

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

**Absent:** Cantor Steve Zeidenberg, Zoe Hecht,

**Meeting Recorder:** Lisa Glass Kornstein

		<b>Item</b>	<b>Discussion, Action Steps</b>
5:30	Inform	Dvar Torah	<b>Rabbi Amy</b> Moses to Mt. Sinai to convene with G!d. Gathering and community. 3 weeks of mourning from when the Romans destroyed the Temple. This led to new ways of gathering that led to synagogues. We need each other to animate the divine within us and among us.
5:53		Accept June Board Minutes	Bill: Correction: after treasurer’s report \$18k surplus (not a loss) Judy: The proposed chairs for the synagogue are metal (not mental) <b>MOTION</b> to accept. bill, garry. Board approves -passed unanimously.
5:36	Discuss	<b>Event “Highlights” from the Past Month – OZ returns to “Normalcy”</b>	Jeff: What joyful connections in the last month? Rebecca: Loved mural event Naomi: Outdoor service jointly with Temple Sinai, array of ages Rabbi Amy: There’s so much! Sharon Behar’s B Mitzvah.
5:39	Discuss/Decide	<b>Strengthening OZ’s Three “Pillars: Rabbinic Search</b> <ul style="list-style-type: none"> <li>● Fundraising</li> <li>● Job Description</li> <li>● Search Committee</li> </ul>	Fundraising: \$450k over 3 years accomplished that goal. We can begin the Rabbinical search.  Job Description: 3 page first draft going to Exec Com, when ready will go to the full board.  Search Committee: Co-Chairs, Judy Danzig and Rich Berger will work with Exec Com and Board to set up a planning process over the next 2 months in advance of going to the congregation. Everything is going to the board. Job Description to approve, which will inform outreach.

			<p>Spoken to Hebrew College, will reach out to others. Will not begin soliciting applications until after the HH. We want people to know what we are thinking and be on the radar.</p> <p><b>Mindy:</b> What is the usual time to look for Rabbi? Candidates are looking after the HH. Hebrew College will critique job description for us.</p> <p><b>Brett:</b> Can you share Rich’s background for those who do not know? Retired president of large Conservative synagogue with 700 members, technology guru. HR Background Paula Cope/Temple Sinai: created a series of groups. How we can configure the search committee with sub-groupings; to be cleared by board. September Congregation meeting <b>Naomi:</b> wants to be on search committee. Do we have a date? 9/18, date of pride parade. Meeting can be 9-10:30 <b>Josh:</b> an outstanding amount of money raised. Target was \$450 over 3 years. Single clergy was still \$60-70k in the hole. Seems challenging. Asked Dan Judson- what are the salaries? \$90-\$110k, 5 years \$110-\$130k. Benefit package with within reason. Raised almost \$500k from 6 families. Josh: We will need to raise more, the number is closer than \$250k, not \$150k.</p>
5:54	Discuss/Decide	<p><b>Updates: Congregational Issues</b></p> <ul style="list-style-type: none"> <li>● Vote to Accept New Members</li> <li>● Membership Renewal Campaign</li> <li>● ChaiLights</li> <li>● High Holidays</li> <li>● Accessibility/Handicap Policies</li> </ul>	<p><b>Sylvia</b> <b>Sephora Ceci Rubin:</b> attended service and was so happy she joined almost on the spot. Conservative Jew and a social work. Originally from Brazil. Anyone know Sephardi? Bill will email Rebecca <b>Seth Lapidow:</b> back to VT after 40 years, wants to be buried with his family. prayer, shabbat services and chanting. <b>Claudia Woodward-</b> Cantor Steve knows her. Single adult. <b>Kooper:</b> working with Rabbi Amy for conversion</p>

