

Trustees, Board Members, Terms, Committee Liaison Assignments

Name	Through	Committee Liaison
Harvey Klein	Trustee	
Judy Hershberg	Trustee	Events
Suzanne Brown	Dec 21	G'Mach
Becky Wasserman	Dec 21 (2 nd term)	Adult Ed, Scholar in Residence
Mindy Evnin	Dec 21	Cemetery, HR
Nat Lew	Dec 22 (2 nd term)	
Bill Miller	Dec 22 (2 nd term)	Finance
Joshua Kernoff	Dec 22	Development
Gary Visco	Dec 22	Interfaith & Social Action
Ducky Donath	Dec 23	Membership
Brett Smith	Dec 23	Hebrew School, Preschool
Jeff Potash	Dec 23	Mural
Yoram Samets	Dec 23	Religious

Minutes – OZ Board Meeting

Date: Thursday, August 19, 2021

Present: Naomi Barell, Ducky Donath, Mindy Evnin, Joanna Grossman, Judy Hershberg, Jory Hearst, Joshua Kernoff, Harvey Klein, Nat Lew, Bill Miller, Jeff Potash, Vivien Rabin, Yoram Samets, Lila Shapiro, Rebecca Sherlock, Lynda Siegel, Rabbi Amy Small, Brett Smith, Gary Visco, Becky Wasserman, Cantor Steve Zeidenberg .

Facilitator: Nat

Meeting Recorder: Jeff Potash

Item	Discussion, Action Steps
Dvar Torah – Rabbi Amy	Rabbi Amy During the month of Elul, we recite Psalm 27 which includes the wish to “To pray in God’s sanctuary”: This is a big deal for us now! Rabbi Amy asked Board Members to share their favorite memories of the main sanctuary. She then followed up with the question, “How do you dream and hope for being in the sanctuary in the future?” Revel in your memories and your dreams...
Intro Joanna Grossman (temp office and HHD coordinator	Headlines: (1) The Covid Task Force met and , with the Delta variant raising infection rates, recommended that everyone entering the building should be vaccinated and masks are mandatory; (2) We have a Slack account to try and address high e-mail loads (organize strands); (3) We’re a little behind on HH planning, (a) but e-mails will go out shortly to the congregation, (b) we will hire a private security firm; (c) we are planning an expanded food drive giving congregants bags at RH and asking them to return filled bags on YP; (d) We are making a new and current list (Chavarem) of possible volunteers. Josh asked why we weren’t using the police: Joanna suggested some people are uncomfortable with the police and would prefer private security. ACTION: Josh asked that additional

	information relating to the use of private security rather than the Burlington Police be shared (financial, etc) with the Board.
Approve minutes from July Meeting	MOTION to accept. Board approves passed unanimously.
Add \$2K for a new and better mixer for the main sanctuary (will add more microphones for better sound.	MOTION to add y \$2510 to upgrade the tech equipment in the Main Sanctuary. Board passes unanimously.
Amendment to last month's vote so that "all clergy reports" may be delivered orally.	Josh recommended we table the motion. The vote was 6 for, 1 opposed. Discussion of the amendment was elayed until September.
Clergy Reports	Rabbi Amy hadn't prepared anything (in accord with Board's earlier vote for written reports only): (1) Please sign up to be a volunteer for Shabbos services (Brett has a sign-up sheet). (2) VIA is hoping we send them a new representative (We were among the original founders); (3) VIA is organizing a memorial on September 19 th in Montpelier to honor Covid losses; (4) The office is not an easy place to work (with mural working ongoing), so Rabbi Amy will be doing most of her work from home. Cantor Steve : (1) Tot Shabbot is tomorrow outdoors; (2) I'm looking forward to joining with the congregation (both in person and on Zoom) for the HH; (3) Kudos to Naomi for the successful Summer Camp!
Approve submitting nonbinding letter of interest for grant for trail improvements (see pp. 10-12)	Motion to Submit a letter of interest. Voted unanimously in favor.
Suggest community members to join staffing working group to work on longer-term solutions	Nat explained there is a need to think about permanent staffing beyond September. He asked for names of individuals to whom he might reach out to join the staffing working group. Naomi, Josh, and Brett offered some names.
Create working group to discuss future Board structure and January 1 st transition (Board members)	Jeff and Yoram volunteered; Naomi recommended that we reach out to preschool families (important voice). Joanna and Mindy recommended some preschool parents. Becky reminded everyone that meetings (particularly around the dinner hour) are challenging for preschool parents. .
Create nominating committee for new Board member election in December	Suzanne, John Blatt, and Liz Kleinberg were successful in their efforts as the nominating committee last time. Nat will reach out to them. He will be happy to entertain other suggestions via e-mail.
Questions about reports other than Antiracism	Josh asked whether we have a routine staff recognition, as the camp was the "poster child" for what we want to do, executed with excellence! Mindy suggested we have a "Kudos" in the monthly Voice – Joanna agreed. Judy reminded everyone there was a "Volunteer of the Month" in the Voice and suggested that he highlight tangible changes (including Imagine 2025 accomplishments).

	Nat noted the Covid committee's recommendation that all of our employees be vaccinated. It will come up next month. Becky agreed, given children in the building.
Antiracism Working Group Report (back of packet) (Lila Shapero, Lynda Siegel, Jory Hearst)	<p>Jory, Lynda, and Lila introduced themselves and described how the committee formed and then reached out to an outside expert (a Jew of color) to assist with creating a survey. Then, the group read individual anecdotes suggesting where OZ can and should pursue growth and improvement.. In surfacing a number of concerns that surfaced around the congregation's lack of "welcoming," the group reviewed a variety of OZ materials, but in the end decided to focus on the issue of whether a non-white person entering OZ would be acknowledged and welcomed. "Beyond the Count" published last week (1100 Jews of color) provides information to help make American Jews more aware and welcoming of Jews of color. Tikkun Olam is critical in making connections.</p> <p>Lila shared multiple recommendations, including charging the new Imagine 2025 OZ Social Justice "pillar" with developing plans for making OZ more welcoming and inviting to Jews of color. In practical terms, the group recommended a number of options (e.g., having a congregational meeting, a lunch and learn, a discussion of educational programs) focusing on this issue. Ducky recommended that each of us need to reach out and personally welcome anyone who comes into our sanctuary. Brett agreed the Social Justice Committee should focus on this issue as an element of inclusion.</p>
MINYAN	
EXECUTIVE SESSION	Motion: Bill made the motion to enter executive session. Mindy seconded. Board approves.
Motion to Make Offer to Andie Lowe	Motion: .To make the stated Offer to Andie Lowe with the details as worked out in Executive Session. Bill moved and Miny seconded. Board approved unanimously.
Adjournment	Motion: .To Adjourn. Mindy moved and Bill seconded. Board approved