

Meeting Minutes - Ohavi Zedek Board of Directors

Date: November 21, 2019

Present: Vivien Rabin, Rabbi Amy, Steve Zeidenberg, Sarah Glassman, Erika Geremia, Naomi Barell, Jeff Priest, Eric Corbman, Karen Corbman, Sergey Shpaner, Adam Bluestein, Jessica Schechter Kane, Zoe Panitch-Hecht, Becky Wasserman

Absent: Nat Lew, Judy Rosenstreich, Wayne Senville, Bill Miller, Mindy Evnin

Trustees: Judy Hershberg, Harvey Kleinman

Facilitator: Vivien

Meeting Recorder: Adam

	Topic/Outcome – Who	Discussion	Action Steps
5:40 – 5:44	D'var Torah – Rabbi Amy	Rabbi discusses Rashi's transformative reading of this week's parsha. For all the troubles that Sarah went through, all her years were "equally good." Can we choose to have that perspective?	
5:40 – 5:45	Approve minutes and review action items – Vivien	With two corrections [EDITED], minutes are approved. Motion and vote to approve are held until there is a quorum.	
5:45 – 6:20	Rabbi's report – Rabbi Amy Outcome: To continue to engage the board in the work of the Rabbi	<p>Trip to Israel was outstanding, with a custom itinerary that took two years to shape. People were thrilled with quality of experience. Rabbi has asked some participants to write columns for <i>Voice</i>. Now talking with other faith leaders about possibility of doing an interfaith trip.</p> <p>Rabbi spoke with Mayor about a citywide learning/book event with a focus on hate. Suggested we have author of book <i>Rising Up Out of Hatred</i>. Also spoke about opioid crisis, which we may not see that much. What can we do to be helpful? Asked if Mayor would come and talk about it, for Shabbat instead of a Lunch and Learn. Need to get scheduled.</p> <p>Peace & Justice Center. Rabbi reported continued PJC requests (Rachel Siegel) to have a meeting with the "organized" Jewish community. Rabbi has declined such invitations given PJC's stated position that its support for BDS movement is non open to discussion, and given OZ's longstanding response is that anti-Israel</p>	

		<p>activism is a nonstarter for us. Rabbi reached out to Rabbi Edelson and Stowe rabbi and conveyed her view.</p> <p>In response to questions, Rabbi clarified that it is a function of clergy (and not of lay leadership) to carry on dialogue with PJC leadership on behalf of the OZ congregation (although this was not meant to restrict personal or social contacts one may have with Ms. Siegel).</p> <p>Board agreed that OZ should not meet as a community with PJC, but Rabbi may continue interacting with PJC leadership individually as she finds appropriate.</p>	
6:20 – 6:22	<p>Overhead allocation to specific programs – Sergey</p> <p>To review how overhead and general expenses are allocated to programs</p>	Postpone to next meeting.	
6:22 – 6:32	<p>Preschool report – Erika</p> <p>To continue to inform the board about Preschool activities</p>	<ul style="list-style-type: none"> • Re Act 166, Erika and another teacher are both working toward being “licensed teachers,” as required by program. Erika is confident that families in Preschool should have access to program in new school years, by August or September, if not sooner. • Preschool had a very successful outdoor workday. Great turnout. Licensor is coming to officially license the new outdoor play space next week. • New Shabbat party tradition of community Shabbat soup every week. Children love it. The Preschool purchased an Instapot to continue the event and enhance nutritional intake, get closer to goal of having a food program here. • The Hebrew School and Preschool are doing a latka platter fundraiser together. Preschool is hosting a January workshop open to whole community, on talking with children about racism. Next topic: talking about death and dying. Erika continues to work closely with Naomi a lot, who is coming in once a month and talking about families, learning Hebrew family words. 	

<p>6:32 – 6:50</p>	<p>Synagogue renovation – Vivien, Sarah To discuss information received concerning potential synagogue renovations and next steps</p>	<p>Religious committee wants to be involved in this discussion, and asked Vivien to come to their next meeting.</p> <p>Sarah has done some research on advisors that help manage capital campaign projects. They want a plan outline and anticipated budget to start their work evaluating the potential raise for a capital campaign. We need to figure out what that kind of analysis costs.</p> <p>Judy H. discusses past capital campaign that raised \$1M, but resulted in not being able to do many of the things planned because of amount of remedial work that needed to be done. There was a VT firm that helped in the way Sarah is describing. Seems synagogue was “hanging together” more then.</p> <p>Becky: Curious to get quotes. Rabbi will look for additional resources at upcoming USCJ conference.</p> <p>Adam points out concern about “back channel” planning on renovation idea; there was other analysis we wanted to get done around the building’s overall needs, real estate market, etc. Jeff agrees. Rabbi says there is also a parallel conversation within mural committee, concerns the need to do conservation work for \$290k before punching out part of building. Becky says this makes it especially important to do the campaign analysis to even start thinking about.</p>	<p>Sarah to get quotes for services to do an analysis of campaign “capacity.”</p>
<p>6:50 – 6:53</p>	<p>Hebrew School report – Naomi To continue to engage board in Hebrew School activities</p>	<p>Almost done with first semester. Hiring new teacher; one had to leave to student-teach in public school. Desert tent jamboree last weekend. Next all-HS event is Mitzvah Day. HS is doing a special project with the library, having the Imam coming to read book about Israeli and Palestinian boy, with pages in Hebrew, Arabic, and English. Jeff Schulman bringing UVM soccer guys to do a soccer demo.</p> <p>New 7th grade curriculum is rolling along. Helped with Hillel making food last weekend. The pastor at Good Shepard in Jericho will be visiting, and they are coming here.</p> <p>Now have 15 Nadav interns; two made an amazing video that we will share when receive award at USCJ.</p> <p>Cantor Steve is doing a Dec. 20 singalong at public library. HS</p>	

