

Present: Naomi Barell, Suzanne Brown, Judy Danzig, Mindy Evnin, Lisa Glass-Kornstein, Judy Hershberg, Harvey Klein, Josh Kernoff, Nat Lew, Bill Miller, Jeff Potash, Yoram Samets, Rebecca Sherlock, Brett Smith, Gary Visco.

Not Present: Rabbi Amy, Cantor Steve

Meeting Recorder: Lisa Glass-Kornstein

		Item	Discussion, Action Steps
5:35		Accept April Board Minutes	MOTION to accept minutes, Bill, second from Molly. Board approves -passed unanimously. Nat: correction. This was not a board recommendation, this was an Executive Committee recommendation. April minutes will be revised to specify this.
5:37	Discuss	Life in OZ's Three "Pillars" (Religious/Spiritual, Cultural/Center4Jewish Life, Social Action)	Happy Birthday Judy. Street party, shabbat dinner at Jory Hearst's house. Swimming, Sunday: Ice Cream Truck Hallelu Service: touching and moving Friday music was wonderful
5:42	Discuss/Decide	Finalizing Plans for the June 12th Congregational Meeting	1- Salary adjustments 2- \$150k deficit 3- 2% cost increase 4- pain/anger about sanctuary Is it a Zoom meeting? Hybrid will take 3 hours, and we only have 2 hours. Leave the chat off. It will be Outside, inside with spacing if the weather is bad. Parents: more likely on Zoom. Trivia contest with a prize? Must be done in 2 hours Covid cautious: rates are rising. Hybrid needs 3 ppl working tech
5:57	Discuss/Decide	Development Committee Update/Discussion (quarterly report – discussion) <ul style="list-style-type: none"> Review of Ongoing Responsibilities/Current Activities 	Chair: Josh. Members: Jason Lorber, Kevin Moreanstein (SME), Sharon Panich, Lisa, Bill, Yoram. Annual fundraising, Pledge Campaign, High Holidays, Imagine, new revenue, new processes and infrastructure. Extremely over stretched. Support from Andie (collect data, challenges with Shul Cloud).

- Discussion on Finances/Planning for the Future – serious questions for the Board

We need a team. Need Board alignment on priorities, recruit more people. Issues: delayed thank you's, missed payments, Areas: Imagine campaign, legacy giving, facilities investment, new clergy.

We need formal prioritization for fundraising priorities
How much time do we want to ask clergy and staff for these activities?

Areas of Fundraising:

Annual Pledge Campaign • Annual Appeal • High Holidays Campaign • Imagine Campaign (with focus on Legacy Giving) • Potential Upcoming: Facilities fundraising • Potential Upcoming: Clergy/Staff model fundraising • New Revenue/Business Models • Annual Calendar & Playbook Development • Board Policy to ensure development continuity • Succession Planning

Is the order of most important to least important Facilities, Clergy, Programming, Fundraising?

Mindy: Are we changing dues structure? We have passionate members but they aren't going to double pledges. How much as a board do we want to lean into fundraising? Are we not effective or is it something we enjoy doing? We need more in-person one-on-one conversations. Do we want a big budget and go out and fundraise? Or spend less money and not do those things?

(1) Ordinal prioritization (i.e., ranking of priorities from first to last) of OZ's top level goals (2) Cascading down from task 1, ordinal prioritization of the fundraising goals. Alignment around "need to have" vs. "nice to have" (3) Decision on allocation of available volunteer and staff/clergy time/resources to fundraising and/or commitment to recruit appropriate

Clear playbook so it makes it easier. Annual pledge campaign should be the only goal right now.

