

Temple Beth El



# the shofar

☆ High Holidays and Back to School - 2023 ☆

SCHMOOZE, EAT, SOAK UP THE SUN

TEMPLE BETH EL  
CONGREGATIONAL

PICNIC  
IN THE PARK

SUN 9/10 | FROM 11:30 AM



## Temple School Opening Day & Temple Community Picnic

Sunday, September 10 at DeLaveaga Park 855 Branicforte Dr

**10:00am** Class in the Grass for K-6 grades

**10:00am** Mazel Tots

**11:30am** TBE community-wide picnic (lunch by Brotherhood!)

**12:30pm** Picnic games, organized by Brotherhood for everyone!

Brotherhood and Temple School are teaming up to host the **Temple Community Picnic**—open to all TBE members and to mark the first day of Temple School. Back-to-Temple-School activities begin with Temple School classes under the trees.

Brotherhood presents a yummy BBQ lunch including BBQ chicken, hot dogs, vegetarian alternatives, salad, chips, drinks and fruit.

After lunch, enjoy traditional picnic games like tug-of-war, bocce ball, three-legged races, volleyball and other kid approved stuff. Of course everyone wins and everyone is invited.

For more information about Temple School activities, contact **Roxy Tracy** [rtracy@tbeaptos.org](mailto:rtracy@tbeaptos.org). If you'd like to help Brotherhood host the picnic, contact **Mike** at [mike@reinlaw.net](mailto:mike@reinlaw.net).

**Friday  
September 8**

at Seabright/Castle Beach

Located Across from  
the Santa Cruz City  
Museum of Natural History



## Shabbat at the Beach

**6:00pm** BYO Picnic Dinner

**7:00pm** Service & Bonfire

A night to rekindle friendships, meet new friends and prepare for the High Holidays. Bring a picnic for dinner al fresco, a blanket and/or chairs. Then join in as we gather around the bonfire to pray, sing and enjoy the warmth of our community. A high-spirited evening for the whole family.

Temple Beth El is a Reform congregation serving the Jewish community in the greater Santa Cruz area. Passionate about peace and justice - Creative about prayer - Joyful about tradition

Temple Beth El Jewish Community Center  
3055 Porter Gulch Road, Aptos, CA 95003  
831-479-3444 - [www.tbeaptos.org](http://www.tbeaptos.org)



# HIGH HOLIDAYS 2023 5783/5784



We are thrilled to extend a warm welcome to our community as we gather once again in our sanctuary this year. Seating will also be available on the outdoor patio, and we'll be live streaming the majority of our services.

## **Shabbat at the Beach**, at Seabright Beach

**Friday, September 8**  
6pm **BYO Dinner**  
7pm **Service**

## **Erev Rosh Hashanah**

**Friday, September 15 at 7:30**

## **First day of Rosh Hashanah**

**Saturday, September 16**

**9:30am\* First Day Rosh Hashanah Youth Program**  
(K-6th grade) until the end of morning service

*This program includes the Rosh Hashanah Junior Congregation Family Service, which starts at 10:15am*

**10am First Day Rosh Hashanah Service**

**10:15am Junior Congregation Service**  
This service is a bit shorter, less formal, and more interactive than the main service, and is open to people of all ages

**5:00PM Tashlich** at the Ben Lomond Dam

**7:00PM Rock Hashanah**

## **Second Day Rosh Hashanah**

**Sunday, September 17**

**10am Second Day Rosh Hashanah Service**  
in the Sanctuary

**12pm Second Day Rosh Hashanah Potluck Lunch**

**3:30pm Second Day Rosh Hashanah Young Family Service** For pre-school aged children and their families

**5:30pm Tashlich** at Rio Del Mar & Natural Bridges Beaches

*\*Please register for preschool childcare for Rosh Hashanah: Saturday, September 16 and Yom Kippur Monday, September 25. 9:30am until end of morning services*

## **Shabbat Shuvah Program**

**Saturday, September 23**

**10am Service** led by **Rabbi Paula**

**12pm Potluck Lunch**

**1pm Workshop** with **Rabbi Pam Wax**

## **Kol Nidre**

**Sunday, September 24 at 7:30**

## **Yom Kippur**

**Monday, September 25**

**9:30am\* Yom Kippur Youth Program** (K-6th grade) until the end of morning service

*This program includes the Rosh Hashanah Junior Congregation Family Service, which starts at 10:15am*

