

Present: Naomi Barell, Suzanne Brown, Michael Bukanc, Eric and Karen Corbman, Ducky Donath, Mindy Evnin, Richard Finkelstein, Lisa Glass-Kornstein, Sarah Glassman, Judy Hershberg, Joshua Kernoff, Harvey Klein, Nat Lew,, Bill Miller, Jeff Potash, Yoram Samets, Michael Schaal, Rabbi Amy Small, Brett Smith, Nancy Sugarman, Gary Visco, Cantor Steve Zeidenberg.

Facilitator: Nat

Meeting Recorder: Jeff Potash

		Item	Discussion, Action Steps
1	5:30	Dvar Torah – Rabbi Amy	Rabbi Amy noted this week’s parsha in Leviticus focusing on the formalization of ritualization and prayer. How do we offer blessings for our newly developed Covid vaccines? There are many contemporary options (e.g., “Bless the “holy wholeness giving sanctuary”). And may we all be safe and healthy.
2	5:40	Approve minutes from February	MOTION by Mindy to approve minutes. Ducky seconded. Board approves. Brett followed, expressing appreciation from the Board (through cards and dinner) to Nat for all he is doing on behalf of the Board and Staff.
3	5:45	Clergy Reports	Rabbi Amy: Last month’s clergy swap was highly successful, with special thanks to Rabbi David Edelson for his heartfelt honesty. We will be sharing Passover activities. The new “Making Prayer Real” course has begun and all are welcome to “pop in.” We will be working in a collaboration with other synagogues for Israel Independence Day. There will be a program presented by the Hartman Institute for Yom Hashoah. We have postponed many B’Nai Mitzvah during Covid, which means that there will likely be a large number after August. Cantor Steve: We will be hosting two of Cantor Steve’s cantorial friends in a coffeehouse focusing on the theme of freedom. Our Purim activities were different but there were many joyful celebrations, both virtual and (with the carnival) in person.
4	5:55	ED Report	Sarah Glassman: (1) We are moving to a new cloud-based CRM (database) that vastly improves members’ abilities to pay bills, join classes, update personal information, together with the synagogue’s ability to monitor and access information. We will cancel some services (eg, credit card, website, Constant Contact) which may balance the slightly higher cost. (2) We have two new Shuk employees (UVM students) filling

			<p>in for Karen. (3) Roof repairs begin next Sunday; the Preschool will likely be affected (nap rooms will move to minimize noise. (4) The delivery of Seder meals is a success (26 families purchased) with some also donating to OZ. (5) More information forthcoming (April 1) about plans for the mural cleaning. (6) A question was raised about when and how the building will open. Nat emphasized that our Covid Task Force is quite conservative. Rabbi Amy recommends we continue to listen carefully to our congregational and state health experts as we move forward. The current task force will be expanded after Passover. Josh recommended efforts be made to communicate options/opportunities, particularly for OZ families who desire a return to normalcy. Naomi indicated that outdoor activities are being planned (e.g., park activities, graduation, etc) for the Hebrew School.</p>
7	6:35	Budget FY21-22: First Look	<p>Bill shared the most recent draft of the 2021-22 budget and highlighted a few points. (1) Dues are down: we will need to use \$40K from the Resilience campaign and \$40K from the PPP loan to balance our budget. (2) We are including 2% salary growth and 2% inflation. (3) Naomi noted there is a proposed \$9K budget item for technology for broadcasting out from the building (to be used primarily by educators). Cantor Steve asked how this relates to our 5-year goals and Rabbi Amy expressed similar concerns whether we'll know in May what the appropriate numbers should be. Nat assured the Board the budget remains a work in progress. (4) The preschool is increasing tuition by 5% to cover new teacher costs.</p> <p>Nat repeated that the 2021-22 budget will be presented to the congregation as a balanced budgets using, as needed, equal amounts of PPT funds and Resilience funds.</p> <p>Bill indicated we are looking into getting significant funds back from the Feds based on our employers' payment of social security taxes.</p>
8	6:55	OZ Successes (Speed Round)	Lots of inspired sharing!
	7:00	Minyan	
9	7:30	Membership Committee presentation (L. Kornstein)	<p>Lisa shared her SWOT analysis (in a PPT) detailing her personal experience as a new OZ member. She arrived in VT 7 months ago. She praised Naomi, Rabbi Amy, and Cantor Steve. "I love ZOOM" as it's convenient to "come to synagogue." And the Hebrew School. A weakness is a separation between families and adults.</p>

