



Minutes

November 15, 2022 21 Heshvan 5783 7pm

Attendance: Ellie Short, Marc Luber, Rabbi Briskin, Helen Berman, Andy Salsman, Jeff Cohen, Jason Cohen, Beth McAleese, Jon Stevens, Brandon Weiss, Rabbi Goldberg, Melissa Rubenstein, Ellen Rawicz, Phil Nordlinger, Marc Luber, Stephanie Kravatz

Absent: Rachel Tyler, Michael Smolen, Jarad Fingerman

Motion by Helen Berman, seconded by Jon Stevens, to approve Code of Ethics, with changes discussed. Motion passed, with 10 in favor, 1 opposed, 1 abstention

Motion by Jon Stevens, seconded by Andy Salsman, to approve the Family Leave Policy, with changes discussed. Unanimously approved.

Motion by Helen Berman, seconded by Marc Luber, for Shir Ami to be a Code Blue Shelter for the month of December. Unanimously approved.

I. Welcome & Remarks

- Approval of 10-11-2022 minutes Motion to approve by Helen Berman, second by Jon Stevens, unanimous approval
- Tzedekah
- Board dinners /WoSA Board meeting sign-up sheets
– in ShirBoard drive folder
- Reports on ShirBoard drive under 2022-23 Gatherings- Bldg & G, RS/LLL, Pastoral Care, Ritual, Rabbi Briskin, Exec Dir, Inclusion, Tikkun Olam, Marketing, SHAFTY, Engagement
- Circle of Giving Fund – Board members are expected to make a contribution, another way of demonstrating leadership
- Dvar Torah – Jeff Cohen

II. Shir Ami Ethics Code approval – Helen Berman

Motion: Approve code of ethics with changes discussed; motion by Stephanie Kravatz, Second by Jon Stevens, Motion passed, 10 in favor 1 opposed 1 abstention

Clarify that policy applies to members, others acting on behalf of Shir Ami, add information about vendors

III. 2022-2023 Goals: Jeff Cohen (see summary of previous strategy discussion)

**Growing Spiritually - Andy, Beth, (with input from Rabbi)
Learning Together -Stephanie, Ellen (with input from Eric)
Connecting - Jason, Brandon, Jeff
Making an Impact -Marc, Helen (with input from Rabbi)
Admin/Facility -Phil, Michael**

**IV. Family Leave Policy approval – Jon Stevens and Melissa Rubenstein
Motion: Approve family leave policy with edits as discussed. Motion by
Jon Stevens, Second by Andy Salsman
Passed unanimously**

V. Update on ShirGroups – Rabbi Briskin
Good response to ShirGroups email
Senior brunch invited a speaker that was not approved by Shir Ami; Steve Feldman, Zionist Org of America. Brunch to be cancelled
One end of extreme, Jewish Voice of Peace (other end of extreme)
Need policy on speaker approval, Israel policy

VI. Director of Operations Report – Phil Nordlinger

Code Blue Shelter...taken on by Tikkun Olam, reaching out to other Code Blue centers for information. Requires volunteers to cook, anytime 26 degrees or colder, notify us by 10 am, arrive at 8:15 or so, gone by 7 am. Advocates for Homeless and Those in Need (AHTN) is the nonprofit Bucks County sponsoring Code Blue agency. Could be up to 50 guests, ACTN have volunteers who stay.

Helen Berman - motion to approve Shir Ami to be Code Blue Shelter for the month of December, Marc Luber - second, unanimous approval

Interim ELC Director Nina Orr: she is looking into transferring credentials from DE to bring PA current, in 6-8 weeks both sides will reevaluate the potential for this to be a permanent position

Security Training

VII. Clergy Reports

VIII. Closing Prayer - Rabbi Goldberg

MONTHLY BOARD REPORT

NAME: Ken Standig

DATE: 11-13-2022

TITLE OR COMMITTEE: Buildings & Grounds

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

- Attended JEPP zoom meeting to discuss their Draft Emergency Procedures and Chain of Command template.
- Attended JEPP webinar discussing Emergency Response Team (ERT) format.
- Held B&G committee zoom meeting to discuss near/mid/long-term action items.
- Met with Phil & Ellie to determine path forward to complete the draft Emergency Action Plan (EAP) which has been “on hold” while meeting with JEPP team.
- Met with Newtown FD to get their initial input on the EAP.

Please list and describe any upcoming initiatives and/or events.

- JEPP on-site meeting for ERT drills.
- B&G regular (almost monthly) zoom meeting.
- Scheduling emergency response training sessions for staff and congregants.

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

None.

If you have any documents that you would like to include with your report, please email them with this form.

None.

2021-2022 Board Goals

Achieving our Mission:
The Bucks County Hub of Reform Judaism

Shir Ami Board Meeting
November 11, 2021



Shir Ami Board Goals 2021-2022



Mission

We are DEDICATED to sustaining and growing a vibrant and diverse Jewish Community.
We are DEVOTED to educating all who seek a greater understanding of our tradition, values, and practices.
We are COMMITTED to connecting with each other, cultivating spiritual growth, creating a just and compassionate society, and supporting Israel and our Jewish family worldwide.

