



The Board has adopted the following list of tasks as the strategic priorities for year one of the plan (2018-19):

Audacious Hospitality

- Study the Audacious Hospitality Toolkit (and its supplements) and the Connected Congregation Workbook (beta)
- Convene an Audacious Hospitality Task Force that will create learning opportunities for our community to establish new cultural norms
- Create a member guide to TBA
- Experiment with new ways to help new and less engaged members become integrated into our community

Infrastructure

Engagement:

- Establish a structure to coordinate current and emerging *tikkun olam* activities so that they are aligned with the priorities of the strategic plan and so that *tikkun olam* remains a defining attribute of our community

Technology:

- Upgrade our database
- Explore technology for enhancing worship (such as visual tefilah and live streaming)

Facilities:

- Develop capital plan for maintenance and replacement
- Develop a timeline for catching up on deferred maintenance

Budget:

- Create budget aligned with the strategic plan including facilities maintenance and replacement

Staff:

- Review staff compensation and benefits to ensure they are aligned with our values
- Develop work plans that are aligned with the strategic plan
- Conduct annual performance reviews that are aligned with mission and values
- Develop shared leadership model for Senior Rabbi and Executive Director

Learning:

- Continue to establish and integrate an annual learning theme
- Assess Religious School
- Provide professional development for staff, board and lay leaders

Reporting:

- Define what to measure in the plan and create metrics
- Gather input from congregants regarding their worship experiences and preferences
- Assess communication processes and tools
- Create easier to understand financial reports
- Develop internal control policies and procedures
- Conduct an annual board assessment

Small Groups:

- Research best principles of small groups
- Design a framework that works for TBA
- Create peer leadership guidelines
- Train potential leaders
- Pilot small groups
- Evaluate and reframe as we go

Sustainability:

- Incorporate long-term financial sustainability into the budgeting process
- Develop a long-term plan for funding reserves
- Educate congregants about TBA's financial status and philanthropy
- Increase donor stewardship
- Develop a legacy giving program
- Integrate SEED families into synagogue life
- Develop a pipeline of lay leaders
- Recruit young adults into leadership
- Explore ways to create ties between BATY and the board/committees

Worship:

- Create an active, reflective, and personal component to Jewish experiences
- Learn about what makes for a powerful experience and redesign engagement opportunities to incorporate that
- Engage congregants in ongoing reflective conversations about what experiences are meaningful and powerful
- Identify congregants with expertise in other spiritual disciplines to partner with clergy and expand our spiritual practices

- Experiment with different models for services to allow for a variety of religious experiences