

MINUTES

Minutes – OZ Board Meeting - Zoom only

Date: Tuesday, August 16, 2021

Present: Naomi Barell, Suzanne Brown, Judy Danzig, Mindy Evnin, Judy Hershberg, Harvey Klein, Josh Kernoff, Bill Miller, Jeff Potash, Rebecca Sherlock, Brett Smith, Gary Visco, Rabbi Amy Small, Judy Berger, Rich Berger, Brett Smith, David Pasackow; Lila Shapero joined for Brief Report

Absent: Cantor Steve Zeidenberg, Zoe Hecht, Yoram Samets, Molly Ritvo
Lisa Glass-Kornstein (resigned)

Meeting Recorder: Bill Miller

		Item	Discussion, Action Steps
5:30	Inform	Dvar Torah	Rabbi Amy
5:39		Accept July Board Minutes	MOTION by Rebecca, Bill second, to accept. Board approves -passed unanimously.
5:40	Discuss	Vote on New Members Laura & Buddy Singh	MOTION by Molly, Rebecca second, to accept new members: All in favor, none opposed, none abstained
5:42	Discuss	Addressing High Holiday Needs: Board Responsibilities....	Assuming Covid rates will continue low, planning for large turnout, so need volunteers. Live stream only, no zoom. Jeff would like Board members as Greeters, also need Ushers. See Jeff's sign-up sheets. We hope carpet, new chairs will be installed. Tickets, and message to members? Members and under-30 free, and ask for donations, message to go out Monday? Sophie has helped well. Normal child care, and

			services for kids. There will be a mask-section. Rabbi will be masked.
5:52	Discuss	Rabbi Search Committee and Process – Presentation (Rich Berger/Judy Danzig, Co-Chairs), Discussion, Board Responsibilities...	Process is laid out to select rabbi in late February 2023. Committee will contact Hebrew College, USCJ, Academy for Jewish Religion, plan for member engagement, set up contract draft, liaison with Religious Committee. Rabbi Amy says 60-80 congregations will be looking for a rabbi, so maybe interim for a few years? Include non-Jewish members like spouse? No search budget discussed
6:23		Brief Reports <ul style="list-style-type: none"> · Social Action initiative (Lila Shapiro) · 2022-2023 Membership Renewal Campaign 	<p>Lila: Bring people together to see what needs are, and who can help - tentatively Sunday, October 9. Space if rain vs Hebrew School needs? TBD. Mindy: other organizations? Plan was to limit to 8, could be annual. Oct 9, right after HHD, members may be tired? And Sukkot starts that evening. Can we get OZ members to work on these projects together? Better than individual volunteering. And time enough to promote & message? Especially for November ballot items</p> <p>Later</p>
6:35		Property & Building	MOTION by Gary, second Suzanne spend \$10k on accurate site plan to propose to several nonprofit developers to develop back 6 acres for lease income, to come from Building Fund or Imagine 2025. Do we need congregational approval? Jeff says Yes, and this is 1st step. No access over Fern Hill property, so access another way. Deb Kutzko, current Fern Hill president, maybe develop addition to Fern Hill? \$10k should come from Imagine 2025 funds? Parish House sale may provide \$700k, take \$600k to endowment, rest to Building Fund for \$80k roof. Senior housing is good match to OZ's mission. Plan is to use up i25 funds on current needs, so not much left to cover this. Also plan to expand Preschool, so help close projected \$70k annual shortfall. Communication plan?

			Table "Building Needs"
7:00		Minyan	
7:30		Treasurer's Report	\$142k surplus for July, typical for this time of year. Brett: 163 renewed, 147 not yet pledged, 310 total. Total pledged is \$283k, \$45k higher and 18% over last year for those pledging both years - good response, it seems, and fewer notes complaining about access to system to pledge and renew
7:40		HR Committee proposal (1st read) - Discussion	Vivien, Mindy, Molly, Rick Hecht, Keith Casper - recommending parental leave, 4 options, HR recommending 12 weeks paid leave. Added Short Term Disability (for women only). Should Preschool follow OZ's HR policies? They are paid differently than other staff. The DIFFERENCE in cost between sub to cover the work and the payment to staff is \$3k for Preschool and \$5k for top paid office staff. This is for parental care not family leave. Why consider this now? Preschool staff is having a baby soon. Is this number one issue? Is this more important than raises for Preschool? This could be an issue for , a new rabbi. Difference in paternity vs maternity leave from EE viewpoint? Rabbi candidates will probably require 12 weeks paid parental leave. Where does money come from? Preschool reserve or OZ net.
8:15		Board Recruitment	Need to fill 3 seats: Lisa's, Bill's, Nat's Gary agrees to join Yoram and Jeff as a nominating committee.
8:21		Executive Session	MOTION Rebecca, Bill second, to go into Executive Session. made the motion and seconded.
8:40		Adjournment	MOTION Mindy, unanimous