

# CONGREGATION DORSHEI TZEDEK

An Affiliate of the Jewish Reconstructionist Federation  
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## In God's Image: A Call for Help

by Rabbi Toba Spitzer

With the turning of the leaves every fall we also turn back to the beginning of the Torah in our weekly cycle of readings, arriving again at the moment of Creation. The first verses of the book of *Bereshit*/Genesis contain many teachings, but none perhaps as powerful as what we read in chapter 1, verse 27: "And God created the human in God's own image, in the image of God (*b'tzelem Elohim*) s/he was created; male and female God created them." While some have misinterpreted this verse to mean that God looks like us (!), the true teaching here is that every human being has a Godly aspect, something sacred that must not be violated. This teaching is the basis of Jewish principles of the centrality of human dignity and the premium importance placed on saving a human life. Against systems of oppression that seek to deny the Godliness of a group that is targeted because of race or economic status or sexual orientation or any other characteristic, Jewish teachings insists that all people, in the fullness of all aspects of their being, are created in the image of God, *b'tzelem Elohim*.

My thoughts are drawn to this teaching as a result of a meeting I recently attended of the Newton Clergy Association, where we met with Jeffrey Young, the superintendent of the Newton school system. Dr. Young has been wrestling, since last spring, with a very contentious issue that began when a first grade teacher at the Burr School told his students, in the context of a class discussion, that he is gay. From all that I have heard, the matter was handled wonderfully by the teacher and the other school staff: parents were notified that the issue had come up, so that they could be prepared to talk with their kids if there should be any further questions, and the teacher was supported in his decision to disclose, in an appropriate way, relevant information about who he is as a

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## Co-Presidents' Message

by Chayim and Judy Herzig-Marx

In our first columns we looked back, back on our own Reconstructionist journey, and back on the year just past. Now we want to look forward, and we want to share with you what we see as the primary objectives we will try to achieve during our term in office. By doing so, we hope to engage you in discussion and, perhaps, even in helping us achieve these aims.

We have two goals. The first is to transform the role of Dorshei Tzedek president so that one person who works full-time can fulfill it. The second is to make significant progress towards alleviating our most significant resource constraint: space. Neither of these is a small task, and both will most certainly not be achieved within one year. And needless to say, we don't have all the answers on either of these topics.

What makes the president's role so large at our synagogue, and what can be done to shrink it? At this point we see four primary factors: our budget for administrative support, lack of role clarity among our governing bodies, inadequate processes for proposing programs, and too many surprises. Let's talk briefly about each in turn.

The good news is that we have a huge program for a congregation of our size. Anyone who doubts this should pick up the newsletter for a medium-sized congregation of,

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person. Unfortunately, one parent decided to make this issue public, and faxed the letter that the principal had sent the parents to a local news outlet, resulting in a media circus. A number of parents were outraged that this teacher had, in their view, chosen to talk about sex and to implicitly affirm homosexuality with his first graders, and began organizing for his ouster.

Superintendent Young came to speak to the Clergy Association because he is in a very difficult position, and is seeking guidance and support. I came away from the meeting extremely impressed with his integrity and his own sense of fairness. He seems to have done his best to listen to all the various sides, and while he sympathizes with parents' desire to have some control over what their children learn in school, he feels strongly—and I entirely agree with him—that this is not an issue of inappropriate discussion of sex, but of allowing a gay teacher to share who he is as a human being with his students just as a heterosexual teacher would feel comfortable sharing some information about his or her family. As Dr. Young put it to us, he sees it as an issue of human dignity, and of allowing someone to be fully human in the classroom.

As a rabbi and an educator, I think quite a bit about what it means to educate children in ways that will affirm their own Godliness and allow them to see the Godliness in others. Homophobia is perhaps the most explicit form of denigrating and denying the principle of *b'tzelem Elohim* that exists in our society today. This crisis presents an important opportunity to do some *tikkun*, repair, on this critical issue. Those parents who are vehemently opposed to all mentions of homosexuality in the schools, and who are still calling for this teacher to be fired, are putting an enormous amount of pressure on the superintendent. It is critical that those of you who live in Newton and/or have your children in the school system be in touch with Superintendent Young and tell him of your support, if you do indeed agree with him. He has also said he would be more than happy to meet with anyone, if you would like to find out more about the situation. I hope that all of us can do our part in helping create an environment where the Godliness of every person, student and teacher, is affirmed.