Pillars

Growing Spiritually

Learning Together

Connecting

Making an Impact

Administration and Facility

Priorities

Appeal to younger families and a more diverse cross-section of our congregation

Inject Jewish learning to be relevant to current life.
Demonstrate Jewish values through action

Re-energize auxiliaries to increase engagement and ensure alignment with Shir Ami goals

Increase food donations out to agencies and expand member participation

Ensure safety and security of Shir Ami
Sustain building maintenance
Maximize existing space
Strengthen Shir Ami long term Value Proposition
Secure financial sustainability



Making an Impact to our broader community through Shir Ami

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Explore creation of a synagogue-wide Mitzvah sign up mechanism over the course of a year to integrate/coordinate all the T.O. programs at S A.	<ul style="list-style-type: none"> Bring together auxiliaries. ELC, RS, SHAFTY, etc for discussion and planning Explore feasibility of using Sign Up Genius/Shulcloud, etc. 	# of people involved # of hours of participation	5/22	Marc Luber, Barbara Roth RS, ELC, SHAFTY, auxiliaries
Increase awareness of RAC-PA 21-22 Campaign	<ul style="list-style-type: none"> Emails, programs, Friday Shabbat, Shiron Learning session during HHD 			Arthur Krauss, Andee Losben Rabbi Briskin Estee Cherkin Barbara Roth
Educate congregants of RAC-PA Increase participation in RAC-PA Campaign Create Shir Ami local organizing group (LOC)	<ul style="list-style-type: none"> Determine Shir Ami level of support for RAC policies? Inform congregation about RAC PA via Emails, programs, Friday shabbat, Shiron, Learning session during HHD Recruit 5-7 members to form the LOC 	<ul style="list-style-type: none"> Recruit 10 new members to participate in RAC gatherings Recruited 5-7 members for LOC 	11/21	Arthur Krauss, Andee Losben Rabbi Briskin Estee Cherkin Barbara Roth
Expand the food bank to increase the amount of food we can provide to pantries by expanding the physical space and expanding member participation.	<ul style="list-style-type: none"> Collaborate with the maintenance group Clear out proposed expansion area in kitchen storage room Enlist services of contractor/ men's club Food Bank fund or donations and labor 	Increase food delivered by XX	7/22	Building & Grounds Committee/Shanika/Food Bank Chair/Fundraising



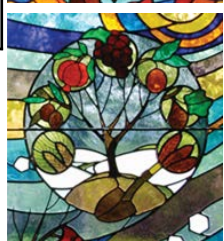
Administration: Optimize Shir Ami facilities and administration to sustain and grow membership

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Strengthen Shir Ami long term Value Proposition	<ul style="list-style-type: none"> Analyze the resignation information to look for trends Conduct market research to understand congregation needs Resignation exit interview Clergy or board member follow up? 	Improve Member Retention by XX Overall Congregation growth by XX	June	
Financial sustainability with annual spending growth of at least 5%.	<ul style="list-style-type: none"> Establish an endowment fund that delivers xx annually Make it easier to donate money on our website. 	TBD – establish annual fund growth goals	By year end	
Optimize Shir Ami Website	<ul style="list-style-type: none"> To make it easier for members to find information (consider UI assessment) Improve website experience for potential members who want to understand Shir Ami offerings Assess Search Engine Optimization (SEO) Make website more inclusive 	3 clicks or less to content Increase time on site Increase unique site users	November	



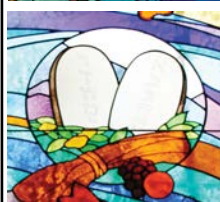
Facilities: Optimize Shir Ami facilities and administration to sustain and grow membership

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Sustain building maintenance	<ul style="list-style-type: none"> Assess HVAC maintenance contractor Inventory of buildings and facilities items that require follow up – from Larry Shore Roster of member services / expertise to help with maintenance assessments 		February March April	
Ensure safety and security of Shir Ami grounds and events.	<ul style="list-style-type: none"> Security and Crisis Mgmt Task Force...action key recommendations from Security Assessment; review changes after Holidays. Complete Emergency Action Plan for board discussion Post room occupancy restrictions 		January January January	
Maximize existing space, expand for future needs	<ul style="list-style-type: none"> Additional space for the food pantry Implement kitchen / social hall upgrades (pending exclusive catering contract decisions) Repair/replace the Bimah accessibility Assessing solar? Invest in outdoor space to lean into COVID related needs and trends Shalom Hall opportunity assessment (utilization rate v. benchmarks, price v. benchmarks) Overall building utilization to understand available space 		On-going	



Learning (1 of 3)

