

# 2021 Annual Report to the Congregation

## Temple Beth Torah Holliston, Massachusetts

*4 October, 2021*

Dear Congregants,

I am delighted to present to you our first Annual Report to the Congregation! You will find a financial report of fiscal year 2020-21, approved budget summary for fiscal year 2021-22, meeting minutes from our May Congregation Meeting, and annual reports from each committee chair.

**Financial Position.** We closed FY2020-21 with a small operating loss of \$1,748. With help from PPP loans this is a great improvement over recent years. Our first PPP loan has already been forgiven and we fully expect the second to be forgiven. Our approved budget for FY2021 is balanced but will require close management of our spending and continued focus on fundraising in order to finish the year with a surplus.

**Clergy Changes.** A Rabbi being the center of so much synagogue life, the start of FY2020 (in July) marked the beginning of Rabbi Mimi Micner's tenure and so we recently celebrated her first year anniversary. Sadly we were informed by Cantor Dan Funk of his retirement as our longtime High Holiday Cantor, and this year we moved forward with a new Cantor for the High Holidays.

**Reopening.** Nearly all of our services have been virtual over this past year, and we've already begun to hold in-person services. Our High Holidays achieved about half of the in-building participation than we would expect for our membership size, with great online participation. For all services going forward, we are committed to video streaming so that any congregant may participate, whether or not they are comfortable gathering in the building.

**Operating Model.** FY2020-21 was our first year operating under the new model of a full-time Rabbi that also has a leadership role in education; a part-time Temple Administrator with broad responsibilities over operations; a volunteer School Coordinator; and no longer having a full-time Education Director or Cantor. This model is right-sized for our congregation, and all parties are engaged in their roles and are providing enormous value and benefits to TBT.

**Many Projects.** While our building has not been generally open for more than a year, that hasn't stopped us from making progress. Our back store room was cleaned out and brought up to fire safety codes; our lighting and thermostats were upgraded for energy efficiency; several of our doors were replaced for greater security; screens were installed in our sanctuary windows; and we completed so many other cleanups and improvements than we can list. Our level of volunteerism is as strong as it has ever been.

**Governance.** Our congregation approved a major update to our by-laws that clearly defines voting membership, member rights, interfaith equity in the broadest way, various roles and responsibilities, and generally modernizing and improving our governance. As usual, we have enjoyed a full and active Board of Directors, with the exception of operating without a Vice President for the past year.

**Reference Information:**

- [Annual Congregation Meeting - Presentation Materials](#)
- [TBT By-Laws](#)

Wishing you all a healthy and happy year ahead,

David Asher  
President, Temple Beth Torah  
[president@bethtorah.org](mailto:president@bethtorah.org)

## Contents

---

<b>Congregation Meeting Minutes 2021</b>	<b>6</b>
<b>Approved Budget 2021-22</b>	<b>7</b>
Budget Summary	7
Membership Dues	7
<b>TBT Financial Statements 2020-2021</b>	<b>8</b>
Account Balances, June 30, 2021	8
Actual Income vs. Expenses	8
Income Summary	8
Expense Summary	9
<b>TBT Board of Directors Annual Reports</b>	<b>10</b>
Rabbi's Report	10
Temple Administrator	11
Community Relations/Marketing	12
Ritual Committee	13
Brotherhood	13
Fundraising Committee	14
Facilities	14
Membership Committee	15
Education Committee	15
Tikkun Olam Committee	18
B'nai Mitzvah	20
Sisterhood	21
Israel Action Committee	22

## Congregation Meeting Minutes 2021

Temple Beth Torah Annual Meeting

Minutes

May 19, 2021

Meeting called to order 7:34 pm

42 members in attendance (?)

I. Motion to waive reading of last year's minutes: Mary Ann Oppenheimer first, Charli Bernstein and Traci Blecher second.

II. President presented the State of the Temple outlining achievements and challenges for 2020-21, as well as explaining his goals for 2021-22

III. Finance Chair presented proposed 2021-2022 budget

- a. Balanced budget review of income and expenses to determine membership fee
- b. Vote to approve proposed budget 33 approved, 0 not approved. Passed with 100%

IV. Chair of Bylaws Ad Hoc Committee presented proposed by-law changes #1, #2, and #3.

- a. Vote to approve by-law changes - 30 approved, 0 not approved. Passed with 100%

V. Chair of Membership presented the 2021-2022 Board of Directors slate for approval.

Marcia Holman first, Madeline Knapp second

- a. Since there were no further nominations from the floor, the 2021-2022 Board of Directors slate was approved as submitted.