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*Rabbi Spitzer does not have regular office hours, but is available to talk about any spiritual, religious, or personal issues that you might want to discuss. Please call her directly to make an appointment, at 617-924-6242.*

*(Co-Presidents' Message, continued from page 1)*

say, 350 households and compare their calendar of events with ours. On the other hand, we have minimal administrative support for our congregation's work. Among other things, this means that all of our leadership spend way too much time both performing administrative tasks and trying to find others willing to take on such tasks. Beefing up our administrative support is an investment that will repay itself many times over.

Dorshei Tzedek is in transition, having moved from a small, "mom and pop" start-up phase into a mid-sized congregation with the rabbi as one strong focal point. As we continue to grow, we need to evolve decision-making processes that are predictable and scalable. One strong implication is that decisions, to the extent possible, need to be made at "local" levels, not at the Board. Right now we're a little fuzzy on which decisions require Board approval, which can be made by the Executive Committee, and which are acceptable for individual committee chairs or the professional staff (rabbi, education director) to make. We need to work out these boundaries so less time is spent figuring out who should be involved in the decision.

Somewhat related to the previous point, we don't yet have well worked out processes for airing proposals and bringing them to a decision. Many of you have already run afoul of this lack. You may have thought that some particular congregational leader didn't like you or your idea, and that's why it went nowhere, or that you weren't well enough connected. But the fact of the matter is, we don't have good systems in place for assessing proposals, so people spend much too long thinking about an idea and trying to build up a case in a vacuum. That only leads to more intense feelings of rejection if the proposal isn't ultimately approved. And the president and vice presidents end up spending entirely too much time talking about how something should be done, rather than helping it get done.

Finally, we find ourselves surprised by events too often. Holidays seem to creep up on us, sometimes things fall through the cracks, and then we all scramble to catch up. We should be impressed with and proud of ourselves that we deliver programs of such uniformly high quality, but we should also try to find ways to reduce the amount of stress and coordination needed to get things done.

All of the above items are really "systems" issues, and it's completely normal that we are afflicted by them at this stage of our development. We're already working on most of these issues – our budgeting procedures are getting

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## Chanukah is Coming!

### Third Annual Dorshei Tzedek Pre-Chanukah Sale

**Thursday, November 30, 5-6:30 pm**

*at the Unitarian Society, 1326 Washington Street, West Newton*

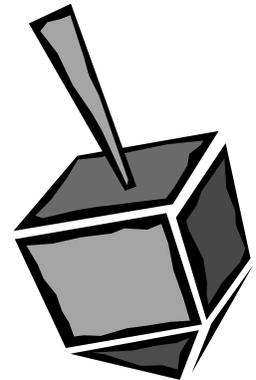
Looking for that perfect Chanukah gift? Jewelry, Jewish music, and other items will be available at this wonderful sale. 10% of proceeds go to Dorshei Tzedek, so do a little shopping and a mitzvah at the same time!

## Don't Miss the Dorshei Tzedek Chanukah Party!

**Thursday, December 21, 6-8 pm**

*at the Unitarian Society, 1326 Washington Street, West Newton*

We'll celebrate the first night of Chanukah with *latkes*, a potluck dinner, music, crafts, *dreydl* games, and more! Bring your menorah and a few candles, and something for dinner (enough for 12 people): if your last name begins with A-G, bring dessert; H-P, a vegetarian or fish main dish; R-Z, a vegetable or fruit salad. Drinks will be provided.



## Potluck Shabbat!

**Hold the date!** On **Friday, December 1**, Dorshei Tzedek members will be invited to the homes of other members to enjoy Shabbat together. Watch the mail for an invitation to the homes that will be hosting the erev Shabbat dinners. The Membership Committee will provide the details for the who, where, and when; the host will provide the place and food coordination (the dinners will be potluck).

Are you interested in hosting a Shabbat dinner on December 1?

You set your own limit on the number of guests and other specifics (vegetarian, young families, adults only, new members, etc.) If you'd like help learning blessings or songs to lead, Rabbi Toba or another member of the congregation will be happy to help! Please call Nancy Gertz at 617-969-5456 or e-mail [ngertz@mediaone.net](mailto:ngertz@mediaone.net). This is a great opportunity to get to know some of those new faces around shul!





