

Present: Board: Nat Lew, Bill Miller (Acting Sec.), Rebecca Wasserman, Rebecca Stern, Judy Rosenstreich, Wayne Seville, Josh Kernoff, Jessica Kane, Mindy Evnin. Others: Rabbi Amy Small, Cantor Steve Zeidenberg, Sarah Glassman, Naomi Barrell, Erika Geremia, Harvey Klein, Suzanne Brown (new Board member after tonight).

Facilitator: Nat

Meeting Recorder: Bill

		Item	Lead	Objective	Discussion, Action Steps
1	5:35	Dvar Torah	Rabbi	Inform	How to address racism? Get black people in the decision-making process, like Stopping Stones project.
2	5:40	Approve minutes (pp 3-8), review action items		Approve	Minutes - Jessica moved to approve , Josh seconded- approved
3	5:45	Set date of Sep cong meeting: 9/6 or 9/13?		Decide	Stopping Stones has Sept 13, 3 PM booked as unveiling, Labor Day weekend is Sept 6. Very short 1-hour meeting, budget only. Need quorum, 30 families. Weeknight? Doodle poll? August 30? DECIDE: Smaller group to propose
4	5:50	Review Board member committee liaison assignments		Decide	ACTION: Board members to email Nat with offers to cover committees not liaised now.
5	5:55	Clergy reports	Rabbi, Cantor	Inform	Rabbi Amy: Decisions on pandemic actions are being made by task force. Families have postponed b’nai mitzvah, going ahead with one this weekend; Nat will be there and give a speech. Pandemic seems to spread by water droplets especially from singing. Task force said a small group could meet if quarantine and test. Shavuot – participated in VT summit, several people wanted to come to services. Leil Shavuot was great, maybe a concert by group who finished the evening. High Holidays – working on sharing with Temple Sinai and R. Edelson. Communicating is important, especially about plans for response to pandemic

					<p>and holding Zoom holidays instead of in-person.</p> <p>Racism – both social action and adult ed committees now working together, with Stopping Stones project. Working with blacks in VT to create education around it.</p> <p>Cantor Steve: Coffee-house 30 performers, around 100 attendees. Need more one-off cultural events. Working on best way to bring music into HHD, with more voices.</p> <p>1st anniversary is July 1!</p> <p>Shabbat party in morning for kids!</p>
6	6:05	Queries about written reports (pp 9-??)		Discuss	<p>ACTION: Per Josh: Board members, please finish off Board calls. (Maybe Membership Committee can call some?)</p> <p>Adult Ed: Fees? No proposal yet. Maybe part of larger restructuring of dues and how the shul finances its activities. Becky: Email to forward to full Board.</p> <p>Naomi: online Hebrew School in fall.</p>
7	6:20	Pre-School tuition question	Sarah, Erika	Discuss , Decide?	<p>Erika’s & Sarah’s proposal: Parents are paying 50% with remainder paid by state, but when they heard OZ was getting PPP loan (which was received 1.5 months after VT “stabilization” tuition program started) covering payroll, they want their payments back.</p> <p>Option 1: (will be more than \$33,311.84) for 82% of tuition for 2 months, AFTER we receive VT tuition payments.</p> <p>Option 2: Reimburse 50% for April, May, and June, \$44,032.15.</p> <p>Board can’t decide until we get accurate numbers. Stabilization funds</p>

					<p>cannot be used for anything but childcare revenue. Many – or a few? – other preschools didn’t ask for tuition; Jessica did pay. This is a good example of a proposal that could be prepared by a smaller group to bring a fully naked proposal so Board takes less time on it.</p> <p>ACTION: Sarah & Erika continue working on money. Per Nat, Sarah & Erika will figure out numbers, and if it doesn’t run her into the red, they make the call.</p>
8	7:29	Recognition for Vivien	TBA	Decide	Nat will send gift and note on behalf of Board
9	6:40	<p>Board Recruitment</p> <ol style="list-style-type: none"> 1. Adjust Current Terms 2. Appoint Suzanne Brown to open spot through Sep 30. 3. Create nominating committee to present full slate at Sep & Dec cong meetings. 	Nat	Decide	<p>Per Judy: Correction: There are 2 members terming off board this year, Judy & Wayne.</p> <p>ACTION: Board members correct list of Board terms.</p> <p>Move: Suzanne Brown to fill term thru Sept 30. Judy moves, Wayne seconds, vote unanimous in favor.</p> <p>Need Nominating Committee; ACTION: Nat to email request members.</p>
	7:00	MINYAN			
10	7:30	Board development – 1 st steps	Nat	Discuss	<p>USCJ programs are sometimes helpful. Nat did a 6-hour session for new Board leaders. How can we function better as a Board? Have small groups prep clear concise proposals for simple up and down votes; get to know each other better; prioritize issues; delegate to committees better, keep better awareness of committee actions. Why is it so hard for us to move thru difficult decisions? And not re-address issues that have been decided? We don’t have a good mechanism for ensuring execution of decisions made. Did we start collecting Resolutions from past meetings? Judy did start the list. How do we stop repetitive comments? We don’t have enough policy manuals to</p>

					record past decisions and simply implement them going forward. Two past Executive Directors were first-time EDs. Attention to detail and professionalism is not great, we get ad hoc legal and accounting advice and that results in things (contracts, etc.) being poorly done. Most synagogues have several VPs, and too much work gets dumped on President.
11	8:00	EXECUTIVE SESSION	Nat		Move to enter Executive Session: Mindy, Josh seconds, all in favor
12	8:30	Review action steps	Jeff P	Agree	NOT DONE
	8:50	Adjournment			

Action Steps from June 18, 2020 Board Meeting

Topic	Action Step
Set date of Sep cong meeting:	DECIDE: Smaller group to propose
Review Board member committee liaison assignments	ACTION: Board members to email Nat with offers to cover committees not liaisoned now.
Fundraising	ACTION: Per Josh: Board members, please finish off Board calls. (Maybe Membership Committee can call some?)
Pre-School tuition question	ACTION: Sarah & Erika continue working on money. Per Nat, Sarah & Erika will figure out numbers, and if it doesn't run her into the red, they make the call.
Adjust Current Terms	ACTION: Board members correct list of Board terms.
Appoint Suzanne Brown to open spot through Sep 30.	MOVE: Suzanne Brown to fill term thru Sept 30. Judy moves, Wayne seconds, vote unanimous in favor.
Create nominating committee to present full slate at Sep & Dec cong meetings.	ACTION: Nat to email request members.
Recognition for Vivien	Nat will send gift and note on behalf of Board
Budget	Prepare framework for budget by July Board meeting, and mostly final budget for August Board meeting (due by 10 days before meeting), and Board meeting September 3 to finalize for congregation.