

Agenda and Minutes – OZ Board Meeting

Date: November 15, 2018

Present: Bill, Sarah, Karen, Judy R., Vivien, Wayne, Harvey, Judy H., Lila S., Deb L., David R, Eric C., Rabbi Amy, Nat, (Becky on phone), Zoe H., Sharon P, Jessica, Miriam, Grace, Suzanne B., Suzi **Absent:** Adam

Facilitator: Vivien **Meeting Recorder:** Sarah

	Topic/Outcome – Who	Discussion	Action Steps
5:30 - 5:35	1. D’var Torah –Rabbi Amy	Vayetzeh; God is present in this place and I did not know it. What does it mean to find God in a place? Joey Weisenberg brought us a taste of the ladder to go up and come down; feel like our souls opened and were touched. Relevance to how we can expand and craft spiritual opportunities What is really possible? A lot!	
5:35 - 5:45	2. Approve minutes and review action steps—Vivien	Jessica moved, Wayne second, minutes approved unanimously.	
5:45 – 5:50	3. Two new Fern Hill board members—Lila Shapero Outcome: To vote on two new Fern Hill board members.	Fern Hill; OZ Board of Directors approves member for Fern Hill Board. Would like to reappoint Lani Ravin to another full term, and to approve Suzi Wizowaty who stepped in on an expired term. New terms starting in January Karen moves to approve both renewing Lani’s term and appointing Suzi Wizowaty to the board, second by Judy. Motion passes unanimously. Term is for 3 years. No succession planning in place as of yet. There is going to be a conversation about this, this coming year. Construction on schedule, on budget. Hopefully in May there will be a ceremony to share the upgrades and celebrate! Recommendation to put out a press release now to share the news that this is happening; why wait? Share the great things that are happening! Great to share the support that flows between OZ and Fern Hill	
5:50 – 6:00	4. Discussion of b’nai mitzvah ushering and bimah presence - Deb Lashman	On behalf of religious committee; ongoing issue that board presence lacks at b’nai mitzvah ceremonies. Need at least one board member present and sitting on bimah. Shows respect for the families and youth; builds community;	Grace will create a signup genius and indicate Shabbat priorities (b’nai mitzvah and

	<p>Outcome: To explain the importance of board attendance at bar and bat mitzvot.</p>	<p>Is it acceptable for youth board member to take this on? Yes! But an adult member should also be present.</p> <p>Used to have a signup genius schedule. Should we recreate?</p> <p>Next bnai mitzvah is in the Spring; there are only three between now and end of fiscal year.</p> <p>Ushering is almost important. Members of religious committee will figure this task out.</p> <p>Also honor once a month birthdays and anniversaries. This should also be a priority for board presence .</p> <p>Please to intersect in all aspects of synagogue life; Hebrew school, etc...</p>	<p>birthday/anniversary service)</p>
<p>6:00 – 6:30</p>	<p>5. Development – Sharon Panitch Outcome: Update on work on the Development Committee</p>	<p>Development committee (Sharon, Mike Kanarick, Jeff Halpert, Kevin Morganstein-Fuerst, Deb Lichtenfeld) should focus on legacy giving. 298 member families currently, of those 180 are over 60 years of age. Looking at resources, focus; with an aging community, legacy giving makes sense.</p> <p>Different forms to this; stocks/bonds, etc..bequeathed. Could be real estate. Will be taking actions to let members know what their options are. Downside is, is that’s an unknown when the dollars will roll in. Upside, dollars go into endowment and helps to sustain long term.</p> <p>Budget gap consistently of about \$80,000 annually. Last year we were able to close that gap through cost savings. The development committee needs about 2 million to go into the endowment to fill that gap, but, overall, long term strategy, this could work to be a consistent source of funds. This does not include dollars to cover costs related to full-time cantor.</p> <p>Hard to raise dollars for operating costs (annual appeal, auction, etc, are our primary ways) but other events won’t cut it. Events are great for community building but not to raise large dollars. Limited capacity and prefer to focus on legacy.</p> <p>Can some legacy giving go other places than just the endowment? Yes</p> <p>What about the L’dor Vador Society? David Pasackow started this. Where does it stand? Do people want that?</p>	<p>Grace or Sharon will look more into the Ldor Vador Society to share more information for consideration.</p> <p>Add to The Voice more info about ways to give and the funds that are available and what they are for (Judy H and Vivien)</p>