# Shabbat Programs



## Erev Shabbat Family Services

Once a month, we welcome Shabbat with a musical, all-ages Erev Shabbat family service, from **6-7 pm** at the Unitarian Society. Mark your calendars: the dates for the year 5761 are **November 10, December 8, January 5, February 2, March 2, April 13, May 4, and June 1.**

## Chanting and Meditation Service

Join us for a contemplative Shabbat morning service **December 9, at 9:45 am** including silent meditation and chanting of selections from Hebrew prayers, as well as a discussion of the weekly Torah portion.

## *Note Change of Location for December 2*

On **Shabbat morning, December 2**, we will be holding services at The Second Church in West Newton, 60 Highland Street (right up the street from the Unitarian Society), due to a holiday fair in our usual site.

*(Co-Presidents' Message, continued from page 2)*

better, we have a new approach to holiday program planning, the Board has already started assessing its own role and that of the Executive Committee and working committees. So we're confident that as a congregation we'll show great progress in the coming year or two.

As for space, by now most of you should be aware of the work of the ad hoc Growth Committee during the past year. The committee made a presentation at last Spring's member meeting and again for the Executive Committee and Board this Fall, submitting their final report. The committee found that our current space is already too small for our needs: our school rooms are cramped, our office is entirely inadequate, the rabbi's study is quite remote from our administrative space, and even the Parish Hall is too small for our larger *b'nai mitzvah* services. And that's at our current size, let alone for the size we expect to be by the end of this year.

So this is a huge hassle and a growing problem. We'd like to formulate a coherent plan before a problem becomes a crisis. Part of the solution lies in bringing the entire membership to an understanding of the importance of adequate space and of the inadequacy of our current resources. We know that thinking about buildings, even about renting someone else's, can be anxiety-provoking, and we all know how scarce unused space is in the Newton area. Nonetheless, this is a problem we have to solve.

By the time you read this, we will have formed a short-term

committee to estimate our space needs over the coming three years and to explore by the end of December the options most readily at hand for expanding our space. We wish we could tell you right now who the committee is, but as of today's writing we don't know! The committee will have to think creatively, though, to come up with a serviceable recommendation for the coming year. The keys for us right now are to recognize our needs and be open to opportunities that may come our way.

One final point that the Growth Committee report stressed repeatedly is that space and staff, program and sense of community, growth and governance – all these are interrelated, and we can't work on one area without considering the effects on all others. Most especially, we must not allow the natural course of growth to undermine the sense of warmth and intimacy that we all value. Fortunately for us, we know that intimacy comes from caring about each other, from being present for the life events, large and small, that we all experience, and from building up a community of shared interests and experiences. Keeping our sense of connectedness with each other will take work, on all our parts, just as integrating new members into our community has always required effort.

So there you have our grand hopes and ambitions! Please share your thoughts with us or with any of the other Board members. We definitely welcome everyone's participation and help to grow and strengthen Dorshei Tzedek.

# Adult Education at Dorshei Tzedek

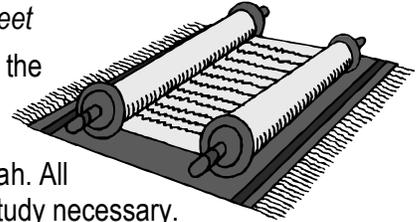
## Shabbat Morning Study with Rabbi Toba Spitzer

Saturday mornings, 8:45-9:40 am

Remaining Fall dates: November 11, and December 9

at the Unitarian Society in West Newton Square, 1326 Washington Street

This year we will explore the weekly Torah portion, *parashat hashavua*, with the help of the great Israeli scholar, Nehama Leibowitz. We will do close reading of selected verses through the lens of the rabbinic texts and incisive questions provided by Leibowitz in her study guides to each book of the Torah. All texts will be provided in English translation; no previous experience in text study necessary. Bring your own coffee and join us for this early morning prelude to the Shabbat service! (no fee)



## Jewish Scholars in The Community: A Sunday Morning Series

At the Walker Center in Auburndale

(corner of Grove and Hancock Streets, ½ mile north of the Riverside MBTA)

Free for members; \$10/session for non-members

### God and the Spiritual Path in Torah with Rabbi Alan Ullman

Sunday, November 5, 11 am-1 pm (please note time!)