**10am Yom Kippur Morning Service**

**10:15am Yom Kippur Junior Congregation Family Service**

**10:15-11:30am Junior Congregation Service**  
This service is a bit shorter, less formal, and more interactive than the main service, and is open to people of all ages

**Yizkor Service** after Yom Kippur morning service

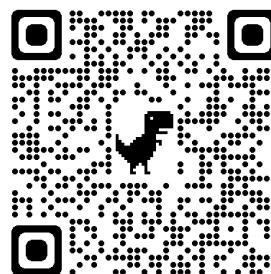
**2-4pm Meditation** with **Bob Stahl**

**4:15pm Yom Kippur Young Family Service**  
For children and their families

**4:30-5:45pm Yom Kippur Afternoon Study**  
Turning Our Hearts Towards Repair

**6:15pm Nei'lah Service**

**QR Code takes you to the High Holiday info page on our website**





# Toward Renewal and a Community of Belonging: The congregational report on diversity, equity, and inclusion

~ *from the TBE Diversity, Equity, and Inclusion Data Analysis Committee.*  
*We are each created B'Tzelem Elohim (in the image of the Divine)*

Two years ago, we put out a call to our congregation and 218 of our Temple Beth El members responded to a community assessment – an online survey and several online and in person listening meetings – focused on the ways in which our congregation supports inclusion and equity and recognizes the diversity of our Jewish community. All the data, much of it complex and in narrative form, was gathered and carefully analyzed over many months.

The Diversity, Equity, and Inclusion Data Analysis Committee presented our report on the findings to the TBE Board of Directors, clergy, and Executive Director at the beginning of August. The TBE Board is preparing to publish the report, *Toward a Community of Belonging*, to the congregation very soon. Thanks to everyone at TBE for your interest, support, and patience as we worked through this long and difficult process!

The wide range of responses to the survey and listening meeting dialogues provide crucial insight into our members' perceptions of the social dynamics, concerns, and priorities of our congregation. The data demonstrates our great strengths and the progress over past years to make TBE a more welcoming community.

The data also reveals those areas where our members are asking the congregation to be more aware of biases and exclusion, and to take decisive action toward becoming a more diverse, inclusive, and equitable community in which all are valued. The voices missing from the data prompt us to notice who may not be visible or feel included in our Jewish community, and to work together to create safe and welcoming space for all of us.

In our study, we focused on three aspects of the data:

- how and why members **participate** or **don't participate** in the life of the congregation
- what **suggested actions** the TBE community can take to improve our diversity, inclusion, equity, and a stronger sense of community belonging
- how members are willing to **contribute**, and what **vision** we share for the future of our congregational community

Of the 182 members responding to the survey, 8 out of 10 believe TBE is doing a good job of trying to support diversity, equity, and inclusion. Yet 54% of everyone participating in the wider community assessment also spoke of barriers to their feeling of belonging and their ability to participate in temple programs and activities.



Rabbi Paula

## What are some of the strengths our members identify and value?

- our very responsive and aware clergy
- women in leadership roles
- efforts to welcome and support new members and interfaith families
- strong recognition of and support for LGBTQ+ members and families
- a sense that TBE is doing what it can to include everyone

## What are some of the challenges or barriers members have named?

The challenges or barriers to inclusion and participation identified by TBE members fall broadly into two categories:

- members' need for greater personal connection with the TBE community, and a deeper sense of belonging. This was experienced primarily by seniors, new members, single women, families without children, interfaith families, and young adults.
- members who feel excluded, unheard, unseen, or unacknowledged within the congregation because of race, ethnicity, or culture; disability, age, gender, political views, or as a Jewish person by choice.

All the barriers mentioned in the data are too numerous to include here. We welcome you to explore them in the DEI Report when it is distributed to the congregation in September.

*continued on page 4*



continued from page 3

## What are some of the suggestions TBE members offer for strengthening our congregation's ability to welcome, include, and uplift everyone involved in TBE?

Our members ask us to keep doing what we already do well, and to build on successful approaches supporting everyone's visibility, sense of belonging, and participation. The data we collected from 218 of our members gives us a roadmap for journeying toward our shared future. It is a call for thoughtful, long-range, sustainable strengthening and renewal rather than quick fixes that only address a few challenges in the culture, structure, and social dynamics of our community.