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
We learn from each other and the community.	<ul style="list-style-type: none"> Define 'each other' and 'community.' Who do we want to learn from/with? Define what we can learn from these groups Create 1-2 programs (Adult learning, religious school, post b.mitzvah.) <ol style="list-style-type: none"> Record Club Speaker Series Feed your mind and soul Book clubs Lunch & learn/My Israeli story RS Parent/Community led classes 	<p>Posted on website Communicated on various platforms (print/electronic/etc.)</p> <p># instructors # Course attendance / new participants # Community speakers # Tikkun Olam partners</p>		<p>Rabbi Eric</p> <p>Rabbi Eric & Education committee</p>
Promote respect for and inclusion of Jewish diversity.	<p>Define our boundaries/terms/goals (What does it mean to be 'respectful' and 'inclusive'? What does it mean to be Jewishly diverse?)</p> <ol style="list-style-type: none"> Working w/inclusion committee clarify inclusion and diversity. Reflective of Inclusion Committee's mission. Work with stakeholders to determine our 'Jewish' boundaries? Inclusion/Diversity as part and parcel of RS, post b.Mitzvah and LLL <p>Identify Jewish texts that guide this objective</p> <ol style="list-style-type: none"> Select the texts in coordination w/Rabbi, Cantor and other stakeholders 	<p>Inclusion in RS Mission & Handbook Inclusion in Adult learning marketing Included in B.mitzvah, and beyond</p>		<p>Rabbi Eric and Inclusion Committee</p> <p>Rabbi Eric, Rabbi, Cantor and stakeholders Cantor (b.mitzvah) Rabbi Eric post b.mitzvah/adult learning</p> <p>Rabbi Eric, Rabbi, Cantor and stakeholders</p>



Learning (2 of 3)

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Inject Jewish learning to be relevant to current life. Demonstrate Jewish values through action	<p>Curriculum is explicit about Jewish values: A compassionate/inclusive community. Make our tradition relevant and visible</p> <ol style="list-style-type: none"> 1. Include values in RS curriculum explicitly visible. 2. Student and parent survey to determine: Are we being transparent? Are these values 'sticking?' 3. Values centered Family & student programs <p>Incorporate Tikkun Olam priorities rooted in Jewish text across the board (RS/Post B/Adult)</p> <ol style="list-style-type: none"> 1. Tikkun Olam with Text context prioritized for RS Students learning & Intergenerational opportunities <p>Identify and promote mission-oriented Texts in building and on website. Incorporate Mission priorities rooted in Jewish text across the board (RS/Post B/Adult)</p> <ol style="list-style-type: none"> 1. Coordination w/Rabbi, Cantor and other stakeholders text selection 	<p>Values on website & handbooks Survey to validate values awareness results Parent programs & participation</p> <p>Intergenerational TK opportunities TK Community instructors RS TK experience count</p> <p>Mission texts at Shir Ami (School wing, Admin wing, & shirami.org, social media)</p>		<p>Rabbi Eric & RS committee & teachers</p> <p>Rabbi Eric & TK steering committee & Education committee</p> <p>Rabbi Eric (w/support from Rabbi, Cantor and others)</p>



Learning (3 of 3)

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Instill Jewish learning as a life-long priority.	<p>Relevant topics (LLL mini-course and/or built into RS curriculum)</p> <ol style="list-style-type: none"> 1. Programs that meet people 'where they are in life' and address daily issues through a Jewish lens (i.e. parenting, lashon hara/gossip, posting on social media). 2. Intergenerational learning (separate demographics and multiple demographics together) <p>Create opportunities/resources that allow people to access Jewish learning at their own pace (Structured, but self directed)</p> <ol style="list-style-type: none"> 1. Record and post accessible electronic location (website?) all LLL events. 	<p># Grandparent/Parent/Kid Programs</p> <p># family learning experiences</p> <p>Create personal learning report</p> <p>Create personal learning calendar/wish list</p> <p>Annual survey for topics</p>		TBD



Ritual Life

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Improve the in-person shabbat service experience	<ul style="list-style-type: none"> Move services (at least temporarily) from the sanctuary to the chapel Rely more on the Owl during shabbat services Rely more on Zoom (instead of live streaming) for a more personal and interactional experience between in-person attendees and people watching online Ask congregants who attend services online regularly what would compel them to attend in person 	<ul style="list-style-type: none"> Higher in-person attendance at services Higher satisfaction from attendees and clergy alike 	January 2022	<ul style="list-style-type: none"> Ritual Life Committee Shir Ami Board Clergy
Appeal more to younger families and a more diverse cross-section of our congregation	<ul style="list-style-type: none"> Focus more on intergenerational services Encourage participation in services from religious school students Improve communication and promote upcoming services more frequently Outreach to families observing yahrzeits and birthdays/anniversaries -- and encourage these families to participate in the service 	<ul style="list-style-type: none"> More participation in services from non-clergy members Higher in-person attendance 	February 2022	<ul style="list-style-type: none"> Ritual Life Committee Shir Ami Board Clergy