VI. Motion to adjourn at 8:50 pm. Charli Bernstein first. Meeting adjourned.

## Approved Budget 2021-22

### Budget Summary

Committee	Revenue	Expense	Net (deficit)
Dues Income	\$187,240	\$0	\$187,115
Administration	\$0	(\$214,008)	(\$214,008)
Marketing	\$0	(\$2,000)	(\$2,000)
B'nai Mitzvot	\$4,990	(\$4,990)	\$0
Education	\$50,925	(\$34,213)	\$16,712
Facilities	\$19,370	(\$54,608)	(\$35,238)
Fund Raising	\$26,200	(\$700)	\$25,500
High Holiday	\$27,680	(\$5,360)	\$22,320
Kitchen	\$1,500	(\$2,500)	(\$1,000)
Membership	\$2,700	(\$600)	\$2,100
Programming	\$1,500	(\$1,000)	\$500
Ritual	\$0	(\$1,500)	(\$1,500)
Tikkun Olam	\$750	(\$750)	\$0
Youth	\$0	(\$500)	(\$500)
<b>Operating Income (Loss)</b>	<b>\$322,855</b>	<b>(\$322,730)</b>	<b>\$125</b>

### Membership Dues

- Result is a 5.0% increase over FY 2020-21
- Interfaith spouses rate is the same by Age Category in order to be a Voting Member
- Otherwise, an Interfaith Spouse may pay a voluntary contribution at their discretion to be a Non-Voting Member

Category	Age	2020-2021	2021-2022
Children	5-18	\$474	\$498
Adults	18-64	\$948	\$995
Senior Adults	65+	\$806	\$846
Dependent Children	19-25	\$250	\$250

## TBT Financial Statements 2020-2021

### Account Balances, June 30, 2021

Account	Balance
Rockland Trust - Checking	\$57,148
Rockland Trust - Money Market	\$165,635
Special Purpose Funds	\$121,106
<b>Cash on Hand (Checking + MM - SPFs)</b>	<b>\$101,677</b>

### Actual Income vs. Expenses

Income YTD	\$312,518
Expenses YTD	\$314,267
<b>Net YTD</b>	<b>-\$1,748</b>

### Income Summary

Category	Collected	Budget	%Budget
Membership Dues	\$164,098	\$215,538	76%
Building Fund, Gifts, IT Grants	\$15,275	\$12,000	127%
Tuition	\$45,856	\$49,500	93%
B'nai Mitzvot	\$6,052	\$6,240	97%
High Holiday	\$15,890	\$17,000	93%
Donations (not HH)	\$11,927	\$5,000	239%
Major Fundraising	\$13,388	\$5,000	268%
Other Budgeted Income	\$40,033	\$11,360	352%
<b>Total Income</b>	<b>\$312,518</b>	<b>\$321,638</b>	<b>97%</b>

## Expense Summary

---

Category	Paid	Budget	%Budget
Administrative	\$210,954	\$206,433	102%
Facilities	\$43,227	\$62,650	69%
Education	\$47,103	\$37,296	126%
B'nai Mitzvot		\$6,240	0%
High Holiday	\$11,000	\$250	4400%
Ritual	\$565	\$3,400	17%
Other Budgeted Expenses	\$1,418	\$4,825	29%
<b>Total Expenses</b>	<b>\$314,267</b>	<b>\$321,094</b>	<b>98%</b>

# TBT Board of Directors Annual Reports

## Rabbi's Report

---

*Rabbi Mimi Micner*

### COVID

- Help get us through COVID!!!
- Reopening policies

### Shabbat

- Led Shabbat more than 45 times
- Led a Torah study for nearly an entire year cycle
- Gave 45 divrei torah
- Led 3 learner's minyans

### Holidays

- Re-imagined and led first high holidays
- One cycle of Holiday programming with the school, wider temple, and MetroWest community
- (Tisha B'Av, Selichot, RH, YK, Sukkot, Simchat Torah, Chanukah, Tu B'shevat, Purim, Pesach, Shavuot)

### Relationship Building/Outreach

- Created 50 Together Apart Videos
- Had individual/couples conversations with nearly the entire membership list
- Held membership gatherings with over 80% of the congregation
- One to ones with all board members
- Met with a number of prospective members, some of whom joined the temple
- Participated in two cable access interviews
- Built relationships with local clergy
- Built collaborative relationships with local Jewish colleagues

### Adult Education

- Taught 3 adult education series- Women of the Talmud, iEngage, Tikkun Olam
- Taught one-off workshops- Making your Seder meaningful, Shavuot workshop

### Lifecycles

- Led seven b'nai mitzvahs, met with the families, worked on divrei torah, supported logistics
- Officiated 5 funerals and seven shiva minyans
- Led four baby namings
- Led one conversion and sat on two batei din
- Supported our b'nai mitzvah chair



## Religious School

- Supported school coordinator/ed chair on religious school
- Led five religious school class workshops
- Led Yeladim and Beyachad services
- Led monthly “community times” for school
- Built relationship with and went to meetings of ritual committee