The most frequent suggestions include:

- building more intentional, inclusive relationships among members and families
- learning about and working with our differences and shared interests
- developing a more participatory community approach to resolving problems and making decisions that impact the whole congregation

The approaches mentioned in the data include educational programs and activities to raise our understanding of, and responses to, diversity, equity, and inclusion issues in our congregation. Members are asking us to

- continue having dialogue about shared concerns,
- revisit and continue to uphold our Jewish values and ethics across our congregation,
- educate ourselves to understand and value our diversity, and to fully practice equity and inclusion in our Jewish community
- find new structures and processes to help connect all our members and families, so that everyone feels they belong equitably in our community.

The TBE Congregational Report on Diversity, Equity, and Inclusion will be available to the congregation in September. We invite you to read and discuss it with friends and family. Please join us in this new year as we begin congregational conversations on how we can move our community forward together. Stay tuned for more.

May we move into this New Year of learning and caring with joy and compassion.

**Rabbi Paula and Susan Freeman**  
Chair of DEI Data Analysis Committee

# In the Temple Family

## Welcome to New Members

May 1 - August 4, 2023

Please check your online directory for their information

**Jeffrey & Beverly Kaplan**

**Sarah Kaplan & Matthew Neilsen**

**Bill Wax & Nadine Gassner**

**Wendi Hammang & Sam Wing**

**Gregg Weissman**

**Batya Kagan and Michael Levy**

**Sasha Gennet & Nathan Syre**

**Wendy Weil & Tim Folger**

**Alison Hanks-Sloan & Anthony Sloan**



## May their memories be for a blessing

**Ruby Good** - beloved mother of Elizabeth Good

**Jim Kearney** - beloved husband of Lori Kearney and father of Meghan Kearney

**Ruth Solomon** - beloved wife of John Solomon, mother of Mardi and Rowan

**Joshua Levin Wolff** - beloved son of Geri and Len Wolff, husband of Arian Hume, brother of Shoshana and Becca

**Aryeh Nanas** - beloved husband of Rabbi Paula Marcus, father of Daniel and Dror

## TEMPLE BETH EL GIFT SHOP

**Boasting New Merchandise!**  
Visit us soon to buy...

Shofars & honey dishes for  
Rosh Hashanah

New lines of jewelry

Shabbat candlesticks,  
and so much more!

Support the TBE shop which benefits  
the *Temple school students,*  
our *kitchen, campships*

See our treasures **Wednesday afternoons 3-5pm** and  
at your convenience when you call TBE Office:  
831-479-3444



# Note from the Temple President

It seems to me that time truly does fly! On a personal note, I find myself now halfway through my two-year term as TBE President, and it continues to be my honor and joy to serve in this role. On a more communal note, our lovely summer will soon be drawing to a close and the inspiring and contemplative High Holiday season will soon be upon us! We have had an unusual two years of outdoor High Holiday services due to the pandemic, but now that the Federal Public Health Emergency has been lifted, I am thrilled that we will be able to gather once again in our beautiful sanctuary for Rosh Hashanah and Yom Kippur. Our clergy and staff are busily preparing for those sacred days when we will come together to renew and refresh our souls as we usher out the Jewish year of 5783 and begin the new year of 5784.

One of TBE's most difficult experiences of 2023/5783 has been the death of Rabbi Paula's dear husband, Aryeh, after his long battle with cancer. I know this was a great loss to many of us, who had known and loved Aryeh for years. I want to thank Rabbi Shifra and our various part-time rabbis and lay leaders who did a fantastic job covering many of Rabbi Paula's duties while she was on leave. Rabbi Paula has been back at work since early July and, though she is still in a very tender state of mourning, is once again performing her duties as our Senior Rabbi. Let's all continue to treat our beloved Rabbi Paula with extra care as she moves through this period of acute grief and mourning.

On a brighter note, we can look forward to an energizing and rewarding new year as TBE continues to thrive as our spiritual home and Jewish community center. In the new year, you can expect to hear from our temple leaders about the progress of two ongoing multi-year endeavors—our Diversity, Equity and Inclusion initiative, and our Outdoor Space Visioning Project. And of course, thanks to Temple Beth El, we can all continue to engage in prayer and spirituality; study Torah; enroll our children in rich Jewish education programs; take adult ed classes to educate ourselves on various topics; lift our voices together in song; attend bagel brunches and BBQ's and beach walks and other events put on by the Brotherhood and Women of Beth El; attend interesting talks sponsored by the Lifelong Learning and Senior Connections programs as well as the Jewish Community Education Forum; work for social justice and to help the less fortunate through Mazon and other efforts; participate in holiday celebrations; and volunteer to assist in our choice of events and activities meaningful to us.

