

**Annual Report**

**2019/2020**

Or Atid Highlights & Plans

From the past year…and looking ahead!

**Message from the President**

by Robin Wolk

In conjunction with the Annual Members’ Meeting, I am proud to share with you the following collection of Committee Updates highlighting the hard work of many members over the past year. Our lay leaders are committed volunteers who toil tirelessly to keep our synagogue humming and thriving. There are also many members who are not on a committee but who help with tasks big and small as well as make financial contributions to keep our daily operations running. I speak for our entire community when I share my gratitude for the time, efforts and accomplishments of all who participate.

This past year has brought us much to celebrate! Dozens of members joined together to organize a hugely successful Comedy Night/Auction. Not only were critical funds (over $30,000!) raised at this event, the evening embodied the wonderful spirit and bonds within our community. In November, our members’ stepped up to lead services and shiv’ah minyan, among other tasks while our Rabbi was on Paternity Leave (an Or Atid first!). Our newly created school collaboration, the *Jewish Learning Collaborative of MetroWest* was successfully launched in the fall. We are so fortunate to have the talented Orna Sonnenschein as our school Director. She engages students, parents and teachers in new ways of learning, thinking and teaching, including introducing new curricular elements such as *Hebrew through Movement* and *Torah Godly Play*. Thanks to the generosity of the Tichnor and Lerman families, our grounds host a beautiful new tot playground ready and waiting for our youngest members to enjoy.

At the same time, we have faced many challenges this year. National and local security threats and a rise in Anti-Semitism shook us all to our core, forcing us to look at our building practices and implement serious changes. The recent pandemic has obliged us to close our physical doors temporarily and find creative and new ways to maintain our social and spiritual connections. We are fortunate to have a dedicated Security team, many caring and committed members, and a thoughtful and experienced Re-Opening Task Force to address these crises with perspective, intellect and heart.

As you read the details below, I hope you become inspired to get involved. There are so many ways! Whether it is through a long standing committee (like Ritual) or a new initiative (like our Inclusion efforts), *there is a place for everyone to become further engaged and participate at Or Atid*. Please reach out to me and let me know where you would like to jump in and help. Even if it’s an hour a week, you are needed and your time will be appreciated.

It has been an honor to serve Or Atid this past year. Thank you all for your continued support.

**Message from the Rabbi**

by Rabbi Louis Polisson

Though the Coronavirus pandemic has radically changed our visions for the last couple of months and for the coming days and weeks and months, our community at Or Atid has continued to go above and beyond. But first, let’s reflect on what we were doing before COVID-19 came to the U.S. This morning, we’ll thank Laura Blumberg for her service as President during my first year at Or Atid, and also recognize Robin Wolk for stepping up into the role of President when she was needed.

Connection and relationship building have continued to be central themes of my work as your rabbi and our life as a community. From *Shabbat* morning services to Hebrew school to *shiv’ah* *minyanim* to social events, we’ve been connecting and building relationships with each other. Last spring and summer, our synagogue made the wise and innovative decision to expand our communal connections as we piloted the Jewish Learning Collaborative of MetroWest (JLCMW) with Temple Beth Sholom of Framingham, a community Hebrew school program for Kindergarten through 8th grade, which had an excellent, highly educational first year, and will grow this coming fall, when middle schoolers from Congregation Beth El of Sudbury join our program.

We connected when we gathered in the fall to celebrate *Rosh Ha-Shanah* and *Yom Kippur*, with beautiful reflections from Or Atid members (popularly known as “Or Atid TED Talks”), as our successful “Be Our Guest” program continued. We celebrated *Sukkot* with a special, intimate *Yom* *Tov* morning service and then, together with the JLCMW community, we marked *Hoshana Rabbah* (the end of *Sukkot*) together on a beautiful farm. We danced with our Torah scrolls on *Simhat Torah*. We sang together in front of a beautiful *menorah* sculpture on *Hanukkah*. And we enjoyed a Broadway Musical-themed celebration of the *Purim* story. We had our first ever communal virtual Second Night Passover *Seder* in partnership with CBE of Acton, and we fulfilled the *mitzvah* of remembrance during our communal MetroWest *Yom* *HaShoah* observance. And just this past Thursday, we enjoyed a wonderful virtual connection to Sinai during our MetroWest *Tikkun Leil Shavu’ot*.