## Teens

- Met 1:1 with a handful of teens
- Got teens together to do some community service
- Connected with teens about engaging with BBYO

## Programming

- Helped start Social Justice subcommittee- Holliston school letter, Pride flag, board conversations
- Attended a number of Tikkun Olam, Education, and Israel Committee meetings
- Led musical program with Jon and Reva
- Led Havdallah for Hope
- Started the Relational Judaism Working Group
- Worked with Interfaith Council on programming and a number of statements

## Miscellaneous

- Worked with the New Beginnings Committee
- Instituted weekly staff meetings

## Temple Administrator

---

*Michael Fishbein*

### Membership Growth and Retention

- Worked with Ronli to acquire a modest Outreach budget
- Developed the basic model to stream services, support b’nai mitzvot
- Continue to explore cost-efficient alternatives and hardware to support outreach
- Worked with Chris to clean up the library and ready it again for use
- Developing a plan for the adult library collection

### Support the Rabbi, Officers, and Committees

- Working with Chris and Nikki and Michael Stepansky, developed and executed physical refresh of the school wing including repair of walls and windows and, later this month, steam-cleaning of carpets.
- Consulted as needed on school needs
- Work with the Treasurer to address operating expense issues and advise on dues-related matters
- Worked with all parties to develop the programming calendar for 2021

- Acquisition and placement of air purifiers.
- Put in place the physical configuration of chairs in the sanctuary for service capacity limit of 50 persons.

### **Keep TBT Affordable**

- Worked (and continue to work) closely with Michael Stepansky to address facilities needs and controlled costs
- With the Rabbi and staff, developed the Monday/Thursday power-down proposal
- Advised Chris and Nikki on Religious School budget issues
- Implemented with Debka a project to uncover and collate supplies and reduce unnecessary acquisitions
- Developed TBT YouTube Channel and simplified congregant access
- Working with Debka, and others, completed initial ShulCloud training
- Working with Debka, and others, implementation of ShulCloud
- Wrote and received \$13K in first PPP funds and \$30K in second PPP fund.
- Wrote first PPP forgiveness application and received approval; second PPP forgiveness application is pending notice that the review has begun.
- Wrote and received CJP grant to replace doors
- Attended multiple webinars and programs on pandemic-related issues

### **Biggest Challenge**

- Connecting all Temple committees and operations to the Administrative staff in ways that are timely to allow us to plan for and support events and programs.

## **Community Relations/Marketing**

---

*Ronli Merlis*

### **Overview**

- This year's goal was to promote Rabbi Mimi joining Temple Beth Torah during the pandemic and to increase membership by promoting our Temple to extended surrounding metro west towns.
- One accomplishment was adding our Friday night and Saturday morning Zoom service links to the Temple website to enable prospective members to easily attend.

### **Social Media and Advertising**

- Our presence on social media and digital platforms is strong, whether it's promoting services, our virtual events or our Open Houses.
- We rolled out a 3-month advertising plan to promote Rabbi Mimi and the High Holidays in June, July and August.
- Our ads are in the local town page newspapers in Ashland, Holliston, Medway/Millis, Hopedale, Franklin and Wrentham/Norfolk, totaling a reach of over 47k homes and businesses.

## Ritual Committee

---

*Charli Bernstein*

### Overview

- Conducted monthly committee meetings; prepared agenda w/ Rabbi; gathered agenda input from committee and distributed meeting notes.
- Prepared and submitted monthly report to Board

### Working with the Rabbi

- Worked with new Rabbi on ritual functions, policies and procedures
- Provided input to Rabbi for planning and executing services and holidays
- Worked with B'nai Mitzvah Chair and Rabbi
- Covered services in Rabbi's absence
- Provided input to Rabbi for Learner's Service

### Service and Holiday Planning

- Updated service layouts in Handbook and create new ones
- Prepared the weekly Shabbat service assignments and layouts
- Prepared Holiday service assignments and layouts
- Provided input and assist with High Holiday preparation and execution
- Interviewed Cantorial candidates for High Holidays
- Assisted and prepared for Yom Hashoah program with IAC

## Brotherhood

---

*Brett Feldman*

### Activities this year

- Fantasy Football League
- Sukkah roof building and take-down
- Winter Zoom Havdalah Happy Hour
- TBT Spring Cleaning
- In-person brunch at King St. Cafe in Franklin
- Dinner and drinks at Jack's Abby brewery in Framingham
- Federation of Jewish Men's Clubs participation
  - Jewish Heritage Day at Polar Park for Worcester Red Sox game

## Fundraising Committee

---

*Kim Kafka (2020-21), Mary Ann Oppenheimer (2021-22)*

### Fundraising in the Pandemic

- The 2020-2021 fiscal year was, of course, also the year of lockdown for the Pandemic.