I am happy and proud to say that TBE is extremely well managed financially by our Executive Director David Ginsborg as well as our Board of Directors and Finance Committee. However, we continue to be faced with cost increases due to inflation and other factors. I hope that each of us is committed to ensuring that all of the wonderful aspects of TBE will be able to continue. **The best way to do that is to make your annual membership contribution as soon as possible if you haven't already done so, and to increase your annual contribution if at all possible.** I strongly encourage you to carry out this mitzvah to the extent of your ability.

*I wish each and every one of you a beautiful rest-of-the-summer, and I very much look forward to seeing you at High Holiday services and other TBE events! L'Shalom.*

## Judy Yokel

President, member of Board of Directors  
[judyclaireyokel@gmail.com](mailto:judyclaireyokel@gmail.com)



Judy Yokel

## Dr. Elise Atkins

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We would like to extend a huge thank you to our incredibly generous donor & the founder of Simcha's Newman Family Scholarship fund, Ed Newman! Because of this unique financial support, we can help our families with tuition so that their children may receive a quality education with an emphasis on Jewish culture. We have been able to offer scholarships to 18 families to date!

We appreciate all the support from our community and look forward to another year as a part of the Temple Beth El community!

All the best,  
**Caitlin Clancy**  
*Simcha Preschool Director*

## Dear Temple Community,

We are so excited to be embarking on another year of fun, learning and wonder as we begin our 2023/2024 school year! Our teachers worked incredibly hard to transform their spaces with provocations that invite play and exploration, and we are so excited to watch the children interact with their new classrooms.

In the beginning of the school year the classrooms focus much of their time on getting to know one another, learning the classroom routines, and adjusting to a new schedule/space. As the teachers learn more about the children, they develop a curriculum based on their interests and begin the process of investigation and discovery as a group!

We are happy to say we are almost fully enrolled! We do still have 3 half day spaces in our 4-year-old classroom. If you know a 4-year-old who would thrive in a play-based preschool program that has a focus on social-emotional skills and Jewish values and culture, Simcha Preschool has the perfect 4 or 5 half-day (9am-1pm) spot!





## Flag Day

Scout Troops  
614 / 2614  
Set flags at  
Home of Peace  
on Flag Day



## Leaf for Ruth

The Temple office is accepting donations to the general fund in any amount for a "Leaf" honoring the many years of **Ruth Solomon's** service to the **Gift Shop**. It will adorn the redwood "Tree" in our lobby. Be sure to put **Ruth's Leaf** on the memo line of your gift.



## Enjoy a Rich Heritage in the Library

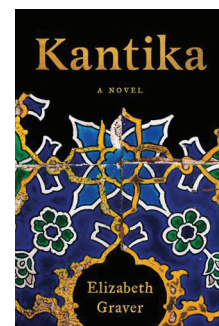
We invite you to sample the Temple's library collection, reflecting the long and vibrant legacy of the Jewish people, from our earliest texts, with many, many commentaries, to the latest expressions of our heritage through literature, history, philosophy, art, music and, of course, cooking. Highlights of recent additions include:

**Anne Berest's** *The Postcard*. "an enthralling investigation into family secrets, and poignant tale of a Jewish family devastated by the Holocaust and partly restored through the power of storytelling."

**Elizabeth Graver's** *Kantika*, "A dazzling Sephardic multigenerational saga that moves from Istanbul to Barcelona, Havana, and New York, exploring displacement, endurance, and family as home."

**Michael W. Twitty's** *Koshersoul: The Faith and Food Journey of an African American Jew*. National Jewish Book Award 2022.

You can find these, and other new acquisitions on the blue book cart, and everything else in the collection using our handy online catalog: <https://libib.com/u/tbeaptos> Or just browse the shelves, labeled and organized by subject. You might be surprised by what you find. TBE members can borrow books from the collection for 30 days, via the self-check station, using their email address. The collection is available whenever the Temple is open and our volunteer crew is available – book recommendations, research, kibitzing – Tuesdays afternoons, 1-3.