Connecting

Objective	Actions/Activities	Measure of Success	Completion Date	Accountable / Responsible
Re-energize auxiliaries to increase engagement and ensure alignment with Shir Ami goals	<ul style="list-style-type: none"> Formalize communications and marketing strategy from auxiliaries and SHAFTY/youth groups to all members (i.e. social media, text, email, flyers, car line, influencers, etc.) Survey members to solicit volunteers for activities, programs, and committee participation Assign “buddy” to new members as needed especially those new to Shir Ami community Host parent events during SHAFTY/youth group programming Participate in ELC events 	<ul style="list-style-type: none"> Board members report back feedback and meeting highlights Identify Shir Ami community members to run marketing and social media platforms for auxiliaries Diversifying the participants that attend programming 	May 2022	<p>Communication and Engagement committee members</p> <p>Shir Ami board</p> <p>Board member from Auxiliaries</p> <p>Clergy</p>



NOVEMBER BOARD REPORT

NAME: Jason Cohen

DATE: November 14, 2022

TITLE OR COMMITTEE: Engagement Committee

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

- Hosted 2022-23 kickoff meeting on November 9. Donna DeSantis, Jamie Sachs and Jodie Levinson have joined the committee.
- Committee discussed a “Monthly Open House” to learn about Shir Happenings and create opportunities to meet/learn/schmooze. Will consider leveraging monthly Meet, Great, and Treat sessions.
- Committee commitment and effort to call people, say hi to people, re-introduce ourselves and be more present with intention of getting members more engaged
 - Start small with Welcoming Committee and Greeters at all Shabbat Services and high impact events
- Get more people in the building and involved with a meaningful purpose (i.e. coat drive, wrap presents, Food Bank, etc.)
- Review possibility for members to update ShulCloud profiles for volunteer opportunities and identify interests
- Strengthen collaboration with other committees such as religious school, tikkun olam, SHAFTY youth group, and marketing and communications
- Meet, Greet, and Treats on November 6 was cancelled due to multiple competing conflicts and limited space at Shir Ami.
- Discount cards now available and sale started beginning on Sunday, November 13.

Please list and describe any upcoming initiatives and/or events.

- 8 new members signed up and requested to have a buddy. 3 new members signed up and were interested in getting more involved. Will follow up with these members.
- Meet Greet and Treat sessions are scheduled for the first Sunday morning of every month through May. Next event is on December 4.
- Would like to host another new member event in January on a Sunday afternoon and incorporate Karen Briskin’s tallit leaf project. Will review and discuss possible dates.
- Next engagement committee meeting on November 20 to solidify short- and long-term plan.
- Upcoming events and opportunities to engage and welcome members:
 - Friday, November 18: Anna Gever Shabbat featuring Nefesh Mountain
 - Friday, December 2: Intergenerational Shabbat
 - Sunday, December 4: ELC Hanukkah party
 - Friday, December 16: Shir Rock Shabbat
 - Thursday, December 22: WoSA Hanukkah party

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

If you have any documents that you would like to include with your report, please email them with this form.

BOARD REPORT- Executive Director

NAME: Phil Nordlinger

DATE: 11/15/2022

Please provide a summary for the board of what you have been up to since the last meeting. Please include an update on your goals when relevant or indicate activity pertaining to your goals. Bullet points are fine.

- **Resolved HR issues with ELC Director**
 - **After discussion Director decided to resign**
 - **Appointed Nina Orr as interim director**
 - **Faculty reporting that morale is up**
- **Attended JEPP security workshop at Gratz College on 11/10 and hosting one at Shir Ami on 11/17.**
- **Fire panel almost complete waiting on motherboard for auxiliary panel in the ELC.**
- **Met with steering committee for ShAAK/Senior Brunch Team- building a committee that will work together to plan events**
- **Sent intent to JFGP to participate in Grinspoon Life and Legacy Endowment program**
- **Connected with Karen Mineo from AHTN (Advocates for homeless and Those in Need) for Shir Ami to become a Code Blue Site in December**
- **Playground renovations to commence later this week**

Circle of Giving pledges and donations to date: \$116,110

New households since July 2022: 13

Resignations since July 2022: 26

Shir Ami Strategy Discussion 2022-2023

Self assessment of 2021-2022 Goals: (Green = we accomplished our goals; Yellow = we accomplished of our goals; Red = we did not accomplish our goals)

Learning Together – Mostly Green

Connecting – Yellow/Green

Making an Impact – Foodbank Green; all else Yellow

Administration/Facilities: Strengthen Shir Ami Long Term Value Prop – Red; Secure Financial Stability – Green; all else Yellow

Growing Spiritually – Yellow

Start / Stop / Continue Exercise

Start:

- Post-B. Mitzvah Retention (engagement committee to assess next steps)
- Retain Members @ Transition Points in Life (engagement committee to assess next steps)
- Engaging Dads/Men (engagement committee to assess next steps)
- Identify Subgroups for Outreach (marketing committee to assess next steps)
- Amplify value of being part of Shir Ami (marketing committee to assess next steps) How can SA be a priority for congregants?
- Expand Footprint in Bucks County (Who does this part?)
- Identify underrepresented communities (marketing committee to assess next steps)
- Celebrate successes (consider adding this as a board meeting agenda item)

Stop:

- Surveying – just talk to people (Consider all board members should speak with at least one member who is new to them each month)
- Filling the calendar just to fill the calendar (Phil to assess next steps)
- Belittling ourselves (agreed!)
- Creating obstacles for others (agreed!)
- Focusing on “labels” (agreed!)

