

## MINUTES – OZ Board Meeting

Date: Thursday, August 20, 2020

**Present:** Naomi Barell, Adam Bluestein, Suzanne Brown, Eric Corbman, Karen Corbman, Mindy Evnin, Sarah Grossman, Judy Hershberg, Josh Kernoff, Harvey Klein, Nat Lew, Bill Miller, Jeff Priest, Judy Rosenstreich, Wayne Senville, Rabbi Amy Small, Rebecca Stern, Becky Wasserman, Cantor Steve Zeidenberg

**Facilitator:** Nat

**Meeting Recorder:** Jeff

|   | Time | Item  | Discussion, Action Steps   |
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| 1 | 5:35 | Dvar Torah                                  | Rabbi Amy offered a Midrash to help us through this moment. We are not in control of our world, but our perspective can affect our sense of control. In response to Pharaoh's decree to slay male Jewish infants, the Jewish community ruled divorce should be widely practiced to prevent the birth of male babies. But Miriam said the decree of divorce was worse than Pharaoh's decree, since it affected both male and female babies. In response to Miriam's arguments, Moses' parents remarried and bore another child (Moses). We should try to follow Miriam's lead at this time. We need to see what is but also what could be. (This Midrash can be found in the book, <i>God's Echo: Exploring Scripture with Midrash.</i> )   |
| 2 | 5:40 | <b>Approve</b> minutes, review action items | Wayne moves to approve minutes. Josh seconds. Board approves.<br><br>Action items: High Holidays has been advertised on Instagram.<br><br>Membership committee recruitment: Keep it in mind when communicating with members.<br><br>Committee liaisons: Jessica will be the liaison to the Religious Committee, replacing Mindy.   |
| 3 | 5:45 | Clergy reports                              | <b>Rabbi Amy:</b> In the sanctuary last week with Cantor Steve and Dan Rome to record banter about High Holidays, to be used as video sampler. Will start 4 days of recording on Sunday, working with a professional filmmaker. Each service part will be its own recorded segment for sharing to members via YouTube. Will be broadcast on the actual days of the holidays as well.<br><br>She has sent out first of Elul messages. Trying to find as many entry points for community as possible. Working on Selichot and Tashlich with Temple Sinai.<br><br>There will be an ad in Seven Days about our services. <b>ACTION: Need to make sure to highlight that everyone is welcome, trying to reach unaffiliated Jews in the community.</b><br><br>It's not possible to capture information about who attends services via Zoom without asking people to register for session(s). We could post a graphic at the beginning and end of services to advertise OZ (e.g., contact info).<br><br><b>ACTION: Need help to manage the Zoom room when each High Holiday service is over, keeping the Zoom link open to give</b> |

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|   |      |  | <p><b>people a chance to talk to each other. There are 8 time slots to fill.</b></p> <p>Stopping Stones project is coming to fruition on Sept. 13 in major interfaith program.</p> <p><b>Cantor Steve:</b> We are beginning the journey of Elul right now, starting the new month. Rabbi Edleson is leading the first Thursday night Elul session tonight.</p> <p>Working with Naomi to revamp Hebrew School programming in this age of Zoom.</p>   |
| 4 | 6:10 | Queries about written reports                        | <p>Programming around racial justice is being planned between Social Action Committee and Adult Education Committee.</p> <p>Hebrew School (Naomi): Twenty-two students from 17 families are currently registered. Another 9 students from 6 families are planning on registering. Seven students from 4 families are on the fence. Have another 5 new students who might join. Had 55 students last year, and 13 graduated. Students in the Makom La'Mishpacha program could be absorbed into the regular Hebrew School program.</p>  |
| 5 | 6:20 | More congregant phone calls (HHD, dues, etc.) [E.D.] | <p>New members: 2 new families (Rich and Judy Berger, Kornstein family). Board voted by Zoom poll. Approved their membership unanimously.</p> <p>Dues: 50% of members have pledged thus far. Will do phone calls to reach remaining 50%, asking to renew membership. Board members will get script shortly to make calls within the next month.</p> <p>High Holiday donations: Members' donations are low right now. The goal is for at least 2/3 of members to donate. Will be part of phone script as well. Goal is to raise about \$20K this year.</p> <p>Naomi can ask families who attend her services to donate, just not on the holiday itself. Perhaps she will ask as a follow-up after services.</p> <p><b>ACTION: Fundraising Committee will develop ideas about soliciting donations from those who attend High Holiday services via Zoom.</b></p> <p>Will ask committee chairs to make phone calls to members along with Board members. Hopefully each board member will be asked to make about 12 phone calls rather than 23.</p> |
| 6 | 6:35 | Nominating Committee/Slate                           | <p>Ten names were provided to the Nominating Committee. Email messages were sent to these individuals and follow-up phone calls were made. Only one has volunteered to run for a position on the Board. The committee is open to suggestions about other members to contact and recruit as Board members.</p>   |

