

MINUTES

Minutes – OZ Board Meeting - Zoom only

Date: Tuesday, September 20, 2021

Present: Suzanne Brown, Judy Danzig, Mindy Evnin , Harvey Klein, Bill Miller, Jeff Potash, Rebecca Sherlock, Brett Smith, Gary Visco, Rabbi Amy Small, Yoram Samets, Sophie Miller, Andie Lowe, Josh Kernoff, Molly Ritvo, Naomi Barrell

Absent: Cantor Steve Zeidenberg, Zoe Hecht, Judy Hershberg

Meeting Recorder: Bill Miller

Time	Purpose	Item	Discussion, Action Steps
5:30	Inform	Dvar Torah	Rabbi Amy – UVM anti-semitism allegations are not new, local rabbis had many conversations with Hillel (Matt Vogel, director) – students feel unsafe – they took it to law enforcement, resulting in new federal investigation – President of UVM’s response seems tone-deal, dismissive of human problem - Mike Schllring, former BPD Chief, and state Police leader, helping UVM now, been a help to OZ, may be an OZ member? Mike called Rabbi Amy and asked, what is this? Rabbi Amy offered to meet with UVM President – start by meeting with Provost and Mike Schirling together Thursday – Rabbi Edleson and JCVT (with Yoram’s assistance) also sent a letter- rabbis taking individual roles to help students and professors and alumni – Rabbi Amy will now discuss with UVM instead of writing a letter
5:35		Accept July Board Minutes	MOTION by Bill, Rebecca second, to accept. Board approves - passed unanimously, with revision by Bill (\$10k for site plan of back 6 acres will come from Building Fund after sale of Prarish House next summer).
5:37	Discuss	Vote on New Members	MOTION Molly, Mindy second – unanimous New members – after HHD, we should look into their interests and make sure we slot them into committees – Rebecca has

			a spreadsheet, coordinate with Jeff's effort
5:42	Discuss	High Holidays Update/Board Responsibilities	Two years ago, HHD was Zoom only, last year, only 25 attended- this year, Live Stream only, otherwise physical attendance – how can the Boad help Rabbi Amy? Hope we can get people to show up! Lynda Siegel is a great help – need to be sure systems work well
5:52	Discuss	Brief Updates/Information <ul style="list-style-type: none"> ● Open house (9.11) ● Sanctuary renovation ● Membership renewal drive ● Rabbinic search/Special Congregational meeting (September 15th) ● Cantor ● Board member recruitment ● Property development ● Building development 	Open house – Brett, Rebecca and Naomi, HS Olpening Day: 3 events in one, Chai Lights, Open House, and HS Opening – forced a lot of committee work and coordination, all involved agreed, Do it again next year! HS 50 students, up >10% over last year, 13 new students, and 13 in Gan Aleph (youngest) – 27 campers in summer camp, 16 Nadav interns – and Preschool grads in Hebrew School 5-7 kids now! Sanctuary renovation: DC will complete their part tomorrow, Thursday carpet and electrical, set up Friday and Sunday – accessibility ramp should be done now for carpeting and framing, \$7500 framing, donations of \$1k and \$3k – added cost of bulletproof glass – Friday at 10, group starts to move items back into sanctuary Membership renewal – Brett's campaign 20 new members, met goal of \$400k – 91 members haven't renewed, of them 42 pledged last year, plan to reach out to them, we need to keep up engagement, plus new mail today – what caused increase? New members, or old members upping pledges? More data later Rabbinic search – congregational meeting, 25 in person plus 25 online – they asked good questions, seemed to feel that they were heard and their points will be considered - sent Job Description to various colleges – committee is made of made demographic groups Board recruitment – in progress, have many names Property development – Krebs & Lansing will produce site plan around November 11, then present to Cahedral Square and

			<p>maybe other nonprofit developers – Mike Wool and Hobart (?) will help with legal easements</p> <p>Building development – state funds for developing preschool classrooms? Congregant will contribute to addition to preschool, so Dave Rome sent a recommendation for an architect, plus others – stage space, include upstairs? Mural meeting to start education programs, convert office to educational space?</p>
6:20		HR Committee Proposal for Paternity Leave/Second Reading – (with Motion)	<p>MOTION – by Mindy, second Josh – unanimous approval</p> <p>Cost to OZ is under \$3k per preschool teacher, and savings of \$3k for office staff from Short Term Disability – legal on HR committee confirmed STD legitimacy</p>
6:45		Treasurers’ Report	<p>Gift Shop? Mention in weekly email that we need a leader? Shuk mamage? Lots of promotions, can be year-round – staffed a few hours per week? Newer members guide it?</p>
7:00		Minyan	<p>Need a shorter break – no more ma’ariv in minyan</p>
7:30		First Read: Adult Education Proposal – Board Questions (15 minutes, max)	<p>Lynda Siegel – income for synagogue from charging for Adult Ed classes; Nancy Sugarman – non-members pay higher fee – how? Not ShulCloud – now collecting cash – can we use Shul Cloud? Use for Adult Ed programs? Brett says that previous program donations went to the program that sponsored the event – why not start now? We can gain experience if we give warnings in weekly email and Voice</p> <p>Also – Adult Ed has concerns with website and communications about programming – deal with this after HHD</p>
7:45		Reorganizational Planning	<p>Table temporarily -</p>
8:15		Executive Session	<p>MOTION by Gary, second Bill, to go into Executive Session. made the motion and seconded, unanimous. (Rabbi included)</p>

8:30

Adjournment

MOTION by Bill, second Molly, to leave Executive Session, unanimous.

MOTION by Bill, second Molly, to adjourn, unanimous.