Continue

- Maximizing building / outdoor space (building/grounds committee to assess next steps), e.g. renovating Shalom Hall to increase event revenue
- Small Groups (Rabbi Briskin/Jay Cohen/Jeff Cohen to assess next steps)
- Social connections and encourage members to meet each other (consider an engagement-related action for each committee)
- Board meetings / members to participate in person with intentionality (fingers crossed there are no more pandemics)

- Volunteerism: “give” time / energy/etc...not just money (philanthropy committee to assess next steps)
- Be more intentionally strategic (Ellie to consider how to keep this top of mind)

NOVEMBER BOARD REPORT

NAME: Bob Cherkin

DATE: November 13, 2022

TITLE OR COMMITTEE: Inclusion Committee

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

- 1) Along with other members of our Committee, I participated in the first meeting of the Diversity, Equity and Inclusion (DEI) Committee, chaired by Sharon Benoff. A follow-up meeting is tentatively scheduled for December.**
- 2) This school year Paula Shavell has continued to support the ELC and will continue to do so as Nina Orr assumes her position as Interim Director. Nina has been actively involved in the ELC Inclusion Initiative since last year. In speaking with Paula I have offered to meet with Nina to offer our support, once she gets her feet on the ground.**
- 3) Rabbi Eric and Staci Kincus have continued to oversee Inclusion efforts in the Religious School and participate in the Jewish Learning Venture (JLV) staff development program. An update meeting is being scheduled for this week.**
- 4) Today I signed up for a ShirGroup.**

Please list and describe any upcoming initiatives and/or events.

- 1) February is Inclusion Month. Discussions have begun to develop appropriate programs for the Religious School and for Friday Shabbat services.**
- 2) I signed up to participate in the 11/17/22 JLV Zoom session entitled “Authentic Belonging,” aimed at addressing “the chasm between the increasing number of marginalized Jews- such as LGBTQ+ Jews and Jews of Color...(As) Jewish leaders we are responsible for creating authentic belonging...” PLEASE EMAIL ME IF YOU’D LIKE THE LINK TO SIGN UP.**

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

If you have any documents that you would like to include with your report, please email them with this form.

November BOARD REPORT

NAME: Jeff Cohen

DATE: November 13, 2022

TITLE OR COMMITTEE: Marketing & Communications

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

- Analyzed current membership demographics to build cohorts of members to begin making marketing recommendations
- Worked with Jodie to make improvements in how content for collected and communicated for newsletters, emails and programs.
- We are assessing Shir Ami swag options

Please list and describe any upcoming initiatives and/or events.

- We are building personas for member cohorts that we would like to share with the board and other committees for consideration when building programs and communications.

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

- Not at this time.

If you have any documents that you would like to include with your report, please email them with this form.

NOVEMBER BOARD REPORT

NAME: Helen Berman

DATE: 11-13-22

TITLE OR COMMITTEE: Pastoral Care (Chesed)

Chair people: Helen Berman and Harriet Paley

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

Helen and Harriet met with the Rabbi to discuss goals for Pastoral Care.

A general meeting of the Pastoral Committee was held. Attendance was light, but included new members.

- Expanding committee – 5 new members have joined committee, as a result of eNews request
- Establishing sub-committees by activity, and setting priorities –
 - Soliciting information on congregational needs
 - Coordinating with WOSA and Ritual to see where overlaps may be
- Establishing an easy way for congregants to tell us about the good/bad things happening in their lives, so we can acknowledge/help –
 - Adding to existing clergy request form on the website. We will then promote this as a way of communicating with us.
- Plan to work with clergy to do training to lead Shiva Minyans and expand number of lay leaders
- Encouraging Chesed donations

Please list and describe any upcoming initiatives and/or events.

Planning is beginning...

- Emergency services cards/posters to make information available to congregants
- Design Shir Ami cards for:
 - Birthdays (kids and over 80-year-olds)
 - Celebrations
 - Sympathy
- Determine where our congregants are living in Senior Facilities – determine if we should do programs at facilities or bring residents to Shir Ami

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

There used to be notebooks that were passed down from one committee chair to the next with notes on committee responsibilities, calendar, activities, forms used, sample flyers, etc. Do these still exist?

If you have any documents that you would like to include with your report, please email them with this form.