In this session we will explore the spiritual odyssey as set forth in the Torah. Through an interactive study we will unfold how Torah relates to our own lives today and how we can discover ourselves through the wisdom and beauty of these ancient/modern stories.

Rabbi Ullman is the founder of the School for Jewish Studies, dedicated to teaching Torah to adults. He teaches Torah as a spiritual path to adults throughout New England and also leads adult hiking and study trips to Israel and the Alps.

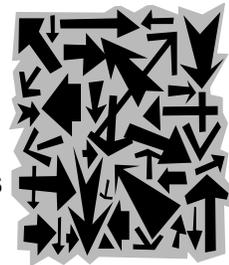


### A Disagreeable People? with Rabbi Allan Lehmann

Sunday, December 3, 10 am-noon (please note time!)

A review and discussion of classic Jewish texts on how we differ with one another! Join us for a fascinating exploration of the Jewish art of disagreement and of living with our differences.

Rabbi Lehmann graduated from the Reconstructionist Rabbinical College in 1979 and has recently taken the position of Hillel Director and Jewish chaplain at Brandeis University.



*Rabbi Ullman and Rabbi Lehmann are well-known for their knowledge and their wonderful skill as teachers, and we are excited to be hosting them this fall!*

## Contributions

We gratefully acknowledge the following contributions:

### General Fund

#### **Nancy Gertz and Michael Cohen**

*In honor of Judy Hersh, in appreciation of her tireless and fruitful retreat planning and leadership*

*In memory of Jack Yaffee,*

*Nancy's great-uncle with the smiling eyes.*

*In memory of Louise Enoch's father*

*In celebration of our 15th wedding anniversary*

*In honor of the birth of*

*Susannah and Steven Zisk's daughter, Leila*

*In honor of Rabbi Toba Spitzer who so thoughtfully and generously shares her many talents with*

*Congregation Dorshei Tzedek.*

*In honor of the members of Dorshei Tzedek who warmly welcomed our family when we moved to Newton.*

#### **Carol Hemley**

*In memory of Louise Enoch's father, Emanuel Enoch*

*In memory of my beloved husband David Hemley, father of Ellen and Deborah Hemley, on the occasion of his Yahrzeit*

#### **Joseph and Miriam Slipowitz**

*In honor of Dan Halbert and Carole Slipowitz*

#### **From Elaine and Dick Simons**

*In honor of Jeffrey Elliot Huenemoerder and his family, from his grandparents*

### Holy Book Fund

#### **Gish and Bill Small**

*In honor of our daughter and son-in-law, Willa and Tom Kuh, and our grandchildren, Ariela, Elias, and Chloe*

### School Fund

#### **Sharon Gorberg and John Holohan**

*In honor of Elaine Pollack's Master Teacher Award from JRF!*

### Rabbi's Discretionary Fund

#### **Terry and Ed Bromfield**

#### **Barbara Nicholson**

#### **Lynne Sweet-Rezendes**

*On the occasion of my parents' 40th wedding anniversary*

### JRF Matching Donation

#### **Cheryl and Jeff Sacks**

## Condolences

To Louise Enoch and her family, on the death of Louise's father, Manny Enoch; may his memory be for a blessing.



## Todah Rabah

With the conclusion of the High Holy Days, the co-presidents want to thank the many, many congregants who gave of their time and their talents to make our beautiful services a reality. We have tried our best not to omit anyone from the list, but if we inadvertently forgot you, please forgive us in advance (and let us know!). Here you are, in alphabetical order, and to you go our thanks.

