

Ohavi Zedek Congregational Meeting Minutes
June 12, 2022

(prepared by Lisa Glass Kornstein, Secretary)

[The meeting was a hybrid, with 30+ congregants attending in person on the OZ lawn and another group of 25 attending via ZOOM]

Topic #1: Passing the Annual Budget provided by the Board

Questions: Is there a budget for rabbinic search? No

Why is the cemetery in the budget (not separate)? It is how it was written; the funds are in a separate account.

Income of \$5k? Nonmembers pay more

Plaques in small sanctuary go to building fund

VOTE on BUDGET

Majority in favor, None opposed, 1 abstention

Topic #2 Sanctuary Renovation

Jeff Potash cited \$63,000 having been raised by congregants to begin renovations on the Main Sanctuary. He asked that the Congregation approve of accepting and using these funds for the "Phase 1" renovations.

Questions: Why were pews removed? It wasn't planned

Deb Lashman, Accessibility and inclusion: small sanctuary is currently not accessible. It has not been a priority of the congregation. We do not offer hearing loops for people who are hard of hearing. This should be a top priority.

Jeff: Ramp is \$14-15. The lift will remain. Pews were unforgiving for wheelchairs and chairs are an improvement for accessibility. Small sanctuary will once again be accessible once the lobby is open, which is scheduled for later this month.

Can we reuse the pews? There are two in the front lobby. Possibly to take 5 pews to be made mobile and put in the small sanctuary. We have not gotten rid of any of them.

Frank: The lectern will go back. Everything will look clean.

Ability to move the Torah table from floor to bimah. Traditional services enjoy the tradition of having the table on the center of the floor, which is a model that is back in style. It involves a determination of the wires. People enjoy facing it while facing east.

Frank: This looks beautiful. Rabbi and Cantor are at the same level as the congregants so it's hard to see with people in front of you.

Deb Lashman: Torah table is more centered. Feels more haimish (yiddish for cozy, homey)

Cost of a chair: \$400-500

Aaron: The old synagogue had a center Torah table. Build up Torah table. Satin liners will last 500 years with timed lights. Wiring will be in 3 spots.

VOTE to Accept \$63k from congregants for the purpose of renovating the sanctuary Over 23 in favor, no opposed, no abstention

Topic #3: Clergy transition

Jeff Potash noted that salary and benefits for our current clergy team (Rabbi Amy and Cantor Steve) cost \$309k. Given a projected \$200k shortfall for 2022-2023, there is a serious question of what the congregation can afford for the fiscal 2023-24 year and beyond. He explained, based on outreach to the congregation (Listening tour spoke with 100 people: 80-85% strongly feel we must retain Cantor Steve), the Board advocated that Cantor Steve be retained. Recognizing strong feelings expressed among the congregation both for support for Cantor Steve and the need for OZ to have a Rabbi, 3 models were proposed, with roughly one third of the members supporting each: 1/3 half time rabbi, 1/3 pt rabbi, pt support, and 1/3 ft rabbi

The Board is currently working on clergy job descriptions.

We will have a small working committee to look at the options and how to assess, with recommendations and costs.

This is all about money.

It requires 2-3 year pledges 2023-2025 in order to not have a deficit.

Ducky: We have a winner here in Cantor Steve.

Bill: We can't have one person do both jobs.

Rich: Finding a rabbi is difficult. We need to start looking as soon as possible.

Nat: \$200k deficit plugged with Imagine funds. Whatever we choose to hire will be deficit spending. We must raise income.

Basha: there are options such as visiting rabbis, and transitional Rabbis do this for 2 years.

Announcements: Outdoor services scheduled for July 8 and Aug 5

The meeting was adjourned at 11:24 am.