Rabbi's Report

November, 2022

Israel Trips:

- a. The Men's trip did not have enough interest, so that trip has been cancelled
- b. We are now working on a general Congregational Trip to Israel trip for all, Dec. 20-31, 2023. Several who said "no" to the Men's trip are interested in the Dec. trip. An itinerary and pricing should be available right after Thanksgiving.

Shir Groups:

- a. Rebecca Kaufman has begun to organize our Recent Empty Nester group. Marc Weiss and Robin Firestone are group facilitators and liaisons.
- b. 61 people have registered for small groups in the last 48 hours. Rebecca and I will begin the work of sorting the groups and soliciting volunteers to help.

Nefesh Mountain:

- a. Leading services for Anna Gever Shabbat this Friday
- b. Community concert at Zlock Theater at Bucks County Comm. College this Saturday. Please support this program both Friday and Saturday nights. Tell your friends.
- c. A little over 100 tickets have been sold for Sat. night so far. Aim is to sell out the theater.

Special Shabbat Services in the Weeks Ahead:

- a. Friday, November 18—Nefesh Mountain (as our Anna Gever Shabbat service)
- b. Dec. 2—Intergenerational Shabbat service

- c. Dec. 16—Rock Shabbat featuring the band.

Servies on Nov. 25, Dec. 23 and 30 will be on Zoom only (Thanksgiving and Winter break)

Tikkun Olam:

- a. Helen, Essie and Barbara have reported; we will also be gearing up for the next campaign with RAC-PA now that the Every Voice, Every Vote campaign has concluded.
- b. I am working with area clergy to respond to efforts by area school boards (Central Bucks especially, right now) to introduce policies that will limit teachers' abilities to teach about issues related to Diversity, Equity and Inclusion. I believe that much Shir Ami advocacy in the future will be focused on much more local issues. Stay tuned.
- c. Many thanks to Debbie Goetz, Shir Ami member and PR person for getting us into the Patch this week and publicizing our amazing Shir Ami Food Drive. Kudos, of course, to Mark, Lindye, Barbara and so many others for leading our efforts this year.



Reform Judaism
 Shir Ami - Racial Justice & Social Responsibility
 Tikkun Olam Committee
 Winter & Spring 2022-23 - Zoom Discussions
 Held on the third Thursday each month 7:30-8:30PM

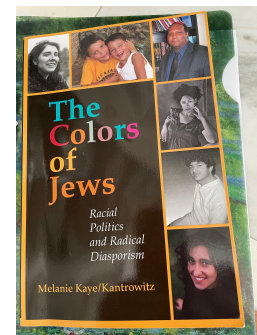
TED talk -
 How to Overcome our Biases: Walk Boldly Towards Them
 by Verna Myers, 2014



- Articles -
1. White Privilege: Unpacking the Invisible Knapsack
 by Peggy McIntosh
 2. Explaining White Privilege to a Broke White Person
 by Gina Crosley-Corcoran

Book - So You Want to Talk about Race
 by Ijeoma Oluo

Book - The Color of Jews - Racial Politics and Radical Diasporism
 by Melanie Kaye/Kantrowitz



Co-chairs -
 Janis Bader
 Harriet Paley

NOVEMBER BOARD REPORT

NAME: Beth McAleese

DATE: 11/13/2022

TITLE OR COMMITTEE: Ritual Life

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

-10/25: Ritual Life Committee Feedback Meeting discussion meeting with Board regarding HHD reviewing highlights, reflections, and suggestions.

-10/26: HHD Feedback Survey was sent out.

-10/30: Ritual Life Committee met to discuss goals and further HHD feedback.

Please list and describe any upcoming initiatives and/or events.

-Once feedback surveys are received, all feedback will be reviewed for targeted improvements.

-Next Ritual Life meeting to be scheduled for a Tuesday in December

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

N/A

If you have any documents that you would like to include with your report, please email them with this form.

BOARD REPORT- CLERGY/STAFF

NAME: Eric Goldberg

DATE: Board Meeting 11/15

TITLE OR COMMITTEE: Rabbi/Director of Education

Please provide a summary for the board of what you have been up to since the last meeting. Please include an update on your goals when relevant or indicate activity pertaining to your goals. Bullet points are fine.

Religious School Update

1. Religious School: Over the past month we have had classes on Sundays, Tuesdays and Wednesdays. Our students have been flexing their creative muscles with various art projects that were on display during High Holidays and will continue to be visible as people come into Shir Ami throughout the year. We have also been singing our hearts out at Tefillah/Song Session and deepening our connections to Israel, living a Jewish life and each other in the classrooms. A special 'todah rabbah' to Michael Smolen, Rabbi, Cantor, our teachers and madrichim for making this month a great one!
2. Speaking of madrichim, we have added Avi Briskin to our team. He is working with Michael and focusing on music/song leading both in the classroom setting and at Tefillah/Song Session.
3. We have unveiled our new Religious School and SHAFTY weekly email. An incredibly big 'Todah Rabbah' to Jodie Levinson, without whom this would not be possible. So far, things seem to be well received. I am reaching out to families in a systematic way to get their feedback.
4. Sunday October 30th was our annual Blessing of the Pets! It was wonderful to be able to bless our furry friends in person this year. Many families were in attendance, including several who did not have kids who attend Religious School on Sundays. Several parents asked me after the event if we could create opportunities throughout the year for 'pet play dates' at Shir Ami (outside, of course).
5. At the Blessing of the Pets, we also were honored to be visited by representatives (human and canine) from the Ronald McDonald House. They and Ferne

explained how our pop tab collection supports the efforts of the Ronald McDonald House. Todah Rabbah to Ferne for all of her hard work and effort in making this connection a reality at Shir Ami.