Each month, we gathered a Musical *Kabbalat Shabbat* service, including the unique Bluegrass *Kabbalat* *Shabbat* in October. I of course must highlight the ways in which the Or Atid community went above and beyond to welcome Asher Meir Feingold Polisson to the Jewish community at his *Bris* in November, and the ways in which members stepped up during my parental leave to ensure that things continued to run smoothly and that all our connections remained strong.

We celebrated our relationships through life cycle celebrations together. Or Atid was home to two weddings this past year, and young adults who grew up at Or Atid got engaged. Many grandchildren have been born, with many members becoming grandparents for the first time. Six of our young adults celebrated becoming a Bar or Bat Mitzvah, three of them before the pandemic and three participated in services virtually, with hopes to celebrate in person in the future. Two students will mark becoming Bat Mitzvah in June, and five students are currently preparing to become Bar Mitzvah in the year to come.

We have proven the strength of our relationships as we comforted each other in times of sorrow. So many have lost beloved parents this year, and other relatives. We have continued to support each other, virtually, continued to feed each other, and to hold space for each other as we recite the words of our tradition that link generation to generation. And in this difficult time, our committees have organized to make sure that each and every member of Or Atid has been called and contacted and at least twice by an Or Atid representative, so that we can offer support and connection to all of our members.

And we have sustained many of our historic connections of support and kindness. We continue to partner with Family Promise, Bristol Lodge, Maplewood, JFS of Metrowest, CJP and more. Four of our teens participated in HiBur and experienced Israel through an exchange program. And every week this year, our high school TELEM students connected with and supported the women of the Minuteman Arc group home in Concord.

Our relationships have deepened and grown. We have continued to do both “in-reach” - connecting with current members, new and old - as well as outreach, to attract new members. In the year to come, may we work together to draw the circle of our sacred community wider still, as we continue to experience holiness together.

I want to close on a note of both looking back and looking ahead. On the first morning of *Rosh Ha-Shanah* last fall, I quoted Dr. Yehuda Kurtzer to close out my sermon: “American Jews… have thrived at making America the land of the Jewish free. The next big challenge is to make it equally the home of the Jewish brave.” Little did any of us know then how complicated and difficult a time we would be braving just several months later, and how unclear the future would be. I believe that we have all been the Jewish brave this year: learning, praying, engaging in acts of kindness, and more, virtually and at a physical distance. We have members on the frontlines of the pandemic - healthcare and medical professionals and essential workers of all kinds. They are indeed extremely brave. I want to commend them, and thank them. And I want to say the same thing to every Or Atid member who is pushing forward in life at this time, showing courage in any and all shapes and forms -  from those with children stuck at home, to those who live alone, to all those who show up at virtual shiv’ah minyanim to support each other, and beyond. You are brave and strong, and you are a valued member of this community. Thank you for making the Or Atid community what it is - a community of *Torah* (lifelong learning), *Avodah* (prayer and service), *Hesed* (loving kindness), and for the simple yet unique bravery of always striving to be better.

**Membership Committee**

Co-Chairs:Karen Tichnor and Jacquie Cohn

**Purpose of Committee:**

Our purpose is to support Congregation Or Atid in the recruitment and retention of members. This committee provides a welcoming environment for all current and prospective members. We are also involved in programs and initiatives to assist in the recruitment and retention of members.

**Highlights from the 2019/2020 year:**

* We welcomed 7 new family/individual members to Or Atid.
* We unfortunately lost 2 families in the past year, who chose for personal reasons to resign.
* We were involved in several programs that were aimed at recruitment of members and satisfaction of current members. Some of these events were:
1. Be Our Guest Program for the High Holidays
2. The Auction and Comedy Night in October
3. Community outreach check–ins during COVID 19 both prior to and after Passover
4. Promoting an Open House for the JLCMW with the purpose of attracting new members.

**Main focus for the coming year:**

Continuing with our efforts to recruit, retain and ensure the satisfaction of members. Having the JLCMW housed at Or Atid for the entire school year will make us more attractive to prospective members. We also have the new tot playground which will also help in making Or Atid a welcoming place for young families. We will continue to collaborate with programming to help with our outreach and recruitment efforts.