		coming along as field trip.	
6:53 – 7:00	Executive Director's report – Sarah To continue to engage the board in the work of the Executive Director	Discussion of four new member families. Board approves all to become members. Changed door code, went smoothly. Signed Feen Lecture contract for March 22 with writer Dalia Lithwick. Doing advertising and promotion under guidelines of her speaking agency, hopefully a pre-interview on VPR. Wayne mentions Finance Committee discussion about solar panels and opportunity to purchase then at an “inflection point.” Committee decided not to forward any proposal to board to act. Discussion to be continued.	Communicate to synagogue community that Nadav is donor supported program, as way to encourage others to contribute?
7:00 – 7:25	Minyan		
7:28 – 7:30	Renovations, cont.	Judy H: Issues with older capital campaign were result of discovering asbestos in the building.	
7:30 – 7:37	Executive Session #1	Motion to enter executive session. Eric and Naomi leave. After discussion, Jessica moves, Sarah seconds to leave executive session. All approve.	
7:38 – 7:40	New board members	Karen moves that we present a slate at Congregational meeting proposing two new board members, Rebecca Stern and Josh Kernoff. Jeff seconds. Passes unanimously.	
7:40 – 7:47	ED report, continued – Sarah	We got the DHS grant, for total \$18k. Included items: doorbell, locking buzzer system, keycard system, panic buttons and emergency line, glass shatter-proofing. We have vendors lined up. Need discussion around process, especially for keycards. Looking at additional allowable options for grant to replace krav maga training, which wasn't approved. Implementation meeting for grant recipients scheduled for mid-December in Waterbury. It may take a little time to schedule all the work. Rabbi, sidebar: About two months ago, a Sanders staffer called about an address on anti-Semitism, asked for opinion, but she didn't get to respond in time. Rabbi printed up Bernie's peace to share.	
7:48 – 8:02	Congregational Meeting – Vivien To decide on theme and topics for Dec. 15th Congregational Meeting	Need to send announcement with board nominees by Nov. 29. Should include those members up for renewal: Nat and Adam, as well as Jeff, who hasn't been voted on yet. Will also have committee	Sarah will send out Monday if she has info.

		<p>chairs speaking briefly. We should speak about security grant. Too soon to talk about capital campaign.</p> <p>Discussion of how to smaller-group focused discussion. What do we want to ask? We should also briefly revisit what people shared last year, and what has happened? We should do the “meet a member” introductions again, two or three. Think about ways to outreach and bring in more people, childcare.</p>	<p>Do a couple of gift cards as door prize? (Leunigs \$100?) Box of chocolates.</p> <p>Need to vote briefly after meeting. Vivien welcomes others to take on President role. This is her third year, and she thinks it should be her last.</p>
8:02 – 8:20	<p>Annual Appeal – Sarah To review options and dates for 2019 Annual Appeal and to make decision</p>	<p>Sarah working with Sharon Panitch on new ideas. Getting down specifics re fundraising goal. Process will be different than in past, with goal to get larger outcome. Want to tell a story. Working on appeal letters to send congregants. Will be a sequencing of touch points, beginning with letters to members and others who regularly interact with OZ, including PS and HS parents, Tot Shabbat people. Different letters to different segments, and looking at different strategies (one-time v recurrent donation) for different ages. This will be followed by email to those who don’t respond, then phone calls to known givers who have not yet replied by other methods. Should allow better return and more touchpoints with people. Sarah is also hoping to work on setting up a different donation page on website. Becky says it’s important to set up a way for younger people to donate something, over time, even if not a lot.</p>	
8:20 – 8:30	<p>Potential meeting/retreat to strengthen board group dynamics – Jeff To decide if, when and how we may hold a board retreat. Please bring your calendars if we decide to come up with a tentative date.</p>	<p>Wayne and Jeff have met and talked about scheduling retreat for February. Looking at three areas: big Ideas; training in board membership and operations; team-building.</p> <p>Discussion of these options, with broad agreement that board would like to explore some kind of training about effective board operations. (Re “Big Ideas,” there was discussion about doing a Congregational survey that Jeff Potash would design. This would have to be coordinated with other efforts.)</p> <p>There is vote to accept minutes from previous meeting, with quorum now present.</p>	<p>Come back next month with training topics. Do Doodle poll for dates, once new members elected.</p>

8:30 – 9:15	Executive Session #2		
9:15	OZ Health Plans	Motion to recognize as official OZ group health policy the Blue Cross Blue Shield plan that is comparable to current MVP plan, as recommended by OZ’s Executive Director. Jessica moves; Sergey seconds. Unanimously approved. Jessica moves, Sergey 2nds to adjourn meeting.	

A. Ongoing Action Items

- “Big Think” group to review ideas/proposals with board. **TBD**
- Invite new Kehillah Manager to visit OZ. **Vivien.**
- Succession planning: **Wayne and Judy working to convene subcommittee.**
- *The Voice*: Include information in an upcoming issue about ways to give and what different funds are for. **Bill and others, ongoing.**
- Find new Treasurer. **Ongoing.**
- Presentation on pros/cons of an ethical investing approach for endowment. **TBD**
- Continue work on ongoing security coverage for OZ. – **Vivien/Sarah, and someone else?**
- Where do OZ policies “live”? **Vivien/Sarah reviewing**