6. Saturday November 5th was our first B.Mitzvah retreat at Shir Ami. The majority of 6th grade students and their parents attended the retreat. Our time together focused on learning more about the B.Mitzvah process, what it means to become 'an adult' in the Jewish community, and how we can serve the community by engaging in mitzvot throughout our lives. In that vein, Our families put together over 60 meals for Caring for Friends. There were also new connections made between parents/adults.
7. Sunday November 6th was our 'Meet the Teachers' event for K-5th grades. Our teachers explained what has been going on in the classrooms, what will be going on in the coming weeks and expectations for the year. In addition, it was an opportunity for parents and teachers to get to know each other better and to ask questions of each other.
8. Our 2nd grade parents met with Rabbi Briskin and Rebecca Kaufman this past Sunday (11/13) for our latest 2nd grade Parent Gathering. It was a wonderful mix of 'new' and longer term Shir Ami families, as well as a mix of moms and dads. I spoke with Rebecca after the event and she was very happy with how things went. We look forward to our next event in a couple of weeks.
9. Our 5th grade families also gathered together on Sunday 11/13 for our 5th grade 'My Hebrew Name' project. Each student shared information about their Hebrew name, who they are named after (if anyone) and why those people were so special to their family. This projects is one of several in the 5th grade curriculum that is designed to connect students to the idea that they are connected to those who come before them and, going 'all the way back,' to Abraham and Sarah. In this same vein, our 5th grade students focus on Avot/Imahot in their Hebrew studies.
10. It is hard to believe, but we are just over one month away from our '22-'23 Israel Teen Adventure (Tiyul)! Ferne and I are excited to travel with 25 teens to Israel this December. We have our next meeting this in a couple of Sundays (12/4) and will receive a special blessing on Friday 12/16 as part of Rock Hanukkah Shabbat (see details below). All families have been invited and, as we have said all along: This Year in Israel!

Lifelong Learning (LLL) Update

- a. On Thursday October 13th, we had a wonderful cooking event: 'When Life Gives You Etrogs' (led by Rachel Lesser). We had Shir Ami family members of all generations join us for a night of family stories, delicious lemon bars and lots of smiles and laughs. We also learned about the etrog and its meaning to us historically and in 2022.
- b. On Wednesday November 2nd, several of us joined together in the 'big kitchen' to make Israeli Side Dishes for our 11/4 Intergenerational Shabbat. Todah Rabbah to Dana Levy, Dana Friedfeld and Ferne for creating such delicious salads and hummus. It was clear that everything was enjoyed by those who joined us on the 4th.
- c. On Thursday November 3rd, Shir Ami Record Club returned with a focus on Rush. Led by Dave Chesner, we joined together on Zoom and shared personal stories, learned more about the 'Jewish connections' of Rush and listened to some great music. This session will be posted on the website shortly.
- d. On Thursday November 10th, we joined together in the Atrium and on Zoom for 'Lawyers, Guns and Money,' a Lifelong Learning session focused on Judaism and gun laws. It was a spirited discussion and also provided some insight into how members of the Shir Ami family feel about security and safety at Shir Ami. I will touch base with Ellie and Rabbi about our discussion this week.

Additional Items

- 1. Continue to make daily birthday and anniversary calls.
- 2. Continued pastoral care calls, emails and texts
- 3. Officiated at life cycle events.
- 4. It was wonderful to meet with 6th graders from Newtown Friends on 10/25. They came to learn more about Judaism and 'what we do' at Shir Ami. We met in the Sanctuary, unrolled the Torah, took a abbreviated tour of the building and finished up in the Youth Lounge, where students asked wonderful questions!

5. Hanukkah Rock Shabbat is well on its way! The band officially met for the first time after Religious School this past Sunday (11/13). It is a pleasure to write/adapt the music and 'lyrics' with Michael and Cantor. And the band is, as always, amazing! We are especially excited to add several new members to the group.
6. Continued planning for the Shir Ami Golf Outing taking place May 15, 2023. Todah Rabbah to Brett Cohen, Todd Leon and Marc Luber for all of their incredibly hard work and dedication.
7. Walking/Running group continues.
8. Attended several JEPP security sessions with the Shir Ami professional team.

As always, do not hesitate to be in touch should you have any questions or want to know more. I can best be reached via phone/text (856-359-5758) and/or email (egoldberg@shiramipa.org)

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

Nothing specific, but please know that we would love to see board members any time at Religious School! Thank you for all of your support!