<b>Karen Arnold</b>	<b>Stella Rose Isaacs</b>
<b>Debbie Blicher</b>	<b>Maida Ives</b>
<b>Jackie Bloomberg</b>	<b>Meryl Kahn</b>
<b>Lynne Brandon</b>	<b>Amanda Kajen</b>
<b>Mark Bronstein</b>	<b>Steffi Karp</b>
<b>Ed Bruckner</b>	<b>Dan Karp</b>
<b>Matilda Bruckner</b>	<b>Kelli Kirshtein</b>
<b>Abby Cohen</b>	<b>Tom Kuh</b>
<b>Clifford Cohen</b>	<b>Willa Kuh</b>
<b>Elena Eisman</b>	<b>Linette Liebling</b>
<b>Louise Enoch</b>	<b>Andy Littman</b>
<b>Julian Fader</b>	<b>Aaron Littman</b>
<b>Deb Feldheim</b>	<b>Ilana Mainelli</b>
<b>Carolyn Fine Friedman</b>	<b>Susan Manheim</b>
<b>Tati Freundlich</b>	<b>Amy Mazur</b>
<b>Wendy Gedanken</b>	<b>Lissy Medvedow</b>
<b>Nancy Gertz</b>	<b>Ellen Pashall</b>
<b>Efrem Goldberg</b>	<b>Julia Pashall</b>
<b>Ellie Goldberg</b>	<b>Elaine Pollack</b>
<b>Clifford Goldsmith</b>	<b>Lisa Dee Port White</b>
<b>Tessa Goldsmith</b>	<b>Peter Roberts</b>
<b>Amy Goldsmith</b>	<b>Dan Rome</b>
<b>Sharon Gorberg</b>	<b>Elizabeth Ross</b>
<b>John Gordon</b>	<b>Cheryl Sacks</b>
<b>Paul Hattis</b>	<b>Rachel Sacks</b>
<b>Ellen Hemley</b>	<b>Theresa St. John</b>
<b>Betsy Hinden</b>	<b>Emily Saltz</b>
<b>John Holohan</b>	<b>Andrew Schiff</b>
<b>Rebecca Holohan</b>	<b>Cindy Shulak Rome</b>
<b>Jeffrey Huenemoerder</b>	<b>Caren Smith</b>
<b>Barbara Isaacs</b>	<b>Debbie Waber</b>
<b>Noah Isaacs</b>	<b>Marcia Wasserman</b>



## Mia Branco Bat Mitzvah



We hope you will join us at services on **Saturday, November 11**, when our daughter, Mia Branco, is called to the Torah as a Bat Mitzvah. A student at F.A. Day Middle School in Newton, Mia volunteers her time at the Newton Free Library where she helps mend books. Mia loves gymnastics and music and her three cats. She enjoys performing in chorus and in musical productions at school. She also enjoys babysitting. Along with Mia and her sister Tali, we look forward to celebrating our *simcha* with the Dorshei Tzedek community.  
—Wendy Gedanken and Joaquim Branco

## Women's Bat Mitzvah Celebration

Please join Karen Arnold, Sherry Katz, Linette Liebling, Dinah Moeller, Melanie Northrop Forman, Lisa Port White, and Cheryl Sacks as we celebrate our Bat Mitzvah ceremony on November 18. The seven of us have been engaged in group study for the past four years. Meeting regularly throughout the academic year, we have worked both on our own and under the direction of teachers Elaine Pollack, Rabbi Toba Spitzer, and Lesley Chapman. We have engaged in Torah study and the practice and study of *tefillot* (Jewish prayer). As a group of adult women from different Jewish backgrounds, we have learned from one another and have grown more confident in our Jewish journey. This celebration is for us a benchmark in how far we have come and affirms our commitment to continued learning. We invite you to join us for both the service and the kiddush luncheon on **Saturday, November 18**, at the Unitarian Society.

## Amy Goldsmith Bat Mitzvah

Amy Goldsmith will be called to the Torah as a Bat Mitzvah on Shabbat *Vayishlach*, **Saturday, December 16**.

Amy is growing up to be a caring, creative and insightful person. Her interest in both the environment and the well-being of less fortunate people led her to spend the greater part of this year helping grow vegetables and distribute them to a group home and a senior center in Newton. She also participated in several community activities including can drives, the AIDS walk, Newton Serves and Sunday's Bread. Amy cares a lot about the mistreatment of animals and will volunteer her time to work at an animal shelter.

We are immensely proud of Amy and overjoyed to be able to share this milestone with our wonderful Dorshei Tzedek community. Please join us for the Shabbat morning service followed by a kiddush lunch.

—Tessa and Clifford Goldsmith



## Beyond Bar/Bat Mitzvah...

The Education Committee invites all interested members to an open meeting on the subject of Post B'nai Mitzvah Education at Dorshei Tzedek. Please join us on **Thursday evening, December 14, at 7:45 pm** (location to be announced) to share your thoughts about what you would like to see our congregation offer our young adults, and to learn what types of programs have worked at other synagogues. Bring your ideas, bring your questions. We will also be soliciting input from the teens in our community. For more information call Cindy Shulak-Rome, 617-965-5722.

