

Agenda and Minutes – OZ Board Meeting

Date: October 18, 2018

Present: Nat, Rabbi Amy, Bill, Harvey, Karen, Judy H., Miriam, Judy R., Vivien, Wayne, Naomi, Eric, Suzanne (second half); Grace and Miriam on phone

Absent: Becky, Jessica

Facilitator: Vivien **Meeting Recorder:** Adam

	Topic/Outcome – Who	Discussion	Action Steps
5:30 - 5:35	1. D'var Torah – Rabbi Amy	The “Unorthodox” podcast is entertaining, informative, fun, on Jewish culture. “Fiddler on Roof” segment addressed generational change, rejection of traditional norms. How do we articulate OZ’s norms, customs, culture and embrace new ones? What’s “Jewish”?	
5:35 - 5:45	2. Cantorial Search - Congregant Aaron Goldberg	Congregant reads statement re cantorial search process. Requests that there be a general email to congregants when we are considering hiring a rabbi or cantor. Requests deferring cantorial search for 6 months or one year ; need to consider the commitment of money beyond the short term. Should consider arrangements to help rabbi in short term.	Aaron says will email statement to Vivien. Board will take his points under consideration.
5:45 – 5:55	3. Approval of minutes and review of action steps – Vivien	Miriam notes in preschool budget section: Board discussion had been that OZ and preschool would not necessarily split surplus; it could revert back to OZ. Will remove language from minutes about “split 50/50,” which was not from this meeting. Miriam notes that section on Finance Committee proposal concerning Fern Hill roof fund proposal should say: “up to \$3,000 be granted ... if needed, pending presentation to board about need.” Miriam/Vivien have the precise language. Wayne moves to approve minutes and Nat seconds; minutes approved unanimously.	
5:55 – 6:05	4. Review of action steps - Vivien	Nat should nudge 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. Succession plan: Vivien met with president of Sinai and discussed board succession planning.	Someone draft proposal re succession planning?

		<p>Rabbi suggests that someone think about this and draft a proposal. All boards she has been on had similar succession plans. See what would fit here. Eric suggests adding a process for committee chair, as well.</p> <p>Budget discussion: Table for later.</p> <p>Kehillah manager: Save for later.</p> <p>Political activities statement: Need to do this. Board has model language to read.</p> <p>Membership and membership outreach committee: Discuss when more board members are present.</p> <p>IT/Firewall: Grace has updates. Firewall is not a big concern as relates to cameras in classrooms, which are just trained on the door and not a real privacy concern.</p> <p>Preschool budget proposal is done.</p> <p>Bill will update finance committee proposal re \$3k for roof fund.</p>	
6:05 – 6:15	<p>5. Rabbi's Report - Rabbi Amy Outcome: To continue to engage board in work of the Rabbi</p>	<p>Rabbi is working on itinerary for Israel trip, which would be next November. Wants to present and explain toward end of October 2018.</p> <p>Scholar in Residence with Joey Weisenberg coming first weekend in November. Use Facebook and Front Porch Forum to get on people's calendars, get songs in people's minds.</p> <p>Women of the Wall 30th anniversary celebration first weekend in March. Rabbi doing that instead of rabbinic convention this year. In Jerusalem, if anyone wants to join her.</p> <p>Rabbi will share , idea for Full Circle grandparents' donor circle for preschool. with Grace, Vivien, Sharon P. It could get community more invested in the preschool as a significant part of the congregation.</p> <p>Pastoral care training: Meaghan McFadden offered to help put together a team of lay pastoral ministers, made list of people w expertise to transfer to pastoral care. So far, 8 people expressed interest. Rabbi has reached out to Rabbi Dayle Friedman, author of book on pastoral care, to see how she could</p>	<p>Continue work to develop pastoral care team and curriculum.</p> <p>Continue to explore idea for Full Circle grandparents' donor circle for preschool.</p> <p>Explore coordinated approach to dealing with anti-Semitic programming in community.</p>