**Lee Jaffe**  
TBE Librarian



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P.O. Box 429  
Watsonville, CA 95077



# Contributions | May 1 — August 4, 2023

## **ALAN MILLER MEMORIAL TEMPLE SCHOOL SCHOLARSHIP**

Margaret Gordon

## **BUILDING FUND**

Vicki Hendin in memory of  
Aryeh Nanas

Rick Hochler and Melissa Ross in  
honor of Aryeh Nanas

Jennifer Wells Kaupp and Raymond  
Kaupp in loving memory of  
my youngest sister, Elizabeth Wells  
Bisconer

## **CAMP KAYETZ**

Leah Sugarman and Francisco Rodriguez  
Hannah and Chris Stubblefield  
Westic Company

## **CARING COMMITTEE**

Lee and Molly Jaffe in honor of the  
Kaddish Call

Rabbi Richard and Nancy Litvak in  
memory of Aryeh Nanas

## **CEMETERY LONGTERM CARE FUND**

Naomi Ehrich

Jeff Robinson in honor of  
Howard Robinson

Terry and Jerry Spodick in memory of  
Aryeh Nanas

Gilda Zelin in memory of Ida Cymrot

## **CEMETERY OPERATIONS**

Alan and Judy Levin in honor of  
Terry and Jerry Spodick, who have  
devoted years of care, and oversight  
for maintaining the integrity and  
spiritual beauty of the cemetery

Rabbi Richard and Nancy Litvak in loving  
memory of Natalie Greenberg

Judi Sherman and Rachel Wells in  
appreciation of our clergy and  
member volunteers who help ease  
this journey

Gilda Zelin in memory of Aryeh Nanas

## **CHOIR FUND**

Murray and Sheila Baumgarten in loving  
memory of Anita Lande

Paul and Carol Berman in memory of  
Anita Lande

Dennis and Cheryl Caspe in honor of  
Emily and Vlada

Fran Frome in memory of Beth Frome

Amy and David Harrington  
in honor of Judy Yokel and all of her  
hard work this year and love of music

Bernard and Eleanor Hilberman in  
honor of the choir and Emily Sinclair

Lenore Hindin in honor of Rabbi Paula

Alan and Judy Levin in memory of  
Ed Sacks

Susan Levin in memory of Ed Sacks

Carol Maler in loving memory of  
Anita Lande - beloved wife of  
Ken Lande and mother of Renee  
and Laura

John and Merry Oppenheimer in  
memory of Ed Sacks

John and Merry Oppenheimer in  
memory of Anita Lande

Meryl Selman and Dave Ptak in memory  
of Anita Lande

Shmuel Thaler and Kathy Cytron in  
memory of Ed Sacks

## **FILM FESTIVAL**

Linda Brackenbury and Alan Chase in  
loving memory of Rosalind Chase

Olga Euben

Stephen and Susan Karon in  
appreciation of Paul Drescher and  
the hard working Jewish Film Festival  
committee

Joan Speckert

Jennifer Wells Kaupp and  
Raymond Kaupp

Renee Winter and Paul Roth in  
appreciation of Dr. Elise Atkins

Terri Zucker

## **GENERAL FUND**

James and Elise Atkins in loving memory  
of Doris Brown, mother of  
Elise Atkins

Ari and Kathleen Avraham

Murray and Sheila Baumgarten in  
memory of Aryeh Nanas

Jonathan Benjamin in honor of and  
congratulations to Lloyd Benjamin  
and Martha Posey-Benjamin on their  
50th Wedding Anniversary, celebrated  
June 30th, 2023

Children's Sports Medicine Foundation  
in loving memory of  
Ruth Rosenheim Solomon

Ysraelya and Miles Dolinger

Front St. Inc. in memory of  
Richard Nanas

David Gazek and Shani Ginsburg in  
loving memory of Ruth Solomon,  
whose vibrant presence will always  
be with us

David Gazek and Shani Ginsburg in  
appreciation of Cary Sunberg, with  
thanks -- always above and beyond  
the call...

Lisa Gilbert and Richard King wishing  
Mazel Tov to Alice G-K

Margaret Gordon

Steven and Miriam Guiney in memory of  
Cathy Levy's father

Gloria Heistein in loving memory of  
Aryeh Nanas

Nancy Hoffman

Abraham Holston

Robert and Michele Kibrick in loving  
memory of Ruth Solomon

Cathy Levy Imboden and David Imboden  
in memory of Aryeh Nanas

Yetta Lippman in memory of  
Ruth Solomon

Jonathan Lubell and Kristin Taylor-Lubell

Rabbi Paula Marcus in memory of  
Ruth Solomon and Joshua Wolff

Marilyn Marker in loving memory of  
Ruth Solomon

Leta Miller in appreciation of  
Cary Sunberg's service on the board  
of directors