**Yad Chesed** Co-Chairs:Barbra Sher and Amy Silverstein

**Purpose of Committee/Group:**

Or Atid's Yad Chesed Committee helps support members of our community in times of need through organizing meals, rides to doctor appointments, help with carpools, errands or logistics.

**Highlights from the 2019/2020 year:**

* Made 2-3 rounds of calls to all congregants in March & April to check in during the initial time at home during the Covid pandemic
* Made calls to 22 congregant families who had experienced a loss. Offered meals, support, etc. Provided Shabbat meals, shiva food, or provided challahs or fruit platters
* Provided some meals for Rabbi & Gabriella when Asher was born
* Sent birthday dinner to Rabbi
* Checked in with congregants who had surgery or illness – offer of meals, support
* Reached out to families who had children who were recently married or engaged to offer announcement in upcoming Oracle

**Main focus for the coming year:**

* Attend JFCS and USCJ webinars about providing support during Covid. Incorporate recommendations into what we offer
* Establish fund for Yad Chesed to provide support during Covid when we can’t send home-cooked meals
* Reach out to congregants regularly
* Continue current offerings
* Recruit new members for the committee

**Inclusion Committee:** Sandy Gold, Carolyn Lilly, Marge Sunners, David Fixler, Michael Tichnor, Lauren Kaplan, Sara Bernstein, Marilyn Engelman, Ken Fuchs, Debbie Horwitz, Beth Winograd

**Purpose of Committee:** To assess and strive to ensure that Or Atid is fully inclusive and welcoming to members and guests with all abilities. To build congregational awareness of Inclusion.

**Highlights from the 2019/2020 year:**

* Creation of working Inclusion Committee
* Becoming a Synagogue Affiliate with The Ruderman Foundation
* Received a complete walk-through assessment for areas to consider addressing and modifying to make our building more universally accessible
* Multiple site visits and research of other synagogues who have modified their buildings and sanctuaries to become more accessible
* Engaged architect to create multiple schema and renderings to modify existing Bimah
* Created signage for seating areas in the sanctuary for users of walkers or wheelchairs

**Main focus for the coming year:**  Send out congregational survey to understand member needs as well as general awareness of Inclusion issues and to determine priorities for improvements. To research funding opportunities to help implement any changes. To make adjustments to our website, signage, school and physical space to work towards universal access at Or Atid.

**Jewish Learning Collaborative of MetroWest**

Co-Chairs: Howard Wolke and Larry Wolpe

**Purpose of Committee:** Work collaboratively with Temple Beth Sholom in Framingham to ensure a solid Jewish educational foundation for our students

**Highlights from the 2019/2020 year:**

* This was the first year of the *Jewish Learning Collaborative of MetroWest* as Congregation Or Atid began its work with Temple Beth Sholom in Framingham. The collaboration included a combined enrollment of 48 students from across MetroWest.
* Rabbis of both congregations--Rabbi Poirier of TBS and Rabbi Polisson worked together to teach our 7th and 8th graders.
* We received $15,000 funding from CJP to hire and work with Marion Gribitz, educational consultant to redesign the school curriculum and to support our collaboration.
* 7th & 8th graders participated in the STOP program (Students Together Opposing Prejudice), an Interfaith collaboration among local houses of worship

**Main focus for the coming year:**

We will work to strengthen our current collaboration with Temple Beth Sholom and look to expand partnerships with other synagogues. In addition, we will be looking at “best practices” in curriculum innovation and from successful collaborations as we seek to improve what we’re doing.

**Teen Programming** Chair: Lauren Kaplan

**Purpose of Committee:** Provide our teens multiple educational and social options to keep them “Jewishly engaged” during critical formative years.

**Highlights from the 2019/2020 year:**

* TELEM – seven high schoolers participated in this weekly community service program visiting adults with intellectual disabilities in Concord.
* Madrichim – eight teens were aides in our religious school
* HiBur – four 10th graders participated in this collaboration with 5 area synagogues to learn about Israel and participate in a student exchange program

**Main focus for coming year:** We are looking to pilot a HiBur extension program for 11th graders, as well as continue with our successful participation in TELEM.

**College Connection**

Co-Chairs: Amy Rose and Beth Winograd

**Purpose of Committee:** Keeping our college kids connected

Our goal is to continue to engage with our college age students and families. Our students should know that Or Atid provides a place for them to turn and return to.