- The prior few years of fundraising activity were focused on building community through fun social events which also raised money.
- The focus on social events to build community, while raising some money, was based on recognition that TBT had been through some difficult years and the congregation needed to come together.
- The Pandemic prevented implementation of the kind of social and fundraising programming last year that had been successful in prior years.

### Social Event Planning

- The 2021-2022 Fundraising Committee has started to look at how we can continue to build on the success of earlier social fundraising events.
- We believe much of our community is anxious to be together after the isolation of the Pandemic, so we will continue to explore opportunities for fun events that can raise money.
- We also believe some new directions (strategies, tactics) are going to be needed to help move us forward.
- We are starting to look at the special role that TBT's 50<sup>th</sup> anniversary year (calendar year 2022) can play in both bringing the community together and raising money for the Temple's future.

## Facilities

---

*Michael Stepansky*

- Cleaned out storage room and added fire-resistant plastic sheeting a
- Removed dead tree from front of the building
- Received Security Grant for replacement of exterior doors
- Painted and replaced ceiling tiles in school wing
- Replaced batteries in emergency lights
- Replaced all ceiling lights with energy-efficient fixtures and bulbs
- Supervised outdoor spring cleaning, including raking, trimming, trash-pick-up
- Did indoor spring cleaning of classrooms
- Replaced broken tiles by rear door

## Membership Committee

---

*Nadine Silver*

- The Membership Committee welcomes congregants to join our committee! During the past year, we have focused on retaining our current members as well as assisting in the process of attracting new members joining TBT. We have partnered with Sisterhood and with Marketing/Community Relations to ensure that TBT is advertised with a focus on meeting our new rabbi.
- We set a goal for ourselves to bring on 18 new members before Rosh Hashanah.
- Our Open House on July 11 brought in 2 prospects.

## Education Committee

---

*Nikki Glick*

### Recognition

- Thank you to our amazing, dedicated and hard-working teachers – Beth Ecker, Laurie Canning, Nina Gursha, Jane Kohuth, Charli Bernstein and Jill Metzger. Despite the very challenging circumstances, they were able to provide meaningful, engaging classes for our students. I have heard from many parents who expressed much gratitude for their children's positive experiences this year. Translating their curricula into a virtual format that keeps students captivated is no easy task. They made the classes so enjoyable that we had the best attendance records we have ever had!
- The success of this year would not have been possible without the guidance from our School Coordinator, Chris Brumbach. Chris volunteered to take on this role with the hope that she would be connecting with parents and children in person. While her vision did not materialize, she was still able to develop valuable relationships and utilize her expertise in her work with families and teachers. She always conducted herself with kindness, respect for others and humor. In addition to her investment in giving our religious school families the best experience possible, she also juggled the NBC and Tikkun Olam committees. I honestly don't know how she did it all! We were incredibly lucky to have benefited from her leadership, and it has been such a pleasure to work closely with Chris.
- Thank you to Rabbi Mimi for her unwavering support of the religious education of our students and their families. She worked tirelessly to develop relevant, engaging content for our community meetings, our family-centered services, our holiday programs and our Family Workshops (to name a few). She also made it a priority to establish relationships with the children and their families which was not an easy task in a remote format. It has been wonderful collaborating with her, and I look forward to continuing our work together next year.
- I am very grateful to the Education Committee for all of the fantastic feedback and ideas they provided throughout the year. The committee members attended nearly every meeting and always came with their thinking caps on to help plan programming and work through some challenging pandemic-related scenarios. They are a fabulous group who always provided sound advice, and I hope to continue to meet with all of them in the coming year.
- Thank you to our wonderful Hebrew tutors – Ruth Grieco, Laurie Canning and Beth Ecker. Their one-on-one and small group instruction led to significant progress in Hebrew and prayer reading skills for their students. We would not have had the success of this year without you!

### Students

This year we had 36 students from K-7<sup>th</sup> grade

- Gan/Aleph combined
- Bet/Gimel combined
- Dalet, Hey, Vav, K'Sharim all separate
- We did not offer a Torah Tots program

## **School days**

- All done remotely except for some special programming
  - 25 Sundays
  - 27 Tuesdays

## **Class Participation Services**

- Friday 9/11/20 – Hagigat HaSefer Service for last year's Gimel class
- Friday 2/5/21 – Dalet Class Service
- Saturday 3/20/21 – Hey Class Service
- Friday 4/9/21 – Hagigat HaSefer Service for current Gimel class
- Saturday 5/22/21 – Vav Class Service

## **Yeladim Family Services**

- Friday, 11/13/20
- Friday, 12/11/20
- Friday, 1/29/21
- Friday, 2/12/21
- Friday 3/12/21