Leta Miller in loving memory of  
Terry Polaner

Leta Miller in loving memory of  
Josh Wolff

Bonnie and Loren Morr

Lee Oberg

Benjamin and Victoria Ow in  
appreciation of Cary Sunberg's time  
on the Board

Paul Pelavin in loving memory of  
Aryeh Nanas. May his memory be for  
a blessing

Ocean Robbins in memory of  
Aryeh Nanas

Barbara Robinson in memory of my  
husband Howard Robinson

Judi Sherman and Rachel Wells  
in appreciation of the staff for all  
you do everyday for our community

*continued on page 9*



Michelle Simon in loving memory of Aryeh Nanas  
Sandra Stern in memory of Josh Wolff  
Gary and Susan Taplin in loving memory of Morris Belkin  
Judith and Ben Yokel in loving memory of Aryeh Nanas  
Karen Zelin and Bill Underwood in loving memory of my father, Joel Zelin

#### **JANET ROTHCHILD ROCK SHABBAT FUND**

Carolyn and Curt Coleman in loving memory of Aryeh Nanas  
Shirley and Allen Ginzburg in honor of Solomon Coleman  
Margaret Gordon  
Amy and David Harrington  
Bob Katz and Leola Lapidés  
George Ow and Gail Michaelis-Ow in loving memory of Aryeh  
Scott Roseman and Jasmine Berke

#### **LEVINE CAMP FUND**

Joan Levine in memory of Josh Wolff

#### **LIBRARY FUND**

Miriam Rappaport in memory of beloved husband, Martin

#### **LIFELONG LEARNING DONATION**

Larry and Diane Levin in memory of Aryeh Nanas  
Stephanie Jacobs  
Rosemary Zumwalt

#### **NEXT GENERATION ENDOWMENT**

Rabbi Richard and Nancy Litvak in loving memory of Faye Alexander  
Toby and Michael Alexander in memory of Richard Nanas  
Edward and Lori Scher in loving memory of Aryeh Nanas

#### **ONEG FUND**

Judi Sherman and Rachel Wells in loving memory of our uncle and granduncle, Alvin Skuro  
Joseph Cutter and Chris Matchett in loving memory of Jeffrey Baldwin Cutter  
Susan Freeman in loving memory of my grandmother, Minnie Hirsch Shapiro  
Gloria Heistein in loving memory of Sylvia Palmer  
Nita Lamendola in memory of my beloved father Syd Fisher

Nita Lamendola in memory of Heather Slayen, beloved cousin  
Risa Lower in loving memory of Doris Miller  
Risa Lower in loving memory of my father, Herman Berger, missed, but never forgotten  
Miriam Rappaport in memory of beloved husband, Martin  
Nanci Rosenberg in memory of Aryeh Nanas  
Ivan Rosenblum and Mary Fran Archer in loving memory of Jack Rosenblum, father of Ivan Rosenblum  
Carol Skolnick and Gregory Furtado in memory of Harry Skolnick, father of Carol Skolnick  
Gary and Susan Taplin in loving memory of in loving memory of Gwynn Simon

#### **RABBI LITVAK DISCRETIONARY FUND**

Susan Levin wishing Mazel Tov to my parents, Alan and Judy Levin, for celebrating 67 wonderful years together  
Marti Selman in honor of Rabbi Rick Rowan Solomon in loving memory of Ruth Solomon. This is from the entire Solomon family, for all your love and support with Ruth's memorial service  
Gary and Susan Taplin in loving memory of Bernice Belkin

#### **RABBI PAULA MARCUS DISCRETIONARY FUND**

Ari and Kathleen Avraham in loving memory of Aryeh Nanas  
Barbara Beerstein and George Badger in memory of Aryeh Nanas, may his memory will always be a blessing  
Vicki Belkin-Kondo and Gerry Kondo in memory of Aryeh Nanas. May love and compassion live on forever  
Paul and Carol Berman in memory of Aryeh Nanas  
Judie Block in appreciation of Rabbi Paula  
Lisa Borowitz in memory of Aryeh Nanas  
Jesse Bregman and Ziggy Rendler-Bregman in memory of Aryeh Nanas