		<p>help us. Rabbi is calling a meeting of people who've said yes, about pastoral care team. Looking into getting a professional to lead training.</p> <p>Issues of anti-Israel propaganda in community: Quakers showed movie at library that was very one-sided on Israeli-Palestinian issues. There was also talk at St. Mike's. Peace and Justice Center also showing movies, promoting one-sided information. Rabbi considering what approach to take -- writing letter to editor? Meetings? Could also speak with Rabbi Edelson about a collective response.</p> <p>Looking for other ways to partner with Sinai and work together on outreach in community. His installation is November 30. Rabbi will go and would be nice for other to, as well. Madeline Kunin talk on November 13 is being cosponsored with Sinai.</p>	
6:15 – 6:45	<p>6. Defining OZ Vision/Mission - Rabbi Amy</p>	<p>It feels like the competitive environment for OZ is very different than short time ago. This is moment to consider what we excel at, with makes OZ distinct. What is the story we want to tell in next 4-5 years? The vision articulated to Rabbi when hired was that OZ should become larger and broader. Is that still care, or should we be leaner, more focused?</p> <p>In emphasizing our history, is the Shul Mural OZ's history, or treasure of broader Jewish/Vermont community. If OZ significantly linked to historical role, "National Jewish Treasure in Vermont" branding should be carefully considered.</p> <p>Discussion of what makes OZ distinct.</p> <p>Miriam: Conservative tradition, kashrut, Shomer Shabbat and traditional observance in synagogue, Hebrew, intellectual stimulation, Jewish knowledge, Rabbi Amy's teaching and other classes. The yurt, yoga.</p> <p>Harvey: Diversity, richness of egalitarianism</p> <p>Nat: Commitment to social justice is still at core of ID and distinct and visible. Intellectual content.</p> <p>Judy R. Some distinct things have started to change. Edelson forming social action committee, too. Edelson also wants to reduce carbon footprint. Should we point to things like our solar panels, put up in 2013? We didn't broadcast that because didn't have the public relations capability. Should we do press releases?</p> <p>Karen: OZ unique in covering people's life cycle from preschool to high school, Nadav, Fern Hill, it's "cradle to grave"</p> <p>Bill: Reason he converted is compassion, at the root of diversity and social</p>	Continue discussion when more of the board is present.

		<p>justice. Adam: Education, history, traditional liturgy Wayne: OZ is a “neighborhood” where you can find niche but be part of broader whole. Naomi: Always rich offerings in education; diversity of people involved here; lots of different entry points, sometimes to our detriment. Also, most families in education aren’t here because we’re a Conservative synagogue; that is a detriment for some. Vivien: Diversity, level of kosher kitchen, Shomer Shabbat, also more New Agey things. Everyone can find a way to fit in. Eric: Shuk is really distinct. Grace: Innovation with tradition. Preschool thriving and a community that comes with that. Youthful energy budding within a space rooted in tradition and history. Carrying a lineage while innovating. Judy H.: Committed to change but have decades of history that we can’t overlook. Image of OZ is old and stodgy. We should have something about the preschool in almost every issue of newsletter, “above the fold.”</p> <p>Rabbi says we need some PR, marketing/branding help. We’re very similar to Sinai now. “Warm and welcoming” doesn’t make OZ distinct. We can each have something distinct, and do other things together. The Conservative affiliation is a big issue. Recommends books <i>Megatrends</i> and the <i>New American Judaism</i> for learning together.</p>	
6:45 – 7:00	<p>6. IT Issues - Grace Outcome: Have plan to update/install firewall, resolve other defined IT problems, and make sure no security gaps with cameras</p>	<p>Grace thanks everyone for holding things together while she’s been on maternity leave.</p> <p>The Firewall being down is a concern for security and safety. Both Burlington Telecom and Comcast came to do an assessment. Both assured us it is a hardware issue. We also have a quote from Dominion Tech. Rose Computing also doing a proposal, and Scott Lowe (congregant). Other companies were not able to act quickly enough. Rose and Dominion have good reputation and staff available to fix problem. Grace suggests take lower of bids from these two, roughly \$7,000.</p> <p>Board agrees that this is best course, that Grace’s review of competitive bids is adequate to define scope of work for this project.</p>	Grace will hire contractor with best bid and ability to execute quickly.
7:00 - 7:15	Minyan		

7:20 - 7:25	7. Cantorial search - Nat	Nat made initial contact with the Conservative cantorial organization and is working on putting together a search committee.	Nat to put search committee together.
-------------	----------------------------------	--	---------------------------------------