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|   |      |                                     | <p><b>ACTION: Suzanne will email Board members the names of people the committee contacted.</b></p> <p>Is there a list of committee chairs/members? Yes, Nat created a list. Perhaps committee chairs/members would be interested in serving on the Board.</p> <p><b>ACTION: Nat will send the list of committee chairs and members to Board members to see if anyone could be approached to serve on Board.</b></p>  |
| 7 | 6:45 | Treasurer's report                  | <p>The July 2020 Treasurer's report from Kesef arrived today. There is \$151K in income from endowment earnings and a single large donation. We have \$31K from ordinary income compared to \$69K last year at this time. This is the time of year when revenue is high and expenses are not as high. August should also show high income. PPP loan is responsible for having \$168K in our account vs. \$82K last year at this time. We need to remember our income fluctuates greatly throughout the fiscal year. We broke even in the last fiscal year. We have broken even in 4 of 5 past years. But we were over \$110K in debt in the 5<sup>th</sup> year. This past year was helped out greatly by PPP loan.</p>   |
|   | 7:00 | <b>MINYAN</b>                       |   |
| 8 | 7:35 | <b>EXECUTIVE SESSION for budget</b> | <p>Judy R. moves to enter exec session. Adam seconds. Board approves.</p> <p>Jeff moves to exit exec session. Seconded. Board approves.</p>   |
| 9 | 9:25 | Budget                              | <p>There are three items highlighted in orange in the budget shared with Board members prior to the meeting. These are our largest sources of income: dues, annual appeal, and "other" donations. We are planning on around \$70K this year in terms of annual appeal and "other" donations. We plan on generating about \$22K this year for High Holiday "seats", much lower than last year. A total of \$1.155 million is expected as income.</p> <p>Expenses: Salary is the largest expense. Expecting \$1.230 million in expenses. Thus, we expect a \$75K deficit.</p> <p>These are 12-month totals.</p> <p>PPP loan was accounted for in last year's budget. No PPP funds are captured in the proposed budget.</p> <p>How much would unemployment insurance cost as an addition to the budget?</p> <p><b>ACTION: Explore cost of unemployment insurance.</b></p> <p>Bill characterizes the proposed budget as conservative. The Finance Committee made downward revisions given the current</p> |

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|    |       |                          | <p>economic climate. We could exceed these estimates without great difficulty.</p> <p><b>MOTION:</b> Bill moves to amend the “unsolicited donations” line item to add \$15K to the current estimate, so that the estimated deficit for the coming year is \$57.5K rather than \$75K, which is a smaller operating deficit than 2019-2020, satisfying the Board resolution passed in May. Becky seconds. 7 in favor (Nat, Mindy, Bill, Josh, Becky, Rebecca, and Jeff), 3 opposed (Judy R., Wayne, and Suzanne), and 1 abstains (Adam).</p> <p>Finance Committee is concerned about applying “unsolicited donations” to operating budget, believing it hides underlying financial situation. But given the amount of donations that could be raised over the coming 5 years, the Board has chosen to apply some of these expected funds to the operating budget now.</p> <p>Are cuts in technology and software reflected in the proposed budget? Some cuts have been included, but it’s not clear yet how much could be cut from budget. Contracts also complicate making changes now. Will need to plan for changes over time.</p> <p>The proposed budget includes \$38,517 in staff cost reductions.</p> <p>Office/General Funds: Net change seems greater this coming year than last year. But last year unsolicited donations were accounted for in office/general funds. This coming year donations will be accounted for in unsolicited donations.</p> <p><b>MOTION:</b> Mindy moves to pass budget, effective October 1, as amended. Bill seconds.</p> <p>Roll call:<br/> Wayne <i>Yes</i><br/> Nat <i>Yes</i><br/> Suzanne <i>Yes</i><br/> Mindy <i>Yes</i><br/> Bill <i>Yes</i><br/> Josh <i>Yes</i><br/> Jeff <i>Yes</i><br/> Judy <i>Abstains</i><br/> Becky <i>Yes</i><br/> Adam <i>Yes</i><br/> The motion passes.</p> |
| 10 | 10:30 | <b>EXECUTIVE SESSION</b> | <p>Josh moves to enter exec session. Wayne seconds. Board approves.</p> <p>Wayne moves to exit exec session. Seconded. Board approves.</p>  |
| 11 |       | Review action steps      | <b>ACTION: Secure assistance of parliamentarian for congregational meeting.</b>   |
|    | 10:40 | Adjournment              | Wayne moves to adjourn. Seconded. Board approves.   |

### Action Items from July Meeting:

1. Promote High Holiday events through Instagram. – NOT SURE
2. Actively recruit members to join the Membership Committee and help Richard. – WORKING ON IT
3. Nat to revisit committee liaisons with eye to prioritizing, not just distributing. – WORKING ON IT

### Action Items from Executive Committee Meeting

1. Create/Finish script for High Holiday phone calls to members.
2. Create video sampler for web site. – MOSTLY DONE
3. Provide Board members with finished budget proposal days before meeting on August 20. - DONE

### Action Steps from Previous Board Meetings

| Month/Year    | Action Step  |
|---------------|--|
| March 2020    | Discuss overhead fees for programs and generate a policy statement                             |
| February 2020 | HR Committee will draft a code of conduct for Board members.                                   |
| January 2020  | Sarah, David R. et al. will develop plan for implementing a key card system                    |
|               | Sarah et al. will gather estimates for a PA system   |
|               | The Board will review prospective surveys from Jeff Potash's group and the Religious Committee |
| December 2019 | Create a working group focusing on sanctuary redesign  |