Elena Nini Cohen and Steve Ritz in memory of Aryeh (Richard) Nanas.  
May Aryeh's memory be for a blessing  
Carolyn and Curt Coleman in loving memory of Aryeh Nanas  
Julia Cornblatt and Salvadore Tostado in memory of Aryeh Nanas  
Rachelle Epstein-Norris and Nathan Norris in memory of Aryeh Nanas  
Tirzah Firestone in honor of "the great love between Rabbi Paula and her beloved Aryeh, and in memory of our dear friend whose gentle, wise, loving soul we will miss in physical form on earth."  
Susan Freeman in memory of my beloved grandmother, Mary Rachel Freeman  
Maria Gitin and Samuel Torres in memory of Aryeh Nanas  
Steven and Miriam Guiney in memory of Aryeh Nanas  
Harvey Halperin and Donna Barr in memory of Aryeh Nanas  
Amy and David Harrington in memory of Aryeh Nanas  
Bernard and Eleanor Hilberman in memory of Aryeh Nanas  
Sue Jackson in memory of Aryeh Nanas  
Lee and Molly Jaffe in memory of Aryeh Nanas  
Roberta Jaffe in memory of Aryeh Nanas and in honor of Rabbi Paula  
Rabbi Beth Janus and Seth Lieberman in loving memory of Aryeh Nanas  
Larry and Fran Kaplan in loving memory of Ann Kaplan, mother of Larry Kaplan  
Bob Katz and Leola Lapidés in memory of Aryeh, "for a blessing"  
Robert and Michele Kibrick in memory of Aryeh Nanas  
Rabbi Lori Klein and Irene Reti in memory of Aryeh Nanas  
Roberta M and Robert W Krenz in memory of Richard Aryeh Nanas  
Ken Lande in memory of Aryeh Nanas  
Alan and Judy Levin in memory of Rabbi Paula's beloved husband, Aryeh Nanas

*continued on page 10*

Fay Levinson and Joe Vela in memory of Aryeh Nanas  
Lois Lieberman in appreciation of Rabbi Paula  
Renee Lion and Greg Lendahl  
Yetta Lippman in memory of Aryeh Nanas  
Marq and Elizabeth Lipton in memory of Aryeh Nanas  
Risa Lower in loving memory of Aryeh Nanas. May his memory be for a blessing  
Diane Meader in memory of Aryeh  
Teall and Cynthia Messer in memory of Aryeh Nanas  
Marcia Meyer in memory of Rabbi Paula's beloved Aryeh  
Marcia Meyer in memory of my beloved husband, Richard  
Leta Miller in memory of Aryeh Nanas  
Aaron and Stephanie Morse in memory of Aryeh Nanas  
Sheila Namir in memory of Aryeh Nanas. May his memory be a blessing and his loved ones grief gentle and loving  
John and Merry Oppenheimer in memory of Aryeh Nanas  
Benjamin and Victoria Ow in memory of Aryeh Nanas  
Joel Palefsky and Glenn Peacock thinking of you Rabbi Paula on the sad occasion of the passing of your beloved husband  
Sally Perr in honor of Rabbi Paula  
Nicholas and Sibyl Piediscalzi in memory of Aryeh Nanas  
Barbara Robinson in memory of Aryeh Nanas  
Diana Rothman in honor of Rabbi Paula  
Cindy Rubin and Brian Rosenthal in memory of Aryeh Nanas  
Norma Sacks in appreciation of Rabbi Paula's tender and thoughtful care over the past difficult days  
Ronna Schulkin in honor of Rabbi Paula  
Ronna Schulkin in loving memory of Aryeh Nanas

Stephanie Jacobs to Temple Beth El  
"May we all honor the life and spirit of Aryeh Nanas. Listening to the tributes at his funeral, I was moved to tears by his compassion, determination, and love for his family and his fellow human beings."  
Meryl Selman and Dave Ptak in loving memory of Aryeh  
Lee Slaff in honor of Aryeh  
Leslie Smith and Shoshana Coplan  
Shelley and David Sonnenberg in loving memory of Aryeh Nanas  
Terry and Jerry Spodick in honor of Rabbi Paula  
Ruth Stein in memory of Richard Nanas  
Adrienne Swedlove in loving memory of Aryeh Nanas  
Jill Tardif in loving memory of Aryeh Nanas  
Shmuel Thaler and Kathy Cytron in memory of Josh Wolff  
Deborah Tuttle in loving memory of Aryeh Nanas  
Sandra and John Warren in memory of Aryeh Nanas and with condolences to Rabbi Paula and the whole family  
Rabbi Eric Jay Weiss and Dan Alpert in memory of dear Rabbi Paula's husband, Aryeh Nanas  
Jennifer Wells Kaupp and Raymond Kaupp in loving memory of Aryeh Nanas  
Marni and Larry Williams in memory of Aryeh Nanas  
Renee Winter and Paul Roth in loving memory of Aryeh Nanas  
Andrea and Andy Yanowitz in memory of Aryeh Nanas  
Karen Zelin and Bill Underwood in loving memory of Aryeh Nanas  
Deborah Zemans in loving memory of Richard Aryeh Nanas

