

Minutes – OZ Board Meeting Date: Tuesday, March 15, 2022

Present: Naomi Barell, Suzanne Brown, Judy Danzig, Mindy Evnin, Judy Hershberg, Harvey Klein, Josh Kernoff, Nat Lew, Bill Miller, Jeff Potash, Yoram Samets, Rebecca Sherlock, Rabbi Amy Small, Brett Smith, Gary Visco, Cantor Steve Zeidenberg. Erika Geremia, Molly Ritzo

Meeting Recorder: Lisa Glass-Kornstein

		Item	Discussion, Action Steps
5:38		D'Var Torah	Rabbi Amy: At Purim the world is supposed to be turned upside down- Zoom trouble is a good start. There is absurdity in the world, but there is meaning beyond absurdity.
5:48		Motion to accept minutes	MOTION TO accept: Bill, seconded by Nat. All in favor.
5:51	Inform/ Discuss	<p>Pillar 1. Religious Spiritual Updates</p> <ul style="list-style-type: none"> • ● Clergy reports • ● Clergy transition planning <p>update and discussion</p> <ul style="list-style-type: none"> • ● Covid update: moving forward 	<p>Rabbi Amy reported:</p> <p>Havdalah Jammin in your Jammies Regular, Tot Shabbat 3/26 family potluck 4/2 parallel services: Hallelu/ Traditional Planning for Purim and Passover Spring: outdoor services Awaiting Covid Task Force: Meals together and schmoozing</p> <p>Cantor Steve reported:</p> <p>Friday night services Assembly of professionals in our community, great VT musicians 3/4: 75 people for Friday night. 20 in person, 55 on Zoom Havdalah: 180 (90 in person/ 90 Zoom) First Friday of the month: Ensemble Parallel service: both valid and joyful, both will be big pillars for our community. Piano donated anonymously because OZ is important.</p> <p>Jeff's Message:</p> <p>Impending deficit of \$200k deficit: begin to think of a single clergy position. Since President's message, Exec Com met 4 times, letter to Exec Com, then board, then congregation to clarify. We have a financial shortfall, and are living within our means. 3 year period where we want</p>
			to be. We will rely on next year's budget deficit. Not an appropriate way to use funds. Better use of funds is to Invest in the future. Letter will articulate a process, single

			<p>clergy, or single plus additional clergy if resources are found. Focus groups in April and early May to hear from the community.</p> <p>Board will make a recommendation at the June congregation meeting. We will be clear and systemic about how we will move forward.</p> <p>Josh: Requested a chart with pros and cons of each model to include Skills and Tasks. Lisa and Judy will work on this.</p> <p>Brett: "Senior clergy" means someone is in charge.</p> <p>Covid: Brett did a great job of updating the website to include Covid policies. State guidelines changed radically 3/14 on mask recommendation. No longer isolating close contacts</p> <p>Jeff will send Covid team recommendation to the board in 1-2 days. Language created by Covid team. Naomi & Erika to be in the meeting. Jeff will confirm.</p>
6:05	Inform/Discuss	<p>Pillar 2. Center for Jewish Life Updates</p> <ul style="list-style-type: none"> • • Mural update • • Events/Program updates 	<p>Mural almost complete, scaffolding removed soon. Major opening. Abundance of donors local, nationally, internationally. Significant achievement, piece of history. Once 700 wooden synagogues in Lithuania alone. Today one remains in Lithuania, and one in Burlington VT.</p> <p>Nat: Large Klezmer band, Jordan Hirsch. If interested, contact Nat.</p> <p>Purim Carnival: Social Hall full, with a lot of families from Full Circle, Hebrew School and friends. Twirling swing was huge.</p>
			<p>Jeff: 9 NADAV interns made hamantaschen. 2 members not seen for a long time</p>
6:20	Inform	<p>Pillar 3. Social Justice Updates</p> <ul style="list-style-type: none"> • <i>Rabbi Wall Lecture Series (weekend)</i> 	<p>Upcoming weekend April 7-9 Imam Abdullah Antepli, Lecture on 4/7, 4/8 mid-day event at mosque with Imam Hassan, Shabbat event at OZ Paid for by St. Michael's</p>
6:15	Inform/Discuss	<p>Young Family Engagement Updates</p> <ul style="list-style-type: none"> • • Hebrew School Report (Naomi) 	<p>Erika: tomorrow Purim party at school. Make Hamantaschen. One of the lead teachers will return from maternity leave as a p/t curriculum coordinator and blog posting.</p>