## Religious School News

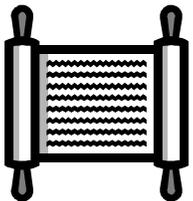
There was a level of joy, strength, and collegiality as we opened our 5761 school year. With a school-wide assembly on a beautiful sunny day we welcomed returning students, new students, and staff members. The school has almost ninety students in grades Gan (Kindergarten)-Zayin (grade 7), and we're still receiving inquiries about our program!

We are all quite pleased with the new *Ivrit* curriculum, which we're using for the first time this year. It has been received positively by the students, and the staff is finding it to be a wonderful tool for the study of Hebrew. This year we will continue to demonstrate our community's commitment to *Tikkun Olam* through our developing *Tikkun Olam* curriculum. Each class will work on a *Tikkun Olam* project which will grow out of and reflect what the students are studying in their classes. Here will be an opportunity for our children to help "repair the world" and to experience real connections to our texts. It is opportunities like this one that empower children on their journeys as they move towards becoming committed and caring Jewish adults.

As I take time at the start of this new year to reflect, I am reminded of how special it is to be part of this community and school. *Shana Tova*—Wishing all of you a special year of peace.

*B'Shalom,*

*Judith Wolfman, Education Director*



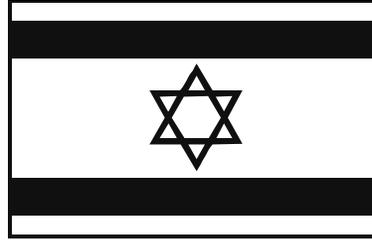
## Want to Learn to Leyn?

If you are a Dorshei Tzedek member who can read Hebrew pretty well and would like to learn to chant Torah readings, please call Kelli Kirshtein, Ritual Committee Chair. If there are a few of you out there ready to *leyn* (read Torah), Kelli will arrange a time to teach a small group the ins and outs of Torah trope! Call Kelli at 617-924-4515 or e-mail [kellikir@juno.com](mailto:kellikir@juno.com).

## High Holiday Talks On-line

If you enjoyed—or missed—Rabbi Spitzer's talks from the holidays, you can see them on-line at the Dorshei Tzedek website. The address is:

<http://townonline.koz.com/visit/dorsheitzedek>



## Passport to Israel Program

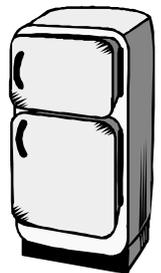
This year Dorshei Tzedek is pleased to begin participating in the Passport to Israel Program. Members will have the opportunity to enroll their children in this program, which establishes a joint savings program between families and Combined Jewish Philanthropies (CJP) to enable your child to travel to Israel during her or his high school years. While this program is usually open only to families with third- and seventh-grade students, as this is our first year, CJP is opening enrollment for all member children in grades 3-8. This is a great opportunity!

The students of the DT school will bring home information about this trip. If your children do not attend Dorshei Tzedek's religious school, they may still participate!! Please call Steffi Aronson Karp, 617-527-2815, for details. Families who wish to participate must return completed registration forms by November 15.

Note: After this inaugural year, only children entering the 3rd and 7th grades will be eligible for enrollment.

## Refrigerator needed!

If you have a working refrigerator of any size that you can part with, we need one for the upstairs kitchen at the Unitarian Society. Please leave a message for Gianna at the office (617-965-0330 x3). Thanks!



## Family Table

**Save this date!** Dorshei Tzedek is once again participating in Family Table, Greater Boston's Jewish Food Pantry. Volunteers bag groceries at Kehillath Israel on Harvard St. in Brookline and then deliver them to a family in need in the greater Boston area. Our new date is **Sunday, February 11**, with a start time of **12:45 pm**. Call Barbara Shatkin at 617-964-3121 if you have questions or want to sign up.



# November Calendar



## Members' Meeting

**Sunday, November 19, 7:15 pm**

*Note:* The meeting will be held at the Second Church, 60 Highland Street, one block up from the Unitarian Society.