		<p>Need \$1300 to produce the materials necessary to embark on this effort (design and printing).</p> <p>Board will need to embark on other fundraising separate from development committee</p> <p>Should include a % for overhead when we do fundraising for special projects.</p> <p>Should board approve a legacy program? This is separate from Ldor Vador which is annuity focused.</p> <p>We receive general donations of about \$20,000; there are many other funds that people can support, too. Should we publicize this more?</p> <p>We should do a hamantaschen fundraiser....Sharon thinks it's doable; it requires a level of participation to assemble, deliver, etc...</p> <p>Should share info about funds at annual meeting and how to learn more</p> <p>Plans for a raffle at the Chanukah Party</p> <p>Suzanne is board liaison to development committee</p> <p>Miriam moves that the board allocate \$1330 out of the money received from the sale of the land to Fern Hill money for the purposes of the development committee setting up a legacy giving society. Sarah second. One abstention, motion passes.</p>	
6:30 – 7:00	<p>6. Security Outcome: To discuss security situation and OZ and how we want to move forward</p>	<p>Security taskforce created about 5 years ago; membership has dwindled. Created a policy manual and protocols for emergencies on doors, classrooms door modified to internally lock each door, put in shades, signs in windows facing out so rooms can be identified; put pushbars in small and large sanctuary, keypad outside.</p> <p>There are still more recommendations such as a PA system, move offices, install a double door (mantrap), install ballards to prevent a car coming close, offer more lockdown drills (for both kids and adults)</p> <p>Safest spaces in synagogue are the kitchen and the upstairs classrooms; other safe rooms is the space between Rabbi Amy's office and the small sanctuary</p>	

		<p>and the room to the side of the bimah (locking doors and no windows). Become invisible.</p> <p>Cannot make the synagogue a fortress but are trying to make it as safe as possible.</p> <p>The door needs to stay locked. How do we let people in when there's an event? Could give fobs rather than a keypad</p> <p>There's been an uptick in police presence; but these are off-duty police officers and it costs money....</p> <p>What are the costs? \$10-20k to move office and double door; PA is about \$4000</p> <p>Rabbi Amy told Congressman Welch that we needed grants to upgrade for safety; his office is helping to identify funding opportunities.</p> <p>Could we train greeters to staff the doors; so they have a protocol and awareness of what to look for?</p> <p>There's no right way to prevent a situation Need to raise awareness and do what we can.</p>	
7:00 – 7:25	Minyan		
7:25 – 7:40	7. Rabbi's Report – Rabbi Amy Outcome: To continue to engage board in work of the Rabbi	<p>Judy Chalmer got the Gov Art Award (service to the arts) – mazel tov!</p> <p>Revisited Shabbat during and following synagogue; the community came, outpouring of support; security is on our minds. Keep doing our best to build spiritual community.</p> <p>This Sunday is second showing of movie about Victor Jara; commentary on world today even though film about history. Helping to get the word out and support the fundraising endeavor.</p> <p>Rabbi Amy speaking at a Racism in America session at the Good Shepherd Lutheran Church in Jericho</p> <p>Israel trip now live; website for registration; itinerary available; trying to establish a scholarship fund; an educator will be here to answer questions</p>	All – promote the film ; being held at OZ by donation

		<p>Scholar in Residence Weekend; generated a tremendous energy and demonstrated the need for what it was offering; a new and different way to express Judaism through song. Sunday morning video made that will be showed at congregational meeting. Shaped the alternative service this past weekend. Came up with a new title called Lev Shalem (whole heart) services.</p> <p>Singing community getting off the ground; launched on Dec 16, right before Ezra Corman from Israel.</p> <p>Doing a swap with a reform congregation in Montreal (Feb 15-16) and in March, one of their Rabbi's will come here when Rabbi Amy is away.</p> <p>Have a synagogue librarian – Suzi Wizowaty!</p>	
7:40 – 7:55	<p>8. Executive Director and President Report – Grace and Vivien</p> <p>To update the board on ongoing work</p>	<p>Salam Shalom Sisterhood; muslim/jewish women – exploring relationship</p> <p>Executive committee for new board; Adam is interested in serving as Secretary; Vivien willing to be President again unless someone else is interested. Bill will remain treasurer for 6 more months (there is someone who's expressed interest); Wayne is stepping down as VP – need a VP. Nominations will take place following the Dec congregational meeting.</p> <p>Annual appeal – gratitude to those who showed up; great night. This is one of the only moments throughout the year where board members reach out to congregants. Feedback is great! Donations are up! Not sure why – reaction to Pittsburgh, the exciting programming here, both, hard to say...Hoping for calls done by end of Nov. should members call again in about 6 months to just check in? Yes...</p> <p>We have a firewall; wireless not yet fixed completely, but in process.</p> <p>Organizing around immigration (sanctuary and immigration working group); regularly meeting every two weeks; active in communicating with Vermont legislators; different types of projects moving forward (legislative pressure, rapid response, etc); could there be a Jewish response to meet the caravan in March? Conversations are occurring....</p> <p>Relationship building is important; what does this mean? Parenting in scary times preschool gathering (engaging with Rabbi Amy and connecting them to the temple), a gathering of multiple events at one time that allows for interconnectivity and vibrancy, community singing group, Richard Whitting is</p>	<p>Make annual appeal calls by end of November</p>