		<ul style="list-style-type: none"> ● Full Circle Report (Erika) 	<p>A lot of pre-k's are enrolling in Hebrew School. Bathroom Difficulties: FC took over the women's bathroom. State regulated that the children's bathroom can only be used by children. Mixed use would be a serious violation. We need more bathrooms. Long waiting list for Full Circle: Need for infant and toddler spaces. Expand so we can grow.</p> <p>Molly: kudos and gratitude to Erica, best in the state, treats staff well. Naomi/ Hebrew School: Wednesday is Hebrew school day on Zoom.</p> <p>6 new enrollments for the past few weeks. Teachers are doing a great job April 10th: reenactment of the Exodus in our backwoods, food creation stations (matza, charoset, chrain)</p> <p>May 15: Hebrew School graduation March 26 10-11am: Family Shabbat service, focus on Modeh Ani this semester.</p> <p>Erika & Naomi working is helping families bridge from one program to the next. Great cohort of younger families. The space indicates behavior: we need dedicated space for HS. 6 classes meet in 2 classrooms- not a good environment, we need more permanent space.</p>
6:40	Inform/Discuss	Financial Sustainability Updates ● Finance Committee report	<p>Bill: End of Feb, year to date \$38k operating surplus, projecting a \$200k loss for the year ending in June. That</p>
		<ul style="list-style-type: none"> ● Development Committee report 	<p>\$39k surplus year-to-date is \$60k lower than the \$100k surplus at the end of January, so we had a \$60k loss in February. We are using \$110k of PPP funds to shore up the \$200k loss Salaries are extremely private. Only new board members get to see salaries. I2025 funds replenished thanks to generous donors.</p> <p>Bill is prepping for June congregational meeting. Our numbers are lower. Dues and income have not changed. Need new income sources. Need a practical and realistic budget moving forward.</p> <p>Will correct in 23/24</p>
7:31		Discussion	<p>Josh: Concerned about recommending a budget with a deficit as high as \$200k and asking to raise money for facilities.</p> <p>It is one year, we'll be making every effort to balance budget in 23-24. We've been subsidized by Federal and Imagine money. The structural deficit was \$100k, has now</p>

			<p>become \$200k. The problem isn't new, the scope is. Gifts have paid for positions.</p> <p>Visionary plans will get people to make donations. May board meeting to approve.</p> <p>Josh: We don't want to get caught again like we did last year. We have acknowledged the deficit a number of times before the congregational meeting. We can bring it to \$190. 23-24 budget shows the decisions we are making now will impact a year from now. All resources are invested not spent. 50% less spending. No line of sight for additional revenue. Nat: It's not a balanced budget for 23-24, it's a deficit. Concerned about the multiplicity of messages. A balanced budget is 2-3 years out. Saying money is invested not spent is not the truth.</p> <p>Jeff: We have a year to raise more income, must be extraordinarily careful:</p>
			<p>cutting expenses will have a sense of loss and substantial repercussions.</p> <p>Mindy: Be careful not to say we are not spending, but investing.</p> <p>Jeff: It's an investment in our future</p>
7:31	Inform	<p>Lay/Staff Leadership Update</p> <ul style="list-style-type: none"> ● ● Engagement coordinator update ● ● Retreat date ● ● Recruitment for committees/Quarterly Committee Reports to Board ● ● Bylaw's update 	<p>Engagement Coordinator: 12 resumes, 3 interviews, candidate pulled out because of leaving Burlington. Starting again</p> <p>Sunday May 1 1-4 at OZ</p> <p>Recruitment for committees: we need to be asking others to join committees</p> <p>Rabbi, Cantor, and Naomi to go over list</p> <p>Lisa will prepare a video presentation of by-laws- opportunity to address questions</p>
7:00	Minyan		
7:30	Inform/Discuss	<p>Welcoming, Marketing and Communications update</p> <ul style="list-style-type: none"> ● Membership Comm update 	<p>Rebecca: Membership is more than attending services and events, it's volunteering and giving back. Provide an interest list to steer us in capturing their interest. Several new members</p> <p>-Laura Koplewitz - Bloom, Hannah; Bernstein, Matthew (kids:</p>

			<p>Isaac, 5, Rivka) - Have submitted membership form for Katz, Benjamin; Malgeri, Megan (kids Louisa 5, Sylvia) New Hebrew School family started last week MOTION TO accept: Molly, seconded by Josh. All in favor.</p> <p>No member departures recorded in the past month. Tracking 25 prospects Looking for a young adult ambassador for a new member. Thanks to Brett for setting up a tracking system and next steps. Meeting 4th Thursday of the month Continuing welcoming new members in the Voice. OZ webpage updated with dues description page. Donations on Shul Cloud can only go to the General Fund or</p>
			<p>Building Fund. That form was not intended to go live. It's in the works</p> <p>Brett reviewed new member section of website. How membership works, money is not a barrier. Rest of website also is outdated</p>
7:40	Inform/Discuss	Physical Home Updates ● Sanctuary update	Omitted in the interest of time
8:00	Executive Session		MOTION to go into Executive Session made by Suzanne and seconded by Gary. All in favor MOTION to Adjourn made by Rebecca and seconded by Josh