Date	Time	Event	Setup/Cleanup and Notes
Nov 2 - Nov 5		JRF Convention	<i>In Philadelphia</i>
Nov 4 Sat	9:45 am	Shabbat Service	Wendy Gedanken, Clifford Goldsmith, Lynne Brandon
Nov 4 Sat	10 am - 12 pm	Alef and Bet Classes	
Nov 5 Sun	11 am - 1 pm	<b>Adult Ed: God and the Spiritual Path in Torah</b>	<i>Walker Center (see page 5)</i>
Nov 7 Tue	7:45 pm	<b>Adult Ed: Social Justice (3)</b>	<i>Walker Center (see Oct/Nov newsletter)</i>
Nov 10 Fri	6 pm - 7 pm	<b>Family Shabbat Service</b>	Paul Hattis, Marty Bresnick
Nov 11 Sat	8:45 am	<b>Adult Ed Shabbat Morning Study</b>	<i>(see page 5)</i>
Nov 11 Sat	9:45 am	<b>Mia Branco Bat Mitzvah</b>	Judy Hersh, Allison Hausman
Nov 14 Tue	7:45 pm	<b>Adult Ed: Social Justice (4)</b>	<i>Walker Center (see Oct/Nov newsletter)</i>
Nov 14 Tue	8 pm	Men's Group	
Nov 18 Sat	9:45 am	<b>Women's Bat Mitzvah Ceremony</b>	Nancy Gertz, Peter Hess, Carolyn Fine Friedman <i>(see page 7)</i>
Nov 18 Sat	10 am - 12 pm	Alef and Bet Classes	
Nov 19 Sun	2 pm - 4 pm	Gan Program	
Nov 19 Sun	7:15 pm	<b>Members' Meeting</b>	Jerry Zolit, Paul Carson
Nov 21 Tue	7:45 pm	<b>Adult Ed: Social Justice (5)</b>	<i>Walker Center (see Oct/Nov newsletter)</i>
Nov 23 Thu		<i>No School</i>	
Nov 25 Sat *	9:45 am	Shabbat Service	John Holohan, Betsy Hinden
Nov 28 Tue	7:45 pm	<b>Adult Ed: Social Justice (6)</b>	<i>Walker Center (see Oct/Nov newsletter)</i>
Nov 30 Thu	5 - 6:30 pm	<b>Pre-Chanukah Sale</b>	<i>(see page 3)</i>

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# December Calendar



Date	Time	Event	Setup/Cleanup and Notes
Dec 1 Fri	6:30 pm	<b>Potluck Shabbat Dinners</b>	at members' homes (see page 3)
Dec 2 Sat	9:45 am	Shabbat Service (at Second Church: see page 4)	Rand Hutcheson, Meryl Kahn, Sherwood Ives
Dec 3 Sun	10 am - 12 pm	<b>Adult Ed: A Disagreeable People?</b>	Walker Center (see page 5)
Dec 5 Tue	8 pm	<b>New Member Orientation</b>	(see page 11)
Dec 7 Thu	6 - 8 pm	School Staff Meeting	
Dec 8 Fri	6 pm - 7 pm	<b>Family Shabbat Service</b>	Shelly Isaacs, Michael Kajen
Dec 9 Sat	8:45 am	<b>Adult Ed Shabbat Morning Study</b>	(see page 5)
Dec 9 Sat	9:45 am	<b>Chanting and Meditation Shabbat Service</b>	James Kaplan, Susan Manheim, Hope Kellman (see page 4)
Dec 9 Sat	10 am - 12 pm	Alef and Bet Classes	
Dec 10 Sun	2 pm - 4 pm	Bet Family Education	
Dec 10 Sun	2 pm - 4 pm	Hay Family Education	
Dec 12 Tue	8 pm	Men's Group	
Dec 16 Sat	9:45 am	<b>Amy Goldsmith Bat Mitzvah</b>	Chayim and Judy Herzig-Marx (see page 7)
Dec 16 Sat	10 am - 12 pm	Alef and Bet Classes	
Dec 17 Sun	2 pm - 4 pm	Gan Program	
Dec 21 Thu	6pm	<b>Chanukah Party</b> (see page 3)	Susannah Zisk, Jill Volk, Karen Wasserman, Leeann Simons Ira Schor, Tim Rosa
Dec 23 Sat	9:45 am	Shabbat Service	Tessa Goldsmith, Howie Kaufman
Dec 26 Tue		No School	
Dec 28 Thu		No School	
Dec 30 Sat *	9:45 am	Shabbat Service	James Kobe, Esther Kohn

All events and services are held at the Unitarian Universalist Society, 1326 Washington St., West Newton, unless otherwise noted. Check the signs when you arrive for the exact location. All K-1 through Grade 5 classes meet in the lower level classrooms, except for special programs. An asterisk (\*) denotes Rabbi Spitzer's weekend off.

