

MINUTES – OZ Board Meeting Date: Thursday, January 21, 2021

Present: Naomi Barell, Suzanne Brown, Eric and Karen Corbman, Judy Danzig, Ducky Donath, Mindy Evnin, Sarah Glassman, Zoe Hecht, Judy Hershberg, Joshua Kernoff, Harvey Klein, Nat Lew, Barbara McGrew, Bill Miller, David Pasackow, Ingrid Pels, Jeff Potash, Yoram Samets, Linda Samets, Michael Schall, Wayne Senville, Lila Shapero, Rabbi Amy Small, Brett Smith, Gary Visco, Becky Wasserman, Cantor Steve Zeidenberg

Facilitator: Nat

Meeting Recorder: Jeff Potash

Item	Discussion, Action Steps
Dvar Torah	This week's Torah portion tells about the final preparation for leaving Egypt and the fears many expressed as they contemplated change. Yet the Jewish people were reminded (as the Book of Exodus tells us) that there were resilient structures that would insure their safety and their future. So, it is, that we sometimes feel tired and overwhelmed by events surrounding our lives, our government, and the life of our congregation. We need to remind ourselves to help each other, and not to be overwhelmed or confused: "it's going to be ok."
Approve minutes from December (pp 3-7)	MOTION made to approve minutes. Board approves.
Review Action Items	This agenda item was tabled due to time concerns.
Update on Congregant Calls	Nat indicated he had one individual on his list who he hasn't been able to reach. Mindy noted she had successfully gotten responses via e-mail from people with whom she had not connected via phone calls. ACTION : Josh and Sarah will decide how to proceed with the few remaining individuals who have not yet been reached.
Report on Imagine 2025	Yoram Samets and Jeff Potash: Jeff summarized findings from Phase 1 and asked for comments that either confirmed or surprised Board members. Mindy expressed surprise at our small number of young families. Becky, citing her personal experience, and Rabbi Amy, noting what she learned from colleagues is happening in synagogues around the country, observed that young people are a challenging audience as they are not interested in joining synagogues at the same rate as past generations. Naomi added that Hebrew School Parents often disengage as a result of their unfamiliarity with synagogue practices.

	<p>Yoram next moved into the second part of the Report focusing on plans for Phase 2. A brief discussion followed:</p> <p>Rabbi Amy noted that she was aware of the competing challenges, expressed as fear on the one side by traditionalists and on the other by newcomers desiring change.</p> <p>Yoram assured Cantor Steve that non-members could participate in the taskforce conversations; and Michael Schall and Naomi Barrell that task force members would reach out to congregants and staff to insure their involvement. Nat Lew assured Sarah Glassman that the task forces had no authority to make decisions, only to offer recommendations to the Board.</p> <p>MOTION: Josh Kernoff made the motion to accept Phase 2 of the Imagine 2025 process as described in the Imagine 2025 Phase 1 Final Report. Bill Miller seconded. The Board approved (unanimously?).</p> <p>ACTION: Rabbi Amy requested, given a sizeable exchange of e-mail involving questions, that Board members please not use the “reply all” option as it overwhelms her and other people’s mailboxes.</p>
Clergy Reports	<p>Rabbi Amy: The Rabbi shared sad news involving Carol Pritchard’s loss of her 42 year-old son and Scott Lowe’s loss of his 33-year daughter in California.</p> <p>The Rabbi reported that a three-session program on Jewish customs on death and dying, which she is co-teaching with Rabbi Edelman from Temple Sinai, has begun. She also noted that she and Rabbi Edelman will be sharing pulpits on February 12th and 13th in an effort to promote goodwill between the congregations.</p> <p>Work has begun in planning upcoming virtual holiday celebrations; as this is the “second round,” we “will do better based on lessons we have learned.” In addition, work continues in the area of ritual life.</p> <p>Rabbi Amy noted that the Jewish Communities of Vermont (JCVT) has a new director, Rick Gordon, with whom she has spoken and discussed priorities; and she encouraged Board members to celebrate Susan Leff’s work (February 11th at 7 pm) as “it would be nice for our community to be there, to grow community in Vermont.”</p> <p>Cantor Steve:The Cantor shared a number of exciting developments on the musical front: His first “Broadway performances had 60 participants, with subsequent programs planned; A Coffeehouse with Temple Sinai this coming Saturday night, January 23rd, will feature musicians from both congregations and a diverse repertoire.</p>

	<p>Cantor Steve is continuing to conduct Thursday morning sessions (Songs for the Soul). Friday night services are building momentum with musical instruments being a draw. In addition, Tot Shabbots and Family Shabbots are scheduled biweekly through the remainder of the year. Seven families attended (16 people) the most recent Tot Shabbot.</p>
<p>ED Report</p>	<p>Sarah Glassman: Sarah shared an update on the search for an Administrative Assistant, which included an interview this week.</p> <p>Annual Appeal surpassed number of donors from last year: up to 90 donor families (\$27,388).</p> <p>Sarah called Board attention to the full list of upcoming events she had included in this month's packets and encouraged participation.</p>
<p>Interfaith/Social Action Questionnaire</p>	<p>Lila Shapiro and Michael Schaal: The Anti-Racism Working Group has been looking at the issue of Jews of color. Research reveals that nationally, 12-15% of all Jews are Jews of color. Little is known, though, about OZ. The group is working on an anonymous survey for OZ members and Michael is hoping to find former OZ members of color who can help provide insight into issues and experiences with discrimination. There may be a need for funds to hire a consultant to assist with this effort. In addition, Lila mentioned the Social Action committee is conducting a book discussion on white fragility; also, Zoe Hecht and Nancy Sugarman will be conducting a session based on what they learned at a USJC conference.</p> <p>Nat indicated the Board will review the survey before it is circulated but not use its meeting time to do a line by line review of a survey in a Board meeting. Given the timeliness of this issue, he encouraged the Committee to submit a request for financial assistance, if needed.</p> <p>Brett reminded the Board that non-Jews in our congregation also need to be treated with similar respect to insure they are not targets of discrimination.</p>
<p>Queries about written reports (pp 7-13)</p>	<p>Naomi reported on a NADAV video being made about congregants' sharing personal stories of family celebrations of Shabbos. She also mentioned a letter-writing campaign to elders (letters and drawings) has been launched and she is soliciting names of families (reschool – NADAV) who want to</p>

	<p>become involved. She mentioned plans for a “drive through” Purim carnival, and collaborations with JCOGS around Purim activities and a planned program for teens around the theme of racism. Finally, she reported on a successful mitzvah day and expressed appreciation for Board members and others who attended.</p> <p>In response to Naomi’s “Family Celebrations,” Brett spoke about a “OZ Family Shabbat” service being framed so as not to exclude people without kids.</p> <p>Bill Miller: Bill briefly shared highlights of his Treasurer’s Report. As Sarah noted, OZ has submitted a PPP report. OZ is are where we expected to be (early dues are in) at this time; the finance committee will meet in February and present a preliminary budget in March.</p>
Restart Working Groups	To conserve meeting time, this discussion was set aside.
EXECUTIVE SESSION	<p>MOTION: Bill moves to enter executive session. Mindy seconds. Board approves.</p> <p>Suzanne moves to exit executive session. Josh seconds. Board approves.</p>
Review action steps	
Adjournment	MOTION Yoram moves to adjourn. Board approves.