We do this by sending college care packages for Jewish holidays, hold a meeting with the Rabbi during college winter break, and congratulate high school seniors with a reception, information and gift.

**Highlights from the 2019/2020 year:**

* 24 college connection packages sent to those interested for the High Holidays and Chanukah (Pesach was cancelled due to COVID)
* Cookies and Conversation with the Rabbi in January
* Informal gathering of new college parents
* Zoom meeting with the Rabbi and College Students  - focus on leaving campus due to COVID and being home for Pesach
* Outreach to congregation to provide information on networking/internship options for students
* Listing of College Graduates in the Or Atid Newsletter in May
* Listing of High School Graduates in the Or Atid Newsletter in June
* Zoom celebration of high school graduates with gift delivery to follow in mid-June

**Main focus for the coming year:**

* Continue the above
* Respond as needed to support students during COVID via Fall Zoom meeting with the Rabbi

**Adult Education**

Co-Chairs: Amy Silverstein and Neil Meltzer

**Purpose of Committee:** To organize opportunities for adult members of the community to learn together about topics of interest

**Highlights from the 2019/2020 year:**

* Parenting Through a Jewish Lens
* Grandparenting Through a Jewish Lens
* Mussar
* Metrowest Jewish Women’s Study Group – Badass Broads in Midrash
* Jewish Responses to the Modern Civil Rights Movement with Yoni Kadden
* Or Atid Reads: *Just Mercy*
* Rabbi Benjamin Samuels summer course
* Rabbi Polisson’s World Tour of Jewish Music

**Main Focus for the coming year:**

* Beginning Hebrew Crash Course (6 sessions)
* Just Jew It: 3 Easy Life Hacks to Add Meaning to your Jewish Home
* Parenting Through a Jewish Lens, Series B
* Or Atid Reads: *Return to the Reich*
* Rabbi Benjamin Samuels summer course
* Hartman iEngage Video Lecture Series: *Tribes of Israel*
* Mussar reboot?
* Yiddush?

**Programming:** Chair:Barbra Sher

**Adult Social** Chair: Meg Umlas

**Brotherhood** Chair: Sam Schwarzwald

**Purpose of Committee/Group:**

* Build community through providing a wide variety of educational, social, and cultural programming
* Attract & retain members through offering a broad menu of programs

**Highlights from the 2019/2020 year:**

* Increased number and type of programs for young families
* Made the transition from in-person programming to virtual
* Partnered with area organizations: JewishArts Collaborative, Weston-Wayland Interfaith Group, MW area synagogues, Wayland Cultural Council
* Increased Focus on the Arts
	+ Hosted Unveiled – opened to Metrowest community
	+ Arts Matter Shabbat
	+ CD Launch/Coffee House
	+ Studio tours
	+ Artist talk
	+ Klezmer Concert (with WWIAG)
	+ Co-sponsored Musicians-in-Residence Lunch & Learn with Argentinian musicians
	+ Took group to see Anthony Russell at CBE
* **Program Highlights included:**
	+ Holiday Programs – Chanukah & Purim Parties for Families, Sukkot, Simchat Torah
	+ Monthly Musical Kabbalat Shabbat
	+ Speakers
	+ Adult Social (Coffee House, Theater outing, Virtual cocktails & trivia night, virtual Jews & Brews)
	+ Brotherhood(Jew & Brews at Jack’s Abby, Pancake Breakfast)
	+ Talks to address unique concerns related to virus (Caring for Your Aging Parents During COVID, What to expect with next year’s college prep/application process)

**Main focus for the coming year:**

* Continue to develop programming opportunities - virtual or otherwise that are engaging and substantive
* Look for ways to engage more congregants in planning/leading programs
* Continue collaboration with organizations in MetroWest and Greater Boston
* Ensure we attract a wide cross-section of the congregation

**Sisterhood Committee:** Barbara Boykin, Linda Cohen, Arlene Fuchs, Barbra Sher, Debbie Yavner

**Purpose of Committee/Group:**  To ​offer women of Or Atid an opportunity to connect with one another through a variety of cultural,  social, and educational programs including Jewish  film, theater, art, health and wellness, author talks,  cooking demonstrations, gardening, crafts, and  social action. Sisterhood members also assist in many ways (cooking, coordinating, setting up, and participating) in synagogue-wide programs such as Family Promise, Arts Matter Kabbalat Shabbat, Kabbalat Shabbatot, special Kiddush luncheons, and major social, holiday, and fundraising events.