## Shabbat Child Care

Free child care is available during Shabbat morning services in the large classroom near the office on the first floor.

## Notes from Our Board

by Lisa Port White

The Board last met on October 15. Betsy Hinden reported that the Social Action Committee, has been training in an interview technique known as "one-to-one". The Committee has been learning how to do one-to-one's and considering how to use them in Congregation Dorshei Tzedek. The Board members present each agreed to participate by being interviewed by someone trained in the process. Once that happens, more discussion will follow on how best to continue with the project.

We need to find someone to take over the management of our web site. If anyone has web skills and time, please contact Clifford Goldsmith. We are attracting many new members through our site but are having trouble keeping it updated.

Lynne Brandon, our capable Comptroller, reported on the budget. Everything looks steady as she goes. Chayim requested a formal mid-year budget reassessment.

The Growth Committee presented the results of surveys both of congregations—some in our geographic area, some in the Reconstructionist movement—and of the Reconstructionist movement's leading expert on congregation dynamics, Rabbi Mordechai Liebling. Despite initial diversity of opinion on the question whether further growth is desirable, the committee ultimately reached unanimous agreement that growth is, for us, the only viable option. The real issue is how to manage growth in a healthy manner. This requires focus on four key factors: clarity of mission, careful attention to internal culture and communication, providing adequate support staff, and further formalizing of governance procedures.

The committee then identified four priorities for immediate action. First and foremost is to secure more space, especially for our school and for administrative purposes. Second is to identify our requirements for administrative support, in terms of staff hours and facilities. Third is the desirability of rethinking and rewriting our mission statement, both so prospective members will know who we are and what we are about, and to foster internal coherence. Fourth is to strengthen our in-reach programs. The Board accepted the report and agreed to action on all four fronts. The topic of growth will be a significant agenda item for the upcoming Members' Meeting.

Cindy Rome reported that the B'nai Mitzvah Guidelines have been revised. All B'nai Mitzvah families will receive

copies of the guidelines. There are plans underway for post B'nai Mitzvah education for our members in their early teens. And Allison Hausman has agreed to help organize our new Shabbat morning childcare arrangements (thank you very much!).



## Welcome to These New Members!

Laurie Gould and Steve Ansolabehere, along with their two daughters, Rebecca and Julia, are very happy to be joining the Dorshei Tzedek family. Steve teaches political science at MIT. Laurie is an independent consultant working with nonprofits and other social enterprises with a focus on affordable housing and homelessness. Rebecca, age 7, is a passionate artist, actress, and soccer player. Julia, age 2, provides the family soundtrack.

Roberta and Paul Carson joined recently with their sons Zachary, age 12, and Jacob, age 9. Roberta grew up in the Boston area and dragged Paul east from California when they married in 1985. Paul manages field design engineers in North America for Texas Instruments. Roberta recently retired from ergonomics consulting to spend more time with the children. Zach and Jake both love sports and computer games. They joined Dorshei Tzedek to be part of a small, friendly congregation, and are looking forward to meeting other new members and getting involved in holiday events and social action projects.

In September, twelve households joined the congregation! Many more introductions will follow in the next newsletter.

## New Member Orientation

Mark your calendars! On **Tuesday, December 5 at 7:30 pm**, we will be holding a New Member orientation, for any households who have joined Dorshei Tzedek in the last six months. At least one adult from each household should attend. It's everything that you wanted to know about Dorshei Tzedek, but were afraid to ask.



Congregation Dorshei Tzedek  
1326 Washington St.  
West Newton, MA 02465

## Members' Meeting

**Sunday, November 19, 7:15 pm**

The meeting will be held at the Second Church, 60 Highland Street,  
one block up from the Unitarian Society.