## **B'yachad Family Services**

- Saturday, 11/21/20
- Friday, 12/18/20
- Saturday, 1/23/21

## **Holiday Events**

- Sukkot – 10/4/20 (outside of temple/2 sessions)
- Simchat Torah – 10/11/20
- Hanukkah – 12/15/20
- Purim – 2/25/21

## **Family Workshops**

- Gan-Gimel – 12/13/20 Hanukkah
- Gimel – 11/22/20 Siddur
- Dalet - 5/2/21 Talking about God
- Hey - 3/14/21 Sephardic and Mezrahi Cultures
- Vav – 1/31/21 Tallit and Kippot
- Vav "I am a Jew" 5/2/21

## **Other Programming**

- Community Meeting – Rabbi Mimi (and sometimes Jill Metzger) led a monthly 20 minute virtual community gathering of all religious school students from Bet through K'Sharim before religious school started on Sundays
- Orientation – We held an in person outdoor Orientation Program on 9/13/20. Students had the opportunity to meet/see their teachers and classmates. Program Held over two sessions to minimize number of people

- Sukkot – We held an in person outdoor Sukkot Program on 10/4/20. Held over two sessions to minimize the number of people. Rabbi Mimi shared information about Sukkot with families in both sessions
- Simchat Torah – Virtual program where children and all congregants were invited to sign up to read words in Torah. Not the best participation
- Hanukkah - There was a family workshop with younger children. Participants received a kit with craft materials and treats. There was also an all congregation event, a virtual program with games and candle lighting.
- Tu Bishvat – Kits offered to families to plant their own seeds and learn about the holiday
- Purim – There was an all congregation event that had outstanding attendance. Mask making kits were delivered tieh Mishloach Manot bags

### Final Day of Religious School

- In person classes were held 5/23/21 over two sessions to minimize the number of people. We recognized our teachers, and the K'Sharim class, as its members culminated their religious school years.

### Virtual Baking Events with Whole Congregation

- Hamentashen – 2/19/21
- Matzo Bark – 4/2/21

### Class Structure

- Individual and Small Group Tutoring Provided to the Hey Class – larger class with students with a variety of different learning styles. Tutoring provided by Ruth Grieco, Laurie Canning and Jane Kohuth
- Tutoring for new students provided by Beth Ecker

### Plans for Next Year: Hybrid Model (assuming COVID-related conditions allow)

- Sundays 9:30am – 12:00pm – in person, all grades
- Tuesdays 5:00pm – 6:30pm – virtual, grades 2-6
- Nina Gursha will provide Hebrew tutoring to students on Sunday

### Plans for Next Year: Very Young Children (toddler-preschool age)

- Will be offering a monthly program for these children and families
- Several families have already expressed interest

## Tikkun Olam Committee

---

*Chris Brumbach*

### Members

- **Committee-at-large:** Beth Ecker, Judy Lane, Judy Leavey, Sandi Edelman, Seth Nocick, Dianne Asher, Laura Matz, David Levy, Janet Nirenberg, Leenie Glickman, Phyllis Hardy, Rabbi Mimi Micner, Bethany Leavey, Madeline Knapp

- **Social Justice Sub-Committee:** Judy Leavey, Bethany Leavey, Phyllis Hardy, Jane Kohuth, Rabbi Mimi Micner, Chris Brumbach
- Tikkun Olam has had a robust year with a large number of volunteers meeting monthly for the Committee-at-large Meetings and a smaller group meeting frequently for the Social Justice Sub-Committee.

### Our goals this year

- What sorts of work and actions do we want to do? What is the difference between Chesed, Tzedakah and Tzedek?
- How can we partner with larger groups for food, clothing and household donations?
- How to explore social action projects that would engage more members of our congregation in social justice change

### Tikkun Olam activities

- Service-oriented – Gail Gregory, Volunteer and Community Engagement Manager, JFSMW, provided a program explaining all of the opportunities at Jewish Family Services. Through this connection, Rabbi Mimi and B'nai and post-B'nai Mitzvah students did a household item drive for people entering new housing and David Levy volunteered as a mentor to a student at Mass Bay CC, resulting in employment for the student. Other members of Tikkun Olam do volunteer service at JFSMW such as driving to appointments and patient navigating
- Educational programs for the congregation (and, possibly, larger community) that emphasize Tikkun Olam.
- Combine with other small congregations around educational programs for educational purposes (i.e. Etz Chaim in Franklin, Shaarei Shalom in Ashland)
- Further investigate the area of Tikkun Olam, Tzedek, and Justice. A sub-committee was formed from volunteers on the Committee-at-large and this sub-committee, Social Justice Sub-Committee (SJSC) met, studied and pursued a few projects.

