

UVJC BOT meeting
Wednesday September 3, 2014

in Attendance: Rich Abel, Felixa Eskey, Devorah Gronauer, Gloria Finklestein, Lori Hirshfeld, Susan Israel, Robyn Jacobs, Deb Kaplan, Rachel Kleinbaum, Dan Rockmore, Laura Rosenthal, Rusty Sachs, Robert Shumky

Absent: Michael Zegans

Guests: Rabbi Boraz

1. The meeting was called to order by Deb Kaplan, President, at 7:02 pm
2. Minutes from the meeting of 1 July 2014 were reviewed.
 1. Correction was made: inclusion of Jeff Salloway's last name as a member of the Religious Affairs Committee
 2. Devorah moved to accept the minutes with the above modification
 3. Rich seconded the motion
 4. The minutes were accepted with the above correction
3. President's welcome
 1. Deb welcomed Laura Rosenthal to the UVJC Board to fill the vacancy left by Mitch Stotland's departure.
 1. Laura has been a member of the UVJC for one year and comes to our community with Jewish leadership experience from her prior congregation.
 2. Deb thanked Dan Rockmore for his years of service on the BOT as tonight is his final meeting. He was presented with a small gift of thanks from Deb
 3. Deb thanked Susan Israel for her years of service on the BOT and as a past president. She was presented with a small gift of thanks from Deb.
4. Rabbi's Report
 1. High Holidays: The Rabbi reported that the UVJC is in good shape regarding the upcoming high holidays. Multiple services are again being offered. Leaders are preparing and choirs are rehearsing with good progress. There will be some minor changes including some violin accompaniment by Spencer Topol during the Rosh Hashanna Musaf service. The Reform service will be offered in the Occum Commons this year due to cost issues at the Hanover Inn. The BOT discussed strategies which have been employed to assure the membership is aware of this change.
 2. Religious School: The Rabbi reports that community interest for Project Preservation is high but he did not sense a lot of support from the parents of some Hebrew High School Students. The project continues to be a work in progress and the level of involvement of the High School program will continue to be assessed. The anticipated number of enrollees in the Hebrew High School is 15-16 this year.
5. Treasurer's Report
 1. 5774 End of Year report was reviewed and compared to budget

1. The budget was set with anticipation of a very modest net gain
 2. Total income was 104% of budget
 3. Total expenses were 107% of budget largely due to unanticipated legal expenses surrounding an isolated incident
 4. Net income for 5744 was \$ - 3,926.53
 1. Budget had anticipated a surplus of \$4,614
6. Membership Update
1. Membership dues are coming in for this year
 1. to date 91 family units are paid in full
 2. 30 family units have made partial payments
 3. 58 family units who are expected to renew membership have not been heard from yet
 2. It was noted that new Memberships are down at this time compared to last year
 3. Religious school enrollment is noted to be down from last year with 41 students currently enrolled compared to 67 students last year.
 4. Ads have been placed in the Valley News to promote awareness of the religious school and it was noted that there have been some inquiries about religious school opportunities for adults
 1. This was identified as a possible area for future growth
7. Micah Award Nominee –Lori Hirshfeld
1. The Micah award is an opportunity for the UVJC to have one of our members recognized for service in the broader community through the United Valley Interfaith Project.
 2. The nominating committee recommends that Roberta Berner be recognized for this award, a back-up recipient has additionally been identified in the event that the award is not accepted
 1. Rusty Sachs moved to approve the nomination
 2. Rachel Kleinbaum seconded the motion
 3. The board unanimously approved this nomination
 3. Nominee will be contacted by the nominating committee within the next few days
 4. The nominee will be recognized on October 26th at the Micah Awards Luncheon, along with those being honored by other congregations.
8. Committee Update – Deb Kaplan
1. Religious Affairs – will be focusing on Shabbat Services
 2. Education Committee – Plans to meet after the High Holidays
 3. Will begin to develop a long term plans for membership after the High Holidays
(Action)
9. High Holidays
1. Approval of Food Drive and Tzedakah recipients
 1. Recommendations from the social action committee:
 1. Food Drive: Mascoma Food Pantry and Claremont Soup Kitchen
 2. Tzedakah: Mazon and Headrest
 2. Rich Able moved to approve these recommendations
 3. Laura Rosenthal seconded the motion
 4. Motion passed

2. BOT will have “point people” at each service to inform the congregants about the high holiday appeal
 3. Ushers
 1. There will be two ushers at each service at all times welcoming congregants and providing high holiday appeal cards
 2. A BOT point person will touch base with all ushers to assure they are aware of the procedure for card distribution
10. UVJC Annual Picnic/BBQ – Deb Kaplan
1. Scheduled for September 14th immediately following religious school
 2. Deb Kaplan will be out of town for this event – she will assure all provisions are in place but requests help with set-up, grilling and clean-up
 1. Rusty Sachs and Mike Zegans have agreed to grill
 2. Deb will make arrangements for set-up/clean-up
11. Other Business
1. Rusty Sachs – discussion regarding “bonuses” vs. “merit awards” for UVJC staff and whether these should be included in budget and if such monetary recognitions should be tied to performance reviews
 1. **Action:** Will be discussed in more detail at our next meeting
 2. Discussion points:
 1. Dollar amount that is available
 2. How will merit be determined
 3. What is the history of bonuses
 2. Dan Rockmore – reports that he and his wife have been in touch with the superintendent of schools for Hanover/Norwich and requested a “no homework” policy over the Jewish High Holidays and a “no test” policy for the holidays and the days immediately following the holidays. This has been approved per the superintendent.
 3. Deb Kaplan – Again thanked Dan Rockmore and Susan Israel for their service to the UVJC.
12. Adjourn
1. Susan Israel moved to adjourn the meeting at 8:32 pm
 2. Motion was seconded by Rob Shumsky and meeting adjourned

Respectfully submitted,

Robyn Jacobs, Secretary