		<p>teach a class called Beyond the Latke (cooking class) – we build relationship through these small pieces by bringing them together.</p> <p>Who are we? Why are we distinct? Neighborhood – how can we be the neighborhood shul in the heart of Burlington. What does this mean?</p> <p>Website will be reorganized.</p> <p>Meditations on a Hidden God; Dec 16 workshop here at OZ, noon – 1pm.</p>	
7:55 – 8:00	<p>9. Hebrew School Report Outcome: To update the board on the Hebrew School</p>	<p>Had our first class Shabbat of the year, then a Saturday camp Shabbat; very positive feedback. Had Havdalah at night with 23 kids. Sunday with Nadav (14 teen interns). This Sunday is with machom Imishpacha (family education program).</p> <p>Trying to work kinks out with USY and figuring out who’s doing what and when; first event well attended.</p> <p>Losing one good teacher; need to find a replacement.</p> <p>Looking to build a new curriculum that would attract the same families that move into machom Imishpacha but earlier, with outdoor education focus.</p> <p>Mural curriculum is in process; Zoe working hard.</p>	
8:00 – 8:10	<p>10. Congregational Meeting – Grace/Adam Outcome: To inform board, and get input, on plans for 12/9 congregational meeting</p>	<p>Messaging around meeting will be different in hopes we attract a wider constituency to attend the meeting; we want to hear members’ feedback and provide ways to give that feedback. And, we want to share what’s going on ;open question, formal table discussions, what makes OZ distinct, solicit general feedback. And, showcase who is OZ by having a smattering of folks share a mini-bio and why they are here.</p> <p>Want people to realize this is a collaborative experience, not just a presentation.</p>	<p>Grace, Adam and others (?) will help with outreach to Dec congregational meeting</p>
8:10 – 8:40	<p>11. Membership/Outreach/Public Relations Outcome: To consider next steps concerning Membership/Outreach committee and public relations</p>	<p>Need someone to do PR for us – someone who knows how to write a press release and how to do outreach in the community.</p> <p>What makes OZ distinct?</p> <ul style="list-style-type: none"> • Relationships in community; feels like home • Social justice • Farming/outdoors and nature 	<p>Put an ad or some kind of notice in the voice to indicate need for a PR person</p> <p>All – jot down your reason for joining OZ? What would you tell</p>

		<ul style="list-style-type: none"> • Chavurot; establish Friday night groupings of people who will gather for Shabbat • History; mural committee believes in this • The arts – concerts, etc.. • Unique role in the community; neighborhood; history to place <p>Why would someone join OZ? How do we talk to others about why they should be here? Why did we choose OZ? What is the role of the connection to USCJ and our values as a conservative synagogue? Need to express our values and identity clearly and why we do what we do and who we are.</p> <p>What will we do with this information? Dave Hoenschau will help pull this information together and help us figure out what to do next.</p>	<p>others why they should join? Add these questions to the congregational meeting.</p> <p>Miriam and Rabbi Amy will flesh out the questions to ask</p>
8:40 – 8:45	<p>12. Cantor recruitment update – Nat To inform the board about ongoing cantor recruitment</p>	<p>Nov 1 was date that the cantorial assembly starts putting out advertisements; filled out documents for CA; placement ad went live on Nov 6 (a month and 20 days earlier than 2 years ago – we have two applicants as of today). Also put together committee (12 people) haven't yet met (will meet in early December).</p> <p>After initial CA applicants, can advertise outside of CA if necessary; hiring committee will make that determination if necessary</p> <p>Next steps; committee initial meeting to assess vision and desires; review/assess applicants, further search or not and pursue</p> <p>Avoid school vacations; times when Hebrew school families are not around for interviews – goal is to make an offer before Pesach</p>	
8:45 – 8:55	<p>10. Committee Updates Outcome: For board liaisons to fill the board in on any committee updates or questions</p>	Chanukah Party – dec 2	
8:55 – 9:30	12. Executive Session	<p>Judy moved that we enter executive session, Bill second. Entered executive session at 8:55pm</p> <p>Executive session ended at 9:15, moved by Bill, second by Wayne.</p> <p>Meeting adjourned at 9:15pm Wayne moved, Becky second.</p>	

Ongoing action items:

- Nat to discuss with Religious Committee about getting back to Small Sanctuary proposal. This should be a comprehensive design proposal that considers what to do about memorial plaques, options for Main Sanctuary, to give us perspective on what to do next. Will seek pro bono consulting and see what that yields until we make decision we need to spend something.
- 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 – save for later
- Invite new Kehillah Manager to visit OZ. – table for later
- Look into why we vote on members or revisit the process
- Begin to think about organizational system for succession planning - in process. Needs serious thought/ culture change. Wayne and Judy and Grace will form subcommittee to work on this.
- Review political activities statement. Board will read model language and group will begin draft. Need a subcommittee to create draft; Grace, Karen and Wayne will work on this
- Membership and membership outreach committee: Discuss when more board members are present.
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Action items from October board meeting:

- Subcommittee developed to figure out how to fundraise to cover the error (\$20k) to help us through this short term accounting issue. Vivien will talk to finance and development committee (Rabbi Amy has proposal to form a bubbe/zeydi fund); Sharon will speak with Rabbi Amy and Vivien
- Rabbi Amy - form “great” grandparent donor circle who want to support future of preschool (see above)
- Continue work to develop pastoral care team and curriculum.
- Adam should work with adult ed committee to encourage filling a Chair role.
- Membership and membership outreach committee: Discuss at November meeting.
- IT: Grace will sign contract with one company. - done