

**Present:** Judy Danzig, Mindy Evnin, Judy Hershberg, Harvey Klein, Bill Miller, Jeff Potash, Molly Ritzo, Rebecca Sherlock, Brett Smith, Gary Visco, Brett Smith, Cantor Steve Zeidenberg, Navah Spiro, Phil

Not present; Naomi Barell, Suzanne Brown. Josh Kernoff

**Meeting Recorder:** Brett Smith

		<b>Item</b>	<b>Discussion, Action Steps</b>
5:30	Inform	<b>Welcome</b>	<p><b>Judy Danzig</b> Judy referenced an article about Hanukkah, that the holiday encourages us to lift up light, keep rising, cultivate active hope, willingness to act, be nourished by others love and light, be open to miracles, goodness and beauty.</p> <p><b>Cantor Steve</b> lead hanukkah candle lighting prayers.</p>
5:35	Action	<b>Election of 2022-2023 Officers</b>	<p>Nominations for 22/23 officers: Bill Miller: Treasurer Judy Danzig: VT Jeff Potash: President Brett &amp; Yoram: Co-Secretary</p> <p><b>MOTION by</b> Molly, Nahav second, to accept. Board approves -passed unanimously</p>
5:40		<b>Accept November Board Minutes</b>	<p><b>MOTION made</b>, seconded, accepted (named not noted). Board approves - passed unanimously.</p>
5:42	Discuss	<b>Vote on New Members</b>	<p>New members Sophie Miller, Ada Morse and Marlena Grutzmacher were voted in. <b>MOTION</b> to approve by Rebecca; seconded by Gary.</p>
5:45	Inform	<p><b><u>Life in OZ's Three "Pillars" – Highlights FromThe Last Month</u></b></p> <ul style="list-style-type: none"> <li>• Rel/Spiritual: HH</li> <li>• Social Justice</li> <li>• Community Center</li> </ul>	<p><b>Cantor Steve</b> shared details of the musical kabbalat shabbat with oneg afterwards 12/9/22. Over 100 attended in person and online. Next month's is 1/20/22. 12/10/22 was a family service along with concurrent traditional service. Singer Batya Levine was in town this past weekend; Friday at a multi-shul evening service at Temple Sinai, OZ Saturday evening was a multi-shul concert at OZ. Our sanctuary was completely full; 100-120 people singing</p>

			<p>communal song lead by Batya in person and more online. Cantor Steve noted the event brought seekers from our area and across VT to OZ – a major success.</p> <p><b>Jewish Life:</b> Steve noted the Chanukah Party was Sunday 12/18 – also a success. Lunch and learn was packed 12/20/22</p> <p><b>Social Action:</b> Task Group meeting took place last week; good momentum there. Sophie mentioned the 20/30s gathering 12/22 and Brett mentioned the first LGBTQ+ Chavurah meeting took place last week. Yoram expressed a welcome to new board members Navah and Phil in their first meeting.</p>
5:50	Inform/Discuss	<p><b>Financials</b></p> <ul style="list-style-type: none"> <li>• Membership Campaign update</li> <li>• Annual Partnership Appeal</li> <li>• <b>Treasurer’s Report</b></li> </ul>	<p>Yoram noted Membership Campaign has exceeded the budget by 23%. An, the Annual Partnership Appeal has a goal of \$36,000. A group has offered \$18,000 as a match challenge. Please spread the word. Bill’s report: This time of year we are cash positive as usual. And, it appears we’ll be \$40-50k ahead of budget for the year.</p>
6:00	Information/Action	<p><b>Adult Education Proposal for Name Change</b></p>	<p>Discussion of the proposal: Judy expressed strong support of the idea of moving his forward. Brett expressed support for evolving the name and for it to be done in the context of a wholistic view of our education programs; and a desire for AE to involve Erika, Naomi and Sophie in the discussion; and to explore best in class shuls to see what they are doing and make sure we’re making the most of this change.</p>
6:05	Information/Discussion	<ul style="list-style-type: none"> <li>• Rabbinic Search</li> <li>• Executive Committee Work</li> </ul>	<p>Judy shared an update. 5 applicants made it to Zoom interview. Two 1<sup>st</sup> round zoom interviews have taken place; 1 more to go; Some additional new applicants have just come in. Hoping the process allows for Feb and March visits from top applicants. Most rabbis are non-denominational through Hebrew College, and have been trained in Conservative, Reformed and</p>

			<p>Reconstructionist practice. They can lead traditional services. And, a thank you to Navah and Harvy for participating on the committee.</p> <p><b>What EC does:</b>  Jeff discussed this, including the regular work and meetings to help facilitate operation of the synagogue with staff and clergy. Report was provided.</p> <p>Updates: Sanctuary ramp delay by 1-2 weeks into January. Chairs target deliver is January. Plan for celebratory event when it's completed.</p> <p>Discussion of Shuk: After Karen's resignation, Bill and Andie reviewed financial plan and developed revised management plan: manager with more time than Karen's 12-18 hours. New model calls for experienced manager to work 20-30 hours with comp in the \$20-22/hr range. Currently the Shuk is open 3 days / week only, operated by First ad this week. Lisa and others, but Lisa can't do FT. Will be more push to seek volunteers. Plans in place to put in security cameras and other control measures. Question about economic impact of this new staff plan. Bill and Yoram will bring an economic projection at the next monthly meeting.</p>
6:20		<b>Executive Session</b>	
7:00		<b>Adjournment</b>	