 **Highlights from the 2019/2020 year:**

* Participated in every facet of the very successful Comedy Night and Auction Fundraiser​
* Published​ ​*Or Atid Cooks*, ​a compilation of favorite recipes submitted by Or Atid members.  Major Sisterhood fundraiser- orders still being taken for Cookbooks ($25) and Or Atid aprons ($20) with free delivery!
* Attended the screening of ​*Fiddler: a Miracle of Miracles*, the origins of the story and its worldwide impact,​ ​at the Summer Boston Jewish Film Festival.
* Trip to SOWA market and the Beacon Gallery in the South End in October. Attended a mixed media art exhibit and talk by ​Israeli artist Caron Tabb.
* Mosaic Mezuzah Workshop: ​Participants designed a unique artistic mezuzah just in time for Chanukah.
* Baked 200 hamantaschen ​in the OA kitchen for Purim.
* Theater Trip​ in April at Umbrella Arts, Concord.  Although cancelled due to Covid​, ​30 tickets had  been purchased to attend ​WAR PAINT,​ a  musical about rivals Elizabeth Arden and Helena  Rubenstein, who shattered glass ceilings in a male dominated industry.
* Virtual Passover Cookie Workshop, Baking *with Bonnie* ​via Zoom.
* Weekly *Virtual Coffee Hour Drop-In* *​with Sisterhood* during quarantine. Check-in with Or Atid friends via Zoom, share ideas and tips to help each other through this unprecedented time, and offer suggestions for future programs.

**Main focus for the coming year:**

Continue to bring women of Or Atid together through welcoming and meaningful programs.  Depending upon future Covid-related restrictions,  ideas already being considered include a gardening  workshop, ​*Patio Flower Pots and Herb Gardens*; an  author talk; cooking and baking demonstrations; a joint movie night with Brotherhood, possibly screening ​*Heading Home, the​ ​story of Israel’s underdog national baseball team* competing for the  first time in the World Baseball Classic;​ a presentation by a local meteorologist on climate  change; and, as always, looking for member suggestions for future programming.

**Social Action Committee**

Co-Chairs: Maggie Rubin and Barbara Boykin

**Highlights for 2019/2020 year:**

* Yom Kippur Food & Toiletry Drive to benefit A Place to Turn pantry in Natick
* Family Promise of Metrowest – co-hosting with interfaith communities of homeless families for two weeks at Peace Lutheran Church in the fall
* Community Cooks – monthly preparation of dinner in Or Atid’s kitchen for women’s shelter in Waltham
* Family Table – monthly collection of canned soup & canned vegetables to benefit Family Table pantry of JF&CS
* Bristol Lodge- monthly serving of meal to homeless at Waltham soup kitchen
* Comprehensive compilation of Volunteer Opportunities during COVID-19 that was made available to the OA community

**Main focus for the coming year:** We look forward to continuing all of these efforts. We hope to engage more people in the community to get involved in Tikun Olam, especially during these difficult times.

**Young Families Outreach Committee (Super Tot)** Co-Chairs: Jillian Gruentzig and Avital Dagan-Noble

**Purpose of Committee/Group:**

To engage local families with young children in Jewish-themed group activities at the synagogue through the use of art, music, dance, and story time.

**Highlights from the 2019/2020 year:**

* Increased the program from running 4 times in 2019 (between Feb 2019 and May 2019), to running once a month from Sept 2019-June 2020 (excluding Nov 2019)
* Greatly increased attendance to having approximately 20+ children at our last few in-person events
* Piloted a very successful Super Tot/Super Kid Havdallah
* Piloted Modeh Ani (Tuesday morning virtual sing along)
* Piloted Leila Tov (Thursday evening virtual bedtime songs)

**Main focus for the coming year:**

* Continue to find ways to reach more families with young children to maintain/increase attendance numbers at Super Tot events, and build community (which will ideally lead to some new young family synagogue members).
* Continue to identify and pilot new and creative ways to engage families with young children (ie additional havdallah events, play groups, and/or joint family Shabbat dinners/holiday meals).