7:25 - 7:30	8. Hebrew School Update - Naomi Outcome: To involve the board in the work of the Hebrew School	<p>Things are well underway with Hebrew School, Nadav. First USY event is coming up, and Desert Jamboree on Sunday.</p> <p>Some parents had expressed concerns re video being shot for the Shul Mural elective. Naomi addressed that and said this video would be saved for internal use; there would be notification of any other use.</p>	
7:30 – 7:50	9. Annual Appeal - Vivien, Rabbi Amy	<p>We are doing this on Nov. 7, meeting at Yoram’s office, corner of Battery and Maple. Meet at 5 pm. Grace will have script to supply for everyone with talking points.</p> <p>Rabbi leads discussion of how to make a fundraising call, role-playing exercise. Emphasis should be on having a discussion, building connection, and listening to congregants’ concerns. Reflect back what you are hearing. If person has problems with OZ, don’t ask for money, but propose another next step -- come in for a meeting, event, discussion. Emphasize “we” -- and convey your own values, what you care about.</p> <p>If you get no one, or a message, we should follow up first with email, then wait a week or 10 days for 2nd call.</p>	Come on November 7.
7:55 – 8:00	10. Committee Updates Outcome: For board liaisons to fill the board in on any committee updates or questions	<p>Adult Ed: Madeline Kunin event is coming up. Need good publicity and to highlight her role in our congregation. (Judy H.)</p> <p>Adult Ed Committee would like board to take up question of funding for Scholar in Residence next year. Should it be budgeted as part of member outreach, instead of all Basha fundraising? Goal is to keep costs down for members/guests. (Adam)</p> <p>Social Action Committee: Special event on Shabbat. Immigration sanctuary group is very active with a lot of young, engaged members meeting Sunday nights. (Eric)</p> <p>Religious Committee: Consensus on high holidays, people were happy. Positive response to new machzor. Attendance not great at Sukkot and Simchat Torah because of dates (weekday nights). Consider alternative dates for future. (Nat)</p>	

8:00 – 8:10	<p>11. Treasurer’s Report - Bill Outcome: To update the board on budget issues.</p>	<p>YTD \$200k positive vs. budget. Better than last year, but part of that is because of early High Holidays.</p> <p>Dues: 298 families pledged, up 4.3% more than last year. At about 84% of budgeted pledges now.</p> <p>Other highlights from Bill’s report: Hebrew School is \$20k ahead of budget; Scholar in Residence doing well.</p> <p>Change in Rabbi Joshua’s health insurance. We will now pay him directly, instead of paying Blue Cross. Payment is not a percentage of premium but a flat amount, adjusted for inflation. Net is same, except there is one-time catchup payment.</p> <p>High Holy Day seats were at \$30k vs \$36k, but lagging payments still coming in. We did a little better than expected on money sent through envelopes left on seats.</p>	
8:10 – 8:25	<p>12. Open Board Positions - Vivien</p>	<p>We will have three board positions open (one has been open this year since bylaws states that board must have between 11 and 13 members). Current members whose terms are coming up all want to re-up. Still need a Treasurer candidate. Three people interested in the openings; none can commit to being Treasurer also. We need to present names to be voted on at Congregational Meeting. Discussion of whether to hold one (1) board seat open for a Treasurer down the road, or fill both openings now. Agreement to fill two open board seats now.</p>	
8:25 – 8:40	<p>Executive Session Board members</p>	<p>Nat moves to enter executive session to discuss board candidates. Seconded. Enter executive session around 8:25 Move to exit session; seconded. Exit executive session, 8:40 pm.</p>	
8:40 – 8:45	<p>13. Nomination of New Board Member for Congregational Meeting</p>	<p>Judy R. moves to nominate Mindy Evnin and Sergey Shpaner for three-year terms, starting December 2018. Seconded. Passes unanimously with one abstention.</p> <p>Suzanne moves to renominate the following current board members for an additional term: Wayne, Jessica, Judy , Becky. Seconded. Passes unanimously.</p> <p>Bill moves to adjourn meeting; Adam seconds. Meeting adjourned.</p>	<p>Should we do press release about new board members?</p>