

Present: Naomi Barell, Suzanne Brown, Eric and Karen Corbman, Mindy Evnin, Joanna Grossman, Zoe Hecht, Judy Hershberg, Harvey Klein, Josh Kernoff, Nat Lew, Bill Miller, Karen Robair, Jeff Potash, Yoram Samets, Rabbi Amy Small, Brett Smith, Kay Stambler, Gary Visco, Becky Wasserman, Cantor Steve Zeidenberg .

Facilitator: Nat

Meeting Recorder: Jeff Potash

Item	Discussion, Action Steps
Dvar Torah – Rabbi Amy	Rabbi Amy: This week's parsha introduces us to Sarah and Abraham and the troubling story of the binding of Isaac. Many interpret this as a test: sacrificing one's future for God. We treasure our young and the future they will build. What happens when the future clashes or negates the past? Today, we struggle with the peaceful balance between the past and the future. Our shared goal should be to build the future without binding anyone or inflicting lasting wounds. To paraphrase Rev. Kook, "The old becomes new and the new becomes holy." How can we do it? That is our work....
Clergy Reports	Rabbi Amy: Thanks for your patience in letting me travel after the Holidays. This is a busy time with our upcoming Scholar-in-Residence program. I am continuing to teach with a new Hartman curriculum on Sundays. I am also working with Brett on new ideas. Here we go.... Cantor Steve: This is an exciting time with Eliana Light's visit. We will see many new members attending and it's important for us to have volunteers welcoming people. This is an important post-HH launch of the new year!
Questions about written reports	Becky thanked the Executive Committee for their support of an Afghan family; their application has been filed. Josh asked Jeff for clarification around the what the Sanctuary Working Group will deliver in December. Jeff explained the small group hopes to engage the Board and the Congregation in reviewing and thinking about options. The Working Group will make recommendations; the Board will ultimately decide. Nat pointed out that his dues payments had not been recorded in ShulCloud. Becky had a similar problem with the preschool and found it was a Kessef issue. Brett noted that the number of member pledges contained in the Development Report was striking. Josh indicated that the numbers match up with our expectations (lowered membership) and our financial projections. Brett asked whether our policy of making Hebrew School and Preschool families new members has impacted our financial bottom line. Josh indicated that we are not making more money than last year: the question we should consider is whether this new policy will pay off in the long term. Joanna followed up by recommending that we do pledge follows-up ASAP. Nat indicated we will be shortly be receiving a baby grand piano as a gift from a congregant.

Approve minutes from September	MOTION to accept. Board approves passed unanimously.
High Holidays <i>brief</i> debrief: What went well, what not, what did we learn?	<p>Becky praised the family services: however, she recommended we rethink (from the families' perspective) our High Holiday payment forms which didn't fully resonate with many young families.</p> <p>Mindy was "virtual" and felt everything went remarkably well.</p> <p>Suzanne liked the alternative seating arrangements. Nat agreed. Those present appreciated seeing everyone on the Zoom screens.</p> <p>Josh and Judy thought streaming was valuable for going back and catching parts that they had earlier missed. Judy thought streaming was easier than Zooming.</p> <p>Rabbi Amy heard many positive responses: still, a consequence of Zooming and streaming was likely lower in-person participation.</p> <p>Cantor Steve cited the new contemplative service on Yom Kippur afternoon that brought in a total of 70 in-person and on-line attendees. He recommended we need to think about that for future planning purposes..</p> <p>Naomi thought the outdoor option was a great draw and should be considered as a future option.</p> <p>Nat indicating that some of the reports of numbers of attendees streaming were overstated.</p> <p>Brett noted that we had fewer in-person attendees than Temple Sinai, which he thought might reflect some people's perceptions that our communications expressed a negative tone toward in-person attendance.</p> <p>Joshua commended the program, but wondered why we didn't have family services on the second day of Rosh Hoshanah. Naomi explained that the numbers weren't there</p> <p>Eric Corbman thought that the Torah Service (part Zoom, part home-based) worked well.</p> <p>Cantor Steve praised Dan Rome and Joanna for their on-site work and Rich Berger for his technological contributions. Also, he noted there were 150 attendees for Rosh Hoshanah on the Lake – it was intergenerational and fun. Sadly, we don't know who everyone was...</p> <p>Rabbi Amy noted that many attendees on the Lake only show up for that event.</p>
Burlington City Council Resolution <i>brief</i> debrief: How do we set policy positions and manage messaging? Who decides what to advocate for and how? How do we align messaging across platforms? What went well, what not, what did we learn? What will we do	<p>Becky mentioned that she, Gary, and Brett had met with Rabbi Amy to discuss issues of advocacy and partnering and develop a overall policy. She also acknowledged the community's general ignorance of the High Holidays (e.g., schools open, business as usual): how do we make people more aware?</p> <p>Brett wondered when we can collect feedback from our congregation, as there are congregants who had different views and felt unheard. He recommended our Facebook page might provide rapid feedback.</p> <p>Nat indicated he is trying to reach out to people who hold different opinions than were expressed.</p>