### New projects from Tikkun Olam

- Member to Member – (Janet Nirenberg, Judy Lane, Leenie Glickman, Anita Gold, Ruth Grieco) This project embraces chesed, kindness, reaching out to congregants and providing support to those who may need it. They called all members of the congregation and left messages. There were a couple of people who needed help and more who wanted to volunteer. Teenagers who work with the Rabbi and others are also volunteering. Ideas were generated to improve the outcome and to encourage congregants to accept help.
- Little Free Pantry – Dianne Asher will be taking a proposal to the Board Meeting for approval to erect a small Food Pantry that would be mapped onto the Little Food Pantries website for families and individuals in dire need of food.
- May 2 Rake and Schmooze - This was organized as a cross-committee day of service at TBT, done in partnership with Facilities, Brotherhood and Sisterhood. They made progress on cleaning up the grounds. David Levy provided a truck for hauling branches and refuse. He also had a crew remove a dead tree in the front.
- Most Social Justice Sub-committee members completed the “Don’t Kvetch, Organize” course, offered by USCJ and Jewish Theological Seminary. This course provided valuable



information and interactive work that helped members understand how Tzedek can be approached in congregations such as ours.

- In December the Winter Holiday Drive to benefit the Gerber Foundation's drive for toys and clothing for needy children and families at Hanukkah, was successful, and a Food Drive is being held in July on the day of the Open House to benefit the Holliston Food Pantry.

### **Social Justice Sub-Committee activities**

- Determined how to make the conversation about the intersection of Jewish values and tzedek a conversation within our congregation: Spent one Committee-at-large meeting focused on chesed, tzedakah and tzedek, viewing a simple but engaging video to prompt discussion; four members of the SJSC enrolled in "Don't Kvetch, Organize" offered by USCJ and JTS. This intensive course opened us up to discussions with other Conservative congregations and Rabbis who are opening up Tzedek as an active part of their congregations.
- Rabbi Mimi Micner offered a spring class, "Jewish Values and Repairing the World," and had a good, enthusiastic group of congregants attend. It was a vibrant program, well-attended and allowed more members of the congregation to think about our value of Tikkun Olam.
- Requested that TBT approve the flying of a PRIDE flag during PRIDE month (June). Since this was not unanimously approved by the Board, it was not done. The process provoked discussion about what the process should be for TBT engaging in public-facing political stands.
- SJSC supported Diverse Holliston's advocacy for a new position in the Holliston Public Schools to lead the district in equity, social and emotional learning. The position was approved.
- The SJSC learned more about the process and are taking this into consideration as they shape a draft policy and process to present to the Board in late fall, 2021.
- Reported to the Board in June on SJSC on future activities and how we will engage the congregation in determining what social justice activities are near and dear to congregants' hearts. The goal is to launch individual and small group "house meetings" after the High Holidays.
- SJSC will report to the Board through monthly updates, and will provide a final report at a late fall Board Meeting, after meetings with congregants have happened.

## **B'nai Mitzvah**

---

*Alyssa Silverman*

### **Overview**

- This was my first year taking over as TBT's B'nai Mitzvah Chair and what a year it's been. No one could have anticipated the pandemic. It was and still is a very challenging time. With that being said, it made planning and executing B'nai Mitzvahs quite difficult. Dates changing, policies changing, non-stop communications, complete overhaul of the B'nai Mitzvah processes (temporarily), handbook revisions, just to name a few.

## Highlights

- Meeting with Rabbi Mimi to review the entire B'nai Mitzvah process with fresh eyes. Integrated family meetings (Parsha Reveal party) and implementation of a Learner's Service targeting B'nai Mitzvah students.
- Coordinating back office/finance activities with TBT Administrator, Michael Fishbein and School Coordinator, Chirs Brumbach.
- Holding countless meetings with families all over zoom to ensure a special and successful B'nai Mitzvah experience.
- Mazel tov to the following families: Lieberman, Donovan, Hochman, Wolf, Kafka, Anderson, Peters, Talmanson and Hegerich.