			<p>Suzanne: if we're not bringing in new members who are bringing in new money, we're calling on the same members</p> <p>Brett: Clergy job description needs to include community growth and fundraising is key. We need to change the mindset from 'raising money is not my job.'</p> <p>The board is responsible for finding the funders, not Josh's team. We need to have a policy to move it forward.</p> <p>Executive meeting: things we want to accomplish: budget, facilities, get alignment at the next meeting. Fundraising priorities</p> <p>Board retreat to be discussed at the next executive meeting.</p> <p>Annual membership drive: we need every board member to help. Aggressive objective to increase by 20%. This group will be in the place where you are comfortable. In order to make it work, we all have to bring on more responsibility.</p>
6:42	Discuss/Decide	<p>Sanctuary Renovations</p> <ul style="list-style-type: none"> ● Quiet campaign – update ● Options moving forward ● Discussion 	<p>Donors did not feel it was their responsibility to pay for the sanctuary. 4 donors have dedicated \$50k. Rebecca: 2 phases. Not a lot of congregation appetite for spending when we owe money and don't have clergy.</p> <p>Work: Replace floors and seating Modernize handicapped bimah, LED, ceilings, cracks. If you're going to rip up flooring, you should snake the wires \$62k</p> <p>\$500k raised had become the bridge, but we are spending that.</p>

Will leave the large sanctuary until we have \$ in hand

Small sanctuary: \$25-\$30k upgrades.

Nat:

1- Tech was not designed by a professional audio/visual system. It needs to be professionally designed, especially if it is in trenches.

2- Pews are out of the main sanctuary.

3- White chairs were purchased by Laura Cooper foundation. If we buy 250 more chairs, where are those chairs going to go? Are we selling white chairs? Talk to Laura Cooper about this. 268 member families.

Attendance at High holidays has been 120. Do we need 400 chairs?

Rebecca: \$500 for 30 chairs sounds beautiful, but they'll be heavy.

Judy: we are looking at a prototype
Professional wiring is an additional cost

120 chairs deferred, save on additional 80 chairs.

Nat: ask Raul before we put 2 pews in the front.

5 Pews go in the small sanctuary

Metal chairs are upholstered arm chairs, more comfortable. Get up and down easily. Back support.

Sheetrock on top of the wood paneling to enhance the soundproofing

Judy: photo of what it looks like. Need to do chairs and flooring.

Get another image

			<p>Congregation will vote on the Phase 1 building renovation only in June. We will have an upper estimate that is approved by the congregation. We will spend up to \$62k to do the work. What strings are attached to funds raised? They are only for phase 1. We will not update the budget, but vote on the budget as it is currently laid out.</p> <p>MOTION Board approves Phase 1 pending congregational approval and funds in hand. All in favor, none opposed. 6:56 Adjourn for minyan</p>
7:00		Minyan	
7:30	Discuss/Decide	<p>Clergy Leadership</p> <ul style="list-style-type: none"> ● Report on Listening Sessions ● Ongoing planning (Cantor Steve, Rabbi Amy) ● Content/Presentation at June Meeting ● Work to be done for Special September Meeting 	<p>Spoke with over 100 congregants</p> <p>20% want f/t Rabbi, f/t Cantor</p> <p>Changing needs within our congregation: more staff to bridge 3 pillars. We need an ED more than a Rabbi.</p> <p>We need another 90 days before we can make a recommendation: 1) job description for Cantor Steve as leader, 2) understand what he needs as support, 3) clarity for support position. Idea of a p/t Rabbi did not have meaning.</p> <p>Good idea to transition, but what are we transitioning to? Task group to discuss this. Details of the plan and what a bylaws change might be.</p> <p>June meeting: report findings. What type of support Cantor Steve needs.</p>

			<p>Half time Rabbi- 60/40. Do we hire both? \$65k</p> <p>Gary: progress: Steve is in the leadership position</p> <p>Are you saying a 90 day search? No. We don't have to have the person in hand, but know that there are people out there.</p> <p>Brett: Who was not represented in the listening session? HS/ PS voices? Unanimous support for Cantor Steve.</p> <p>Yoram: The first step is to clarify the job description. We don't need to be doing all that we have been doing. What are the needs the cantor cannot fulfill?</p> <p>Molly: Is Cantor Steve doing ok with all this? It could be hard. How do we support him?</p> <p>Jeff: The board needs to understand that there will be cutbacks on what he can do. We're going to need to be very clear about his priorities so he is not overwhelmed.</p> <p>Naomi: Cantor Steve is trying to be very careful about what people are saying. Was there enough representation of HS families. Informal conversations about taking things off his plate.</p> <p>2 years provisional period.</p>
8:10		Executive Session	<p>MOTION to go into Executive Session. Bill made the motion and Gary seconded.</p>
8:30		Adjournment	<p>MOTION to adjourn.</p>