next time (whatever the issue)?	<p>Mindy expressed concerns about the strong opinion expressed to the entire Board by one congregant.</p> <p>Joanna suggested one person reaching out reflects many more who share the same views.</p> <p>Josh thinks that we need to work on a process for how we come to and document positions.</p> <p>Eric felt that some of the arguments that were made by some Jewish organizations were inappropriate and extremist.</p> <p>Mindy agreed that the Jewish Communities of Vermont overstated their position as being representative of the entire Jewish community.</p> <p>Rabbi Amy described the process for trying to bring the Jewish community together than involved many conversations with all of the community-area Rabbis and other Jewish leaders.</p> <p>Brett noted that he felt that the Rabbis' language was diplomatic. And it was exciting to see all four Rabbis join together: ideally, this can happen in more joyful ways in the future.</p>
Long-term financial model and plans	<p>Josh presented his model and a quick review. When you take out PPP and Resilience/Imagine funds, we have a \$200K gap (assumes this year's staffing budget). We could balance the budget under the "best" of all worlds (if we raise more money through sanctuary design, incremental fundraising, etc.). But a worse-case scenario is also possible leading to a \$300K annual deficit.</p> <p>Bill strongly supports this analysis.</p> <p>Jeff noted that we may generate funds by looking outside the box – growing the preschool (adding classroom space) and/or developing some of our back property.</p> <p>Nat worries about relying only upon our wealthiest congregants to balance annual deficits.</p> <p>Cantor Steve said we need to build membership through a thoughtful plan. How can we reach out to bring people in?</p>
MINYAN	
<p>Donate portion of Shuk profits to charity – <i>two separate motions;</i></p> <p>MOTION 1: <i>Consistent with the Shuk's social justice mission and the wishes of a majority of those who donate to the Shuk, 10% of "net profits" (those being the funds remaining after paying the kitchen fund and all expenses for maintaining the Shuk) will be distributed by the newly formed Shuk Advisory Board to local non-profits</i></p>	<p>Josh expressed support. He recommended that the Board be made aware of what groups receive money.</p> <p>Mindy emphasized that we help new refugees.</p> <p>Nat noted that the Board has the right to make a final decision. He recommended amending the motion to add the words "<i>subject to Board approval</i>" after the sentence ending with "to local non-profits of its choosing."</p> <p>The MOTION was made and the Board agreed unanimously to add the amended language.</p> <p>Brett asked and Bill explained that the Shuk pays overhead (\$10K) in addition to repaying the Kitchen Loan (roughly \$12K) each year.</p> <p>A vote was taken on MOTION #1. It passed unanimously (7 votes in favor, none against or abstaining).</p> <p>Moving to Motion #2, Bill noted that we have \$22K in the Shuk fund based on its receiving 50% of the profits.</p>

<p><i>of its choosing, <u>subject to Board approval</u>.</i> <i>Information will be shared with the OZ and broader local community.</i></p> <p>MOTION 2: <i>Recognizing that the Shuk is, by its very presence at OZ and its annual contributions to the Kitchen Loan, rendering significant contributions to OZ that would otherwise not happen, the Board agrees to allocate 75% of the remaining "net profit" to the Shuk to be used to promote the growth and mission of the Shuk as determined by the Shuk Advisory Board.</i></p>	<p>Mindy expressed support assuming the Shuk invests the money to growing in the future.</p> <p>Josh wanted clarify regarding specific investments that would be made rather than just growing the current fund (and socking it away). We need more detail.</p> <p>Bill suggested we develop a business plan that specifies how much needs to be spent for what yield.</p> <p>Josh suggested the new Shuk Advisory Board needs to create and submit a business plan.</p> <p>Karen emphasized that we need more space ASAP. Karen has gotten a number of donations in place for people to get the work done.</p> <p>Kay indicated we need more space for children's items and that will create a new market.</p> <p>Gary wants to know where the expansion would go: Would it effect parking? Karen indicated that it wouldn't occupy a major amount of new space as it would sit in an unused area behind the current space.</p> <p>Brett suggested the motion wasn't appropriate as it permanently impacts OZ in a negative way. He recommended the Shuk's request should be seen as a fundraising project.</p> <p>ACTION: Jeff agreed to withdraw the proposal. He and Yoram will work with Karen and Kay to develop the business plan that Bill proposed and return with it to the Board at a future meeting.</p>
<p>Executive Session (staff TBA)</p>	<p>MOTION Bill motioned, Mindy seconded. The Board approved.</p>
	<p>Nat requested that the Board meeting be extended by 15 minutes. The Board agreed.</p>
<p>Amendment to June 2021 Board resolution (below) "All OZ board meeting agenda items shall be classified as either (a) inform (b) discuss (including soliciting feedback/direction) or (c) decide. Other than the Dvar Torah and the combined clergy report (each not to exceed 10 minutes), inform items should only be included on an exceptional basis (e.g., emergencies, etc.), and otherwise should be managed through pre-reads. No more than 10 minutes of time may be allocated for each such "inform" item during each</p>	<p>Mindy favored the motion as an appropriate compromise.</p> <p>Gary agreed.</p> <p>A MOTION was made to vote on the Amendment: the vote was 5 in favor, 1 opposed, and 4 abstentions. The amendment passed.</p>

meeting, unless approved in advance by a majority vote of board members.”	
New members	<p>With help from Naomi, Nat modified the list to delete Rebecca Schwarz & Adam Grundt and Scott Cohen & Andrea Balazs (their children are no longer enrolled in the HS. Allie and Michael Schachter were added to the list.</p> <p>The MOTION to accept new members was passed unanimously by the Board.</p>
Allocate general funds up to \$3,000 to make up shortfall in fundraising for Eliana Light if necessary	The MOTION was unanimously passed by the Board.
Replace staff debit cards with corporate credit cards to simplify purchasing and bookkeeping and render constant bank transfers unnecessary	The MOTION was unanimously passed by the Board.
Vaccine mandate for employees	Nat reminded the Board of the Vaccine mandate document that had been presented at the September Board meeting. He recommended adding the words “contact the President of the Board” in two locations of the document. The Board agreed.
Appoint a group to investigate raising the remaining yahrzeit plaque panels and installing extensions below them, and bring into (\$) to the next meeting	Jeff indicated that, in conjunction with the Sanctuary Working Group’s interest in the small sanctuary, he would begin to look into this and report back at a later Board meeting.
Adjournment	A MOTION was made to adjourn. Mindy moved and Bill seconded. The Board approved.