## Updates over the course of the year

- Held B'nai Mitzvah meeting November 1st for Spring 2021 families
  - Shared B'nai Mitzvah guidelines for reopening
  - Answered questions on Facilities and AV (thank you to Michael F. and Michael S. for attending!)
- Updated B'nai Mitzvah cover letter & application to send to upcoming 2023 B'nai Mitzvah families
- Reviewed timeline and roles of activities for B'nai Mitzvah from start to finish
- Held first indoor Bar Mitzvah on Saturday, December 5th (Aaron Wolf)
- Developed new timeline for B'nai Mitzvah students (with Rabbi Mimi & Stacey Lieberman)
- Sent out applications for 2023 B'nai Mitzvot
- Planned Parsha reveal party for 2022/2023 B'nai Mitzvot students
- Revised B'nai Mitzvah handbook with Covid addendum
- Worked with Rabbi, Chris & Michael F. to set up process around payments, budget and tutoring
- Discussed reopening protocol for families wanting to have offsite/outside ceremonies
- Met with Reopening Committee to discuss upcoming Spring B'nai Mitzvahs logistics
- Reached out to Fall B'nai Mitzvah families to offer guidance and support
- Connected with new school coordinator, Nikki Glick, on B'nai Mitzvah responsibilities
- Started tutoring process for Spring '22 B'nai Mitzvah families
- Attended family meeting for '22 & '23 B'nai Mitzvahs led by Rabbi Mimi about Tikkun Olam
- Scheduled various B'nai Mitzvah meetings for '21/'22 calendar year
- Initiated discussion for reopening policies to be re-evaluated for Fall '21 B'nai Mitzvahs

## Sisterhood

---

*Leenie Glickman*

### Overview

- Sisterhood welcomes all TBT women to join us... if you are not a Sisterhood member, please join us!
- <https://www.bethtorah.org/interact/sisterhood/> or contact Leenie Glickman 508-726-1207

- We are committed to the TBT community thriving. We step up to help with events, programming and participating to ensure a satisfying experience for each of us. We support Rabbi Mimi, our TBT members, TBT programming, our volunteers and our staff.
- Over this summer, we have helped to attract new members in support of the TBT membership and marketing goal of bringing in Chai 18 members before RH. Anything each member can do to help with this...is a win for all of us!!
- Sisterhood invites all TBT women to join us...for just \$36...to be part of our Sisterhood ...for anyone in the “not yet” category, please say “yes”. You will be happy to belong and be included!!
- Contact: [TBTsisterhood@gmail.com](mailto:TBTsisterhood@gmail.com)

### **Our Sisterhood Board**

- Traci Blecher, Beth Ecker, Leenie Glickman, Anita Gold, Carol Goldstein, Barbara Kutner, Ronli Merlis, Terri Podorefsky, Renee Rosenkrantz, Nadine Silver, Marsha Sirull, Bonnie Slater-deMont

### **As the pandemic restrictions continue to be lifted...we will be resuming**

- B'nai Mitzvah Catering: Please keep us in mind for B'nai Mitzvah kiddush lunches that will be celebrated at TBT. We provide a spectacular presentation of kugels, bagels, lox, tuna/egg salads, fresh fruit cup, green salad and fabulous pastry to dazzle your guests. We do the work, you enjoy your guests!
- Hamantaschen baking: Bakers are invited to join in the rolling, filling and pinching! Parents are invited to bake with their children.
- Planning our Sisterhood Membership Brunch which is scheduled for 1030am on Oct3.
- Planning Paid Up Dinner which is scheduled for Nov 6 at 6pm.
- Planning Sisterhood Shabbat which is scheduled for Jan 16 at 10am.
- Planning to help Mishloach Manot at Purim to be a delight for everyone!

### **This year we will begin**

- Overseeing the TBT kitchen budget and monitoring the expenses. We will be continuing the Shopping committee for the kitchen supplies led by Susan Handverger
- Helping our non-technical members with transitioning and learning to use shul cloud.

### **Last year during the pandemic**

- Held book groups and discussions throughout the year
- Began a walking group that meets every Thursday at noon at the gazebo
- Hosted Ted Reinstein from Channel 5 Chronicle as a guest speaker
- Delivered sisterhood cupcakes to each of our members' homes to bring joy...when we were unable to have our traditional paid-up dinner.
- Sent cards of sympathy, get well and congratulations
- Hosted Tai Chi class in the parking lot
- Helped parents with bagels and brunch in a bag for an outdoor kiddush after a bat mitzvah
- Helped with collecting gifts to support the Holiday Dreams project
- Hosted a fabulous Sisterhood Shabbat with Rabbi Mimi leading Torah Study
- Donated funds for the new kitchen door as our Sisterhood Shabbat Gift.

- Hosted Our Heritage and Our Health presentation of Jewish Genetic Diseases
- Helped with Mishloach Manot that connected us in a new and meaningful way at Purim.
- Hosted a Hamantaschen Baking master class led by the Hegerich family
- Helped with connecting people to be or have guests at their Seder
- Hosted a Chocolate Covered Matzo Master Class led by the Albert family
- Joined with Brotherhood, Tikkun Olam, and Membership on TBT yard work
- Donated funds for “Come meet our new Rabbi” advertising promotion to help us attract new TBT member families.