**Ritual Committee**

Co-Chairs Freya Bernstein and Ross Silverstein

**Purpose of Committee:** To provide a relevant, meaningful ritual experience and environment as part of our sacred community. To listen and adapt to the needs of the congregants to make the ritual life of Or Atid more meaningful and inclusive. To offer support for Minyans and for Shiv’ah for members of our community who have suffered a loss.

**Highlights from the 2019/2020 year:**

* Virtual Community Seder with CBE in Acton
* A Minyan for every Shabbat and for every Yiszkor
* Monthly Friday night Kabbalat Shabbat services
* Creation of lay-led Torah Study
* Well attended programs and services for major holidays, including Purim, Simchat Torah and Chanukah
* Purchase of large print Siddurim and Machzorim
* Conversion to online services, Benei Mitzvah celebrations and Shiv’ah

**Main Focus for the coming year:**  Creating a High Holiday experience for all members which is meaningful and spiritual given the current health crisis and physical limitations. Finding new ways to reach more people and make our religious services more appealing and accessible to all.

**Fundraising:**

**Comedy Night/Auction** Co-Chairs: Linda Cohen, Debbie Yavner

**Purim Basket** Co-Chairs: Rachael & Arthur Barabell, Nancy Marks

**Purpose of Committee/Groups:** Raise Money for Congregation Or Atid

**Highlights from the 2019/2020 year:**

* A successful Comedy night/Auction on October 26, 2019. The evening featured comedian Steven Cachelman who entertained us with a hilarious set, followed by a successful live and silent auction. The netted about $16,000 toward the Or Atid budget and an additional $13,500 towards a security system for the synagogue. There were over 110 adults who purchased tickets, so the evening was a great adult social event as so many Or Atid members friends came both to support Or Atid and to socialize
* Purim Baskets were distributed to every Or Atid member. Over $8000 raised.

**Main focus for the coming year:** We would like to keep up the fund raising momentum and the community bonding.

**Or Atid Security Committee:** Ed Pastor, Kurt Schwartz, David Kunen, Robert Harris, Jeff Brener

**Purpose of Committee:** Develop recommendations to the Or Atid Board of Directors to enhance safety and security through physical infrastructure investments and the development of safety and security protocols. For approved investments, select and manage vendors. Manage ongoing security operations.

**Highlights from the 2019/2020 year:**

* Completed a physical site security assessment with support of CJP’s security experts;
* Completed a threat and hazard assessment, which is reflected in Or Atid’s Safety and Security Plan;
* Met with security committee members at area synagogues to discuss common threats/hazards, security challenges and programs, and to share best practices.
* Attended training classes offered by the Communal Security Initiative on a range of topics including detecting and responding to suspicious behavior, handling active shooter/attacker incidents, and rendering lifesaving aid in the aftermath of a mass casualty event.
* Drafted a Safety and Security Plan that provides the framework for a comprehensive safety and security program comprised of policies, procedures, equipment, technology, and congregation-wide training;
* Identified five critical security needs
	+ Control access to, and harden the synagogue to prevent or slow unauthorized entry;
	+ Mechanism to rapidly notify Wayland PD of an imminent or ongoing security incident;
	+ Mechanism to rapidly notify synagogue occupants of an imminent or ongoing security incident;
	+ Safe/secure locations inside the synagogue for congregants to take refuge during an active threat or attack
	+ Improved ability to detect and prevent vandalism and property damage, and to detect pre-attack surveillance of the synagogue by would-be attackers.
* Identified equipment and technology needed to address critical safety needs:
	+ Electronic access control system for entry doors
	+ Audio-video intercom system connecting main entrance to office, kitchen, library
	+ Shatter-resistant window film
	+ Video cameras and recording system
	+ Enhancements to intrusion alarm system: wireless panic buttons and strobe light notification
	+ Improved exterior lighting
	+ Deadbolt locks and window shades for safe rooms
* Presented prioritized recommendations for equipment investments costing $89K to the Board of Directors to address the critical security needs.
* Submitted grant applications to MA Executive Office of Public Safety, US Dept. of Homeland Security, and CJP Communal Security Initiative requesting funds to meet critical security needs
* Received $21,290 grant from Commonwealth and $5,000 grant from CJP
* Security-specific congregational donations of $17,500 are also funding investments
* Engaged twelve security vendors to solicit bids for equipment needed to meet critical security needs.
* Selected five vendors to deliver Phase 1 of investments
	+ Installations complete: access control; audio-video intercom; shatter-resistant Window Film
	+ Installations in planning: Locks and window shades for safe rooms; video camera recording system
* Defined a Safety Usher Program comprised of volunteer Or Atid members who will receive training on the security procedures and emergency actions in the Safety and Security Plan. Safety Ushers will be assigned to religious services and programs/events to ensure provide direction to congregants and visitors in an emergency.
* Hired and managed private security and/or Wayland Police Dept. to provide armed security personnel during some Shabbat services and other events that draw more than 50 congregants and visitors, or that are widely publicized in the community/region.
* Strengthened the synagogue’s relationship and coordination with the Wayland Police Department and CJP’s Communal Security Initiative. Wayland PD reviewed and voiced its support for Or Atid’s grant applications and has agreed to participate in post-installation training programs.