			<p>Shabbos is an “extra” thing. Skiing conflict. Opportunities for integrated Shabbos/Hebrew School education; cross demographic divide. Segregate by Emotional needs (e.g., Joy vs addressing pain). Flexibility in HS (alleviate competing values). Friday night services/potlucks (post-Covid). Purim Ski week in Vermont (ski and synagogues – destination event?). Summer camp? Last 2 weeks of August?). Threats - Covid unknowns/threats; declining membership).</p>
10	7:45	RESOLUTION From Social Action and Adult Ed Cttees	<p>Nat asked for questions. Yoram asked for the background underlying the resolution. Nancy Sugarman explained that it evolves out of conversations undertaken in the Anti-racism Ad Hoc committee, Adult Ed, Social Action, and Imagine 2025. The issue involves broad inclusivity across a variety of sexual orientation, race and religious backgrounds. What is our goal, our mission, and how do we act on it? Michael Schaal described hearing from OZ members that they sometimes feel disconnected as though they are the “other.” The Board needs to lead in doing something and making us “Lovers of Justice” in action and not just in name. Josh proposed clarity in developing a plan: Michael asked for Board participation to act quickly. Nancy recommended the Board accept the first paragraph of the document (“Proposed Resolution: Re-committing to Social Justice At Ohavi Zedek 2021,” dated 3/18/2021.). Ducky emphasized the importance of being friendly and reaching out. Brett commended the work, but questioned the four specific hypotheticals. Jeff praised the principle of making OZ a “safer” and more “welcoming” place. Nat recommended that something more precise be presented in the future that addresses some Board members’ concerns relating to strategies specified. Rabbi Amy praised the work as inspiring and recommended the Board affirm the work of the two committees coming and working together. Yoram suggested the Imagine 2025 Social Action Task Force could and should be able to bring this back to the Board in two months with specific recommendations.</p> <p>MOTION: The Board appreciates and affirms the process of work of the Social Action Committee and the Adult Education committee to advance our mission as a community. The Board passes the resolution expressed in the first paragraph of the “PROPOSED RESOLUTION: RE-COMMITTING TO</p>

			<p>SOCIAL JUSTICE AT OHAVI ZEDEK 2021” dated 3/18/2021. We delegate to Imagine 2025 the responsibility for bringing us concrete action steps to make this a reality.</p> <p>The Board passed this motion unanimously.</p> <p>Resolution: “At the urging of the Adult Education and Social Action Committees, the Board of Ohavi Zedek Synagogue renews and rededicates itself and the entire synagogue community to our name: "Lovers of Justice", our tag line: “an inclusive and diverse Jewish Community” and our mission: “to provide a welcoming home for a diverse Jewish community, offering both traditional and innovative spiritual practice, learning for all ages, and a commitment to social action.”</p> <p>Michael requested that the anti-racism group be allowed to circulate a voluntary survey among the congregation. Nat commended the process in developing the survey and expressed confidence in its value for giving congregants voice.</p> <p>Nat described this as an “informational” matter, a committee function not requiring a Board vote.</p>
11	8:45	MOTION to balance the current budget	<p>MOTION: To amend the FY20-21 budget by reporting funds received from the Resilience Campaign and PPP in equal amounts as operating income to bring income into balance with expenses.</p> <p>The vote passed.</p>
12	8:50	Executive Session	<p>MOTION: Suzanne moves to enter executive session. Bill seconds. Board approves.</p>
	9:30	Adjournment	<p>MOTION: Mindy moved and Gary seconded.</p>