

Present:

Present: Naomi Barell, Suzanne Brown, Eric and Karen Corbman, Judy Danzig, Mindy Evnin, Sarah Glassman, Judy Hershberg, Joshua Kernoff, Harvey Klein, Nat Lew, Bill Miller, David Pasackow, Jeff Potash, Yoram Samets, Rabbi Amy Small, Brett Smith, Gary Visco, Becky Wasserman, Cantor Steve Zeidenberg

Facilitator: Nat

Meeting Recorder: Jeff Potash

		Item	Discussion, Action Steps
1	5:30	Dvar Torah – Rabbi Amy	Rabbi Amy shared Rabbi Lawrence Hoffman’s blog (https://blog.lawrenceahoffman.com/2021/02/14/my-big-mistake/) contrasting the power of Jewish principles, history, texts, and culture against what he described as Jews’ inability to “think big” (as in mega-churches). Can we show others what the Jewish way can offer? And can we imagine, for OZ and beyond, a “bigger” future?
2	5:40	Approve minutes from January	MOTION made to approve minutes. Board approves.
3	5:45	Review action items	Nat asked if anyone had questions regarding the list of action items. Josh suggested the Board try and name names and add dates to give a greater sense of prioritization and purpose. He also suggested considering listing a new marketing committee here. ACTION: Nat will try and provide a clearer structure for moving forward with action items.
4	5:50	MOTION: Appoint Gary Visco to Board through June Congregational Meeting	MOTION: Motion made by Nat to appoint Gary Visco to the Board through June, 2021. The Board voted unanimously in favor of the motion.
5	6:00	MOTION (from Finance Committee): Reinstate cut salaries retroactively (<\$4,500)	The motion from the Finance committee to reinstate cut salaries was placed on the floor. Yoram inquired whether the Rabbi and Cantor should also have their compensation adjusted to return their promised 2% contractual raise to them. Harvey and Suzanne supported the proposal. Sarah reminded the Board that non-contractual staff normally get a 2% wage-of-living annual increase. Yoram made an amendment to the motion that the clergy contracts be “made full” based on the PPP compensation of \$167K +. Susanne seconded the amendment. Josh recommended the amendment be tabled until the Financial Committee weighs in.

			<p>The amendment was voted down, 3 in favor and 4 opposed with one abstention.</p> <p>The main motion was passed by a unanimous vote.</p> <p>ACTION: Nat will communicate with the Financial Committee regarding next steps.</p>
7	6:10	Report on Imagine 2025: Draft strategic overview and task group update	<p>Yoram asked for questions, noting that the strategic draft would be examined in Executive Session. Yoram described ongoing work with the Family Engagement Task Force (Ingrid and Brett are organizing) and the Religious Task Force (which holds its first meeting this Sunday). The Social Justice and Community Center are in the process of being organized and will begin their work in two weeks. The Task forces will have 45-60 days to specify where/what they'd like to see in 2025, with subsequent energy invested in timeframes.</p> <p>Yoram encouraged Board members to participate. Nat volunteered to be on the Post-Covid Task Force.</p>
8	6:25	Rabbi wedding blessing question	<p>Nat presented the Rabbi's question. A former student of Rabbi Amy is marrying a non-Jew: they would like Rabbi Amy to attend and give a blessing. She would not officiate (in accord with the Rabbinic Assembly rules). Rabbi Amy explained that the wedding will include Jewish wedding symbols including a Chuppah and a Ketubah. The couple plans as well to break a glass.</p> <p>Bill expressed support for the Rabbi's participation, as "a step in the right direction." Brett agreed, indicating the importance for welcoming interfaith couples into OZ. Sarah, Gary, Judy, Naomi, Cantor Steve joined in expressing support.</p> <p>Josh recommended the minutes reflect the Board's support of Rabbi Amy's action. Becky agreed.</p>
	7:00	MINYAN	
6	7:30	Clergy Reports	<p>Rabbi Amy shared some highlights of what's going on: collaborative efforts are happening with Adult Ed and Social Action including work on an anti-racism taskforce. Rabbi Amy is continuing to collaborate with Rabbi Edelson (they've finished their "Death and Dying" classes); next is a series on "Making Prayer Real" with Cantor Steve joining them. A sermon Swap this week between the two Rabbis reinforced positive connections. Also, OZers joined Jewish Communities of Vermont's special event honoring Susan Leff; and</p>

			<p>Rabbi Amy is working with the new Director. Also, during a recent meeting with local Christian clergy, she was reminded of OZ's need to reconnect with First Congregational Church. Rabbi Amy continues to participate in Imagine 2025 and expressed her thanks to the group for their work.</p> <p>ACTION: Again, the Rabbi reminded Board members not to 'reply all' on e-mails as these continue to pile up in her inbox.</p> <p>Cantor Steve: Highlights include: (1) plans to return to preschool on Fridays with Jewish programming; (2) joining with the "Making Prayer Real" classes to help people "who struggle" to see and appreciate the full range of Jewish prayer. March 14th is the first class; (3) Cantor Steve's final Broadway program is planned for next week (Prior sessions have been well attended by more than 60+ people in each case); (4) There are nine B'Nai Mitzvah scheduled between March and November. (5) Coffee houses continue to happen; and, finally (6) singing community will start up next Sunday.</p>
9	7:40	ED Report	<p>Sarah Glassman: Sarah presented the Davidson family as new members of the congregation.</p> <p>MOTION: Nat presented the motion to accept the Davidson's as new members. Bill seconded.</p> <p>Sarah shared information from her report including the recent hiring of Andie Lowe as a part-time replacement for Tari (Sarah is currently training her); repair of interior doors; receipt of PPP funds; repair of the roof; exploration of new CRM, and a reminder of the impressive list of upcoming events.</p>
10	7:50	Queries about written reports	<p>Naomi shared (1) that the preschool and Hebrew School had collaborated on a program earlier in the week focusing on stress; (2) We had 100 ZOOM windows open for Mitzvah Day and will be highlighting the outstanding student projects through an upcoming NADAV video. (3) The HS Committee is developing a marketing plan; (4) Naomi is looking into curricular development for next year which will incorporate a ZOOM component;. (5) Naomi reported that the Purim Carnival is coming up next week; and finally, that there will be a (6) fundraising event</p>

			<p>involving both the HS and Preschool and involving a Post Passover Chumitz fest.</p> <p>Becky also mentioned the successful letter-writing project (to seniors) involving a rich collaboration between the Hebrew School and a number of other OZ groups</p> <p>Nat encouraged the Board to review all of the other reports in the packet which further highlight a number of exciting and ongoing projects.</p>
11	8:00	Finance 101 – Sarah Glassman and Bill Miller	<p>Bill shared a document (from June 2017) called “Financial responsibilities of OZ staff and volunteers” and focused on the Board’s responsibilities.</p> <p>He then presented the Treasurer’s Report and explained how it is organized (based on income/expense categories and comparative analysis). He then explained the “Profit and Loss by Class With Budget” sheet. That, Bill observed, was a “quick, high level review of responsibilities and the Treasurer’s report!”</p>
12	8:30	Executive Session	<p>MOTION: Bill moves to enter executive session. Josh seconds. Board approves.</p> <p>Mindy moves to exit executive session. Josh seconds. Board approves.</p>
13	9:25	Adjournment	<p>MOTION: Mindy moves to adjourn. Board approves.</p>