## Israel Action Committee

---

*Barbara Kutner*

### Overview

- The Israel Action Committee meets monthly on the first Tuesday of the month.
- IAC seeks to educate TBT members by deepening our understanding and connecting with modern-day Israel through promoting programs related to Israel which directly impact each of our lives.
- IAC plans and promotes: guest speakers on topics ranging from Israeli current affairs, Jewish community relations and more topics. IAC also plans programs related to Israeli culture as well as special events and entertainment.
- Barbara Kutner is IAC Chairperson. IAC Committee members are: David Asher, Laura Mann, Renee Rosenkrantz, Judy Lane and Sheila Ronkin.
- Israel Action Committee also administers the CJP Myra & Robert Kraft Passport to Israel program, whereby Temple parents have the opportunity to save funds over a 7 year period which are matched by CJP, and then while in high school, their student can use the funds and the matched funds toward the cost of a group trip they choose, to Israel. Anyone interested in learning more about the Passport to Israel program please contact Barbara Kutner or Laura Mann.
- The Israel Action Committee hopes that you will join us again in this coming year for the important events and programs we are planning. We welcome interested TBT members to come join our committee. Please contact Barbara Kutner if you are interested.

### 2020 Programs

- Friday, Oct. 9<sup>th</sup>, 11:30-1:00pm. Sukkah Schmooze. IAC sponsored a successful, socially distanced gathering in the sukkah with 7 people attending. David Edelman led us in a motzi and lulav & etrog prayers. Thanks to Michael Stepanky and Michael Fishbein for helping with set up and being on-site during the program.
- The original 10/8 IAC program 'A Sukkot Virtual Event' with guest speaker was canceled due to a storm and power outages in the area on that date (and our speaker rescheduled for 11/13).
- Friday, November, 13<sup>th</sup>- IAC invited Guest Speaker, Eli Cohn-Postell, Director of Israel Engagement from JCRC Boston to speak by Zoom during Erev Shabbat service on. The topic was: The US-Israeli Policy Outlook following the US elections & Key Takeaways from

the 'Abraham' Agreements. Barbara Kutner provided the introduction for Eli Cohn-Postell. Rabbi Mimi was happy to welcome Eli to TBT's Zoom service. Eli presented us with an informative 30 minutes talk during the erev Shabbat service. At the conclusion of the service a lively Q&A moderated by David Asher, IAC member, took place. The evening concluded a little after 9 pm with 30 people attending Erev Shabbat service and our IAC sponsored guest speaker program.

## 2021 Programs

- January, 2021- 7:00-8:30 p.m. "Together and Apart: the Future of Jewish Peoplehood" IAC sponsored a 3-session Adult education course taught by Rabbi Mimi. Publicity promotion for the course occurred weekly in Torah Talk and TBT Facebook page, Shabbat announcements beginning in December. This was a very well-attended course. 35 TBT members attended Rabbi Mimi's compelling and very interesting program about modern day Israel and topics related to our very complex North American Jewish relationships with Israel.
- Excellent IAC feedback for Rabbi Mimi and for the iEngage curriculum came from TBT attendees: 'well taught & well prepared classes, very informative, many new concepts to consider, good discussion, everyone very impressed with Rabbi Mimi, the iEngage curriculum and videos shown were excellent'.
- Sunday March 21st, 4:00- 5:15 p.m. IAC Virtual Event: "Bringing Israel Home". IAC showed Episode1 via Zoom which included a cooking demo. "Bringing Israel Home" is hosted by Chef Michael Solomonov, an Israeli chef and James Beard Award-winning restaurateur of Zahav in Philadelphia. Solomonov explores the people, food and culture of Israel via interviews with food and cultural figures in Israel. Solomonov cooked a signature recipe during the program. 15 TBT members attended this event. Lively discussion and feedback about Solomonov's restaurant, Zahav followed the program.
- Thursday, April 8<sup>th</sup>, 7:00-8:00 p.m. IAC sponsored TBT Virtual Yom HaShoah Remembrance event:
  - Rabbi Mimi- Welcomed everyone.
  - Barbara Kutner- provided a brief welcome to the event on behalf of IAC.
  - Charli Bernstein- read two meaningful passages- a Holocaust Commemoration.
  - Laura Mann- provided a brief introduction to an inspirational TED Talk video.
  - Participants then watched the video together: TED Talk "Eddie Jaku: A Holocaust's Survivor's Blueprint for Happiness" (12 min.)
  - Rabbi Mimi- provided several questions to consider following the video and participants sent to zoom breakout rooms to discuss.
  - Rabbi Mimi led a brief interactive group discussion re the video and then concluded discussion with her thoughts/a time for reflection about Eddie's message and lessons for how we might live our lives today in response to the Shoah.
  - Rabbi Mimi sang El Malei Rachamin and led the Mourner's Kaddish and provided some concluding thoughts.
  - We concluded the virtual Yom HaShoah Remembrance by 8:00p.m.
  - 35 people attended this meaningful TBT Yom HaShoah event.