			<p><b>Rebecca Kim (no app)</b> : living in Texas, completed application, youngest is having a remote Bar Mitzvah, teen and UVM, married to a man who is Korean. Experienced descrimination</p> <p>What is an Ambassador? new program to find a buddy for new members. Join at events and services.</p> <p><b>MOTION</b> to accept new members: All in favor, none opposed, none abstained</p> <p>Brett has been very hard working 20% of congregants renewed. Majority that have renewed have increased the amount. Increase of people coming online to pay. Asked Clergy to remind people to pay; people here at the table, please pay also.</p> <p><b>Chai Lights</b>  <b>Naomi:</b> new program that as been waiting. Center for Jewish Life on Sunday mornings. Created a series of engagement opportunities for adults (not necessarily adults) HS Yoga, crochet kippah, make rugelach. Start filling the building with warm bodies.  <b>Brett:</b> bagels, coffee and tea. Great opportunity that is accessible to Jewish, Jewish adjacent and Jewish curious. Looking for grant money.</p> <p>6:10 HH: Basha and Vivien working with the staff. everything is going well. Board can step up for greeters, ushers.</p> <p>Lisa: Deb Lashman and Adele have an Accessibility Meeting that we will be working with.</p>
6:12		Executive Session	<p><b>MOTION</b> to go into Executive Session. made the motion and seconded. Bill, Mindy. All in favor, none opposed,</p>
7:00		Minyan	
7:30		Treasurer's Report	
7:40		<b>Updates: OZ Properties</b>	

<p>8:00</p> <p>8:05</p>		<ul style="list-style-type: none"> <li>● Parish House</li> <li>● Sanctuary Renovations</li> <li>● Back Property</li> <li>● Building (Preschool, office, et al)</li> </ul> <p><b>September Board, Staff, and Committee Chair Retreat</b></p> <p><b>Executive Session</b></p>	<p><b>MOTION</b> to go into Executive Session. made the motion and seconded.</p>
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Cantor Steve joined, Naomi left

**7:30 Treasurer’s report**

\$90k deficit for complete fiscal year ending June 30, 2022

Preschool is splitting its \$20k surplus with OZ

\$90k taken from Imagine 2025 to balance bottom line at \$0

Budget for next year:

Deferred revenue \$100-\$150k will be moved into operating

For Preschool and Shuk, any surplus is divided and put into deferred revenue- which is available for approved expense by the manager of the unit. Preschool had \$20k surplus in 21-22

**Parish House**

Naive, Couldn’t find alternative housing, they reached \$38k of liability to pay them for the full year. \$5k storage, \$5k legal costs, finders fee \$4k. Total \$54k which doesn’t include what the synagogue did to them. Bill and Jeff pulled the plug on the whole deal. Make a arrangements. Must give them 90 days before lease ends. Return the property to Boardman (5% not 6%). Hope that the property value stays the same, \$16k in rent

**7:39 Sanctuary Renovation**

carpeting done, chairs 3rd prototype

**7:41 Back Acres**

Michael Wolf said we should have a better idea of what we want before be establish easments We are looking at easements before we take an RFP to Cathedral Square, Chalplian House.

Fern Hill Deeds- can’t find them. Incur costs to get the materials. Trying to move as quickly as possible.

Looking to put in Senior Housing.

Jeff Rubman- senior housing demand is through the roof. 100 units, we will sell out before it’s complete. Rental from OZ. It might not be rental units, it might be condos. They take

responsibility for construction and management, we get rent of \$2k per month per unit. We don't want to sell the property, but have nte income in perpetuity.

Brett: Eldercare and preschools mixed. More innovative story, solves preschool challenges, better PR piece. Bill: We're not that far yet. Put units somewhere we can maintain the trails. Is issue is, how would we fund that? Herchberg trust (Judy's brother), dedicated to building the building. Opportunity cost: once you build something, you can't build something else  
Wake Robn type facilities: have facilities

Rebecca: wiring?

Jeff: this is being addressed. Hybrid is here to stay

Erika

greatest need is infants and toddlers, the city and state has expansion grants for construction

Nancy Sugarman: will inform footprint for expansion.

Preschool expansion is part of larger conversation. Office as a space for museum  
try to look at the whole to move the building forward.

Move office to entryway- security issue.

Roof- nothing immediately pressing- it could be 5 years

Board staff and committee retreat

help, a lot of feedback that we want it.

2 congregants unavailable to help in September.

Move to October?

Molly might have someone

Jeff-

Sophie onboarding is good

Thank you Bill for working with Andie