SHAFTY BOARD REPORT

NAME: Ferne Levy

DATE: 11/14/2022

Please provide a summary for the board of what you have been up to since the last meeting. Please include an update on your goals when relevant or indicate activity pertaining to your goals. Bullet points are fine.

- Chalutzim and Bonim had a great turn out for their October events. We baked, decorated pumpkin, and watched a movie
- Our pop tab contest is underway as we had the Ronald McDonald therapy dogs come on Sunday, Oct 30th
- Sr. Shafy had a great time in NYC via train- we went to Ben's Jewish Deli, Madame Tussauds Wax Museum, M&Ms store & Rockefeller center.
- Sr. Shafy had their pretzel fundraiser and sold out of 100 pretzels as religious school started!
- Sr. Shafy is benefitting from the latka sale so PLEASE support us!
- We sent our first big box of shoes to Soles for Souls

Please list and describe any upcoming initiatives and/or events.

- THIS Sunday, Sr & JCrew's (8th-12th grade) Thanksgiving project is Cookies for Kindness. Each person is baking 2 dozen cookies at home (they are encouraged to be in small groups) and come to Shir Ami to sort cookies and create trays. These trays are being delivered to home bound Shir Ami members and members of our community we call heroes (police, firefighters, etc.). 7th grade will make the cards wishing a Happy Thanksgiving or thanking our workers
- We are preparing for Hanukkah in all of our youth groups
- JCrew will be going to Escape the Room on Saturday night. 17 kids signed up so far
- We are starting to prepare for Purim
- Sr Shafy is having a bake sale in December
- We are hosting Winter Kallah for NFTYx on Jan 14-15 (mid-night bowling/SA shul-in)
- SAVE the Date for the SHAFTY flea market on April 16, 2023!!

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.
If you have any documents that you would like to include with your report, please email them with this form.

NOVEMBER BOARD REPORT

NAME: Helen Berman

DATE: 11-13-22

TITLE OR COMMITTEE: Tikkun Olam

Committee Chairs: Barbara Roth and Essie Cherkin

Please provide a summary for the board of what you and/or your committee have been up to since the last meeting. Bullet points are fine.

Meeting of Steering Committee 11/7/22 was well attended with great reports. Each member who chaired a project shared information about their efforts

The Tikkun Olam has several concurrent efforts in progress. Each has a congregant leader.

- Food Drives – Marc Luber
 - New goal 15,000 pounds goal for HHD collection/distribution achieved (25,000 pounds for the year)
 - Over 200 volunteers participated in some way
 - Cash in from donations vs. expenditures to supplement food collected net neutral
 - Received donations from Police and Newtown Middle
- Education Fair Funding – Janis Bader
- Social/Racial Justice – Janis Bader – New reading list presented for winter-spring
- Political Activism (Get out the vote) – Arthur Kraus and Andee Losben Get Out the Vote Session activities – webinars and post card writing session conducted
- Coat Drive for Afghans/Ukrainians – Stan and Shelley Cohen – Donated 40+ bags of coats and clothes to JFS, another 10 + have been collected and will be given to JFS.
- Biblical Garden improvements
 - Barry and Stacey Groder interested in leading this effort,
 - Action waiting on discussions re: goals for the garden
 - This will be referred to the Building and Grounds Committee
- Providing support to the Buffalo community impacted by the recent Tops tragedy – Ron Smolow – Ron has circulated a draft proposal for how local congregations can collaborate with the groups in Buffalo to help. It is yet to be determined if/how Shir Ami can help.
- Re-establishing college connection – promote importance of voting – Initial email went to students, solicit mailing addresses, and providing information on absentee voting. Some responses have been received.
- Appreciation – recommendation to do something to recognize support of police for synagogue security, as well as food collection

Please list and describe any upcoming initiatives and/or events. -Scheduled December zoom meeting to continue discussion of additional projects

Under discussion:

- Expanding political activism (RAC priorities) – common sense gun control
- Congregational education on current topics, such as the BDS movement
- Road clean-up

Please list and describe any upcoming initiatives and/or events.

Next meeting 12/12/22

Are there any items that the board needs to discuss or actions that the board needs to take at this time? If so, please specify the question, topic and/or required action.

There is an interest in cleaning-up plantings, repairing dedicated benches, and improving the Biblical Garden. Discussion and decisions are needed to determine direction/plan. Will it remain a “Biblical” garden, or be converted to plants that are better suited to our climate? Will it be moved/extended into other parts of the property – closer to the front, on the other side of the parking lot. Will outdoor meeting spaces be created? How will it be funded? Does this really fall under Tikkun Olam, or should it be part of Building and Grounds?

If you have any documents that you would like to include with your report, please email them with this form.

BOARD REPORT- CLERGY/STAFF

NAME: Ferne Levy

DATE: 11/14/2022

TITLE OR COMMITTEE:

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