**Main focus for the coming year:**

* Complete installations of funded investments
	+ Video cameras and recording system
	+ Deadbolt locks and window shades for safe rooms
* Rollout of Safety Usher Program
	+ Program announcement
	+ Recruit safety ushers
	+ Training
* Congregation-wide training on safety policies and procedures
	+ Membership
	+ Staff
	+ Hebrew School staff
* Work with board on prioritization and funding of remaining unfunded investments
	+ Strobe light notification system linked to panic alarm
	+ Enhanced external lighting
	+ Additional security cameras to insure full coverage of building exterior
	+ Shatter-resistant film for remaining windows: Social Hall and offices
* Manage ongoing security operations
	+ Electronic access control system
	+ Video camera and recording system: review of recordings
	+ Intrusion alarm system
	+ Hired security guards for High Holidays and large programs/events
* Cyber security assessment, planning, implementation.

**Kitchen Committee**

Co-Chairs: Linda Cohen and Debra Yavner

**Purpose of Committee/Group:** Oversight of the Or Atid Kitchen

**Highlights from the 2019/2020 year:**

* Providing food for Shabbat Kiddushes, holidays and special events, including catering as a fund raiser for Or Atid
* Reorganization of the Kitchen to make it more user friendly
* Received certification to make the Or Atid kitchen Serv Safe compliant

**Main focus for the coming year:**

* Reorganization of the kitchen supplies
* Recruit more members to participate in kitchen events
* Cooking classes

**Nominating Committee** Chair: Howard Gold

**Purpose of Committee:** Confirm nomination of a President-Elect and nominate two new board members.

**Highlights:**

* Confirm Sam Schwarzwald as President-Elect
* Nominate Mark Rosenthal and Maggie Rubin to the Board of Directors

**Communications Committee:** Faith Krasnow, Barbra Sher, Abby Tottenham, Andrea Shaevitz

**Purpose of Committee:** To increase and communicate awareness and interest among membership of the many programs and events at Or Atid. To increase visibility and awareness of Or Atid to the greater Metrowest community.

**Highlights of the 2019/2020 year:**

* Creation of High Holiday brochure/pew-insert to promote upcoming programs and activities
* Create and distribute 1-page month calendar
* Create and email weekly online Oracle newsletter
* Create written Or Atid yearly recap (this document)

**Main focus for the coming year:** Utilize membership database in ShulCloud to create more focused email and outreach campaigns. Create a social media strategy and campaign to increase awareness. Continue to promote Be Our Guest, JLCMW and other Or Atid initiatives to help increase membership.

**Technology Committee:** Steve Shoyer, Sandy Gotlib, Howard Wolke, Joshua Scherz

**Purpose of Committee:** To ensure the functioning of all technologies at Or Atid, from school Chromebooks to the sound system to the website and server. Manage Or Atid database and computer systems.

**Highlights of the 2019/2020 year:**

* Oversee the migration of website hosting from JVillage to ShulCloud
* Adoption of Zoom and FaceBook Live for virtual service and programming

**Main focus for the coming year:** Continue migrating elements of existing systems to Shulcloud, including Membership database and Yarzheit letters. Research and purchase equipment to provide Livestreaming services long term.