ha'Emek and JCVT with 32 participants. 13 OZ students from NADAV and Kitah Zayin plus one guest.
- This Sunday at OZHS - live virtual tour of sites related to Passover story led by Ramah professional tour guide
- We have received 21 responses to OZHS survey so far
- Adult Ed committee and HSC working together to look at class offerings for parents
- Looking at options for COVID safe, in person, OZHS commencement on May 9th
- OZHS and FC parents working on Phoenix Books fundraiser
- Tasty Cookie Post Passover fundraiser in the works - please order!

Treasurer's Report – Bill Miller – See separate attachment