#### **RABBI WEISS-PENZIAS DISCRETIONARY FUND**

Ronna Schulkin in honor of Rabbi Shifra  
Judi Sherman and Rachel Wells in honor of Rabbi Shifra, for her loving care of our congregation  
Paul and Susan Karz in appreciation of Rabbi Shifra's amazing ability to bring us together again for Counting the Omer

#### **SECURITY DONATION**

Julian Dahan and Jessica Guild  
Stephanie Jacobs  
Daniel and Judy Phillips on behalf of the need for safety and security at the Temple as a result of prevalent antisemitism in our community!  
Joan Tanzer and Gerald Frank

#### **SENIOR CONNECTIONS**

Barbara Robinson in memory of Ken Robinson  
Gloria Heistein

#### **SOCIAL JUSTICE**

Ethel Herring in loving memory of Aryeh Nanas  
Paul and Martha Jacobson in memory of Aryeh Nanas  
Paul and Susan Karz in loving memory of Aryeh Nanas, with love to Rabbi Paula and family in honor of a life well lived and lovingly remembered  
Susan Levin in memory of Aryeh Nanas  
Joan Levine in memory of Aryeh Nanas  
Andy Martin and Aimee Raphael - Martin in memory of Aryeh Nanas  
Lester and Martha Miller in memory of Aryeh Nanas and his passion for Social Justice  
Judi Sherman and Rachel Wells in loving memory of Aryeh Nanas  
Carol Skolnick and Gregory Furtado in loving memory of Richard Aryeh Nanas

#### **WOMEN OF TBE DONATION**

Stephanie Jacobs  
Shmuel Thaler and Kathy Cytron in memory of Ruth Solomon

#### **YOUTH GROUP**

Bernard and Eleanor Hilberman in memory of Josh Wolff  
Judi Sherman and Rachel Wells in loving memory of our uncle and granduncle, Edmund Sherman



Participation in the MAZON Project will bring love and spiritual sustenance to both givers and receivers via the mystical power of home-cooked food. Also, our participation bolsters our presence and connection within our community.

**Thank you very much to our compassionate congregants that have generously provided dinner to the Housing Matters Homeless Shelter every Sunday of the Year, on behalf of Temple Beth El!**

**Todah rabah to our generous June MAZON Volunteers:**

Lisa Gilbert; Jennifer Vered (4X!); Rose Ashford; Gaby Litsky; Julie Lorraine; Gloria Heistein; Larry Kaplan; Rachael Katz, Sigrid Snitzer & Friends (5X!); Ysraelya Dolinger; Todd Bank; Jackie Tuttle; Penny Chesluk; Mary Fran Archer & Dave Rosenblum; Robin Belkin (2X); Vicki Belkin-Kondo; Catherine & Bob Cooper; Kate Avraham; Naomi Bayer; Martha Jacobson; Dan Iuster & the TBE Brotherhood (10X!).

**Todah rabah to our joyous July MAZON Volunteers:**

Penny Chesluk; Dennis & Cheryl Caspe, Hila & Jack Michaelson (2X); Wilma Gold; Elena Gold; Julie Lorraine & Ellison Marks; Sonia Deetz; Rose Ashford; Rachael Katz, Sigrid Snitzer & Friends (5X!); Leora Fromm; Paul Drescher; Elinor Wapner; Susan & Paul Karz; Juliet Goldstein; Rosemary Zumwalt (2X); Jackie Tuttle; Carolyn Coleman; Cecily Ruttenberg (2X); Catherine & Bob Cooper; Melinda Iuster; Jen Vered (2X); Ysraelya Dolinger (2X); Lisa Gilbert; Naomi Bayer; Todd Bank; Mary Fran Archer & Ivan Rosenblum.

**And todah rabah to our awesome Teen Youth Group for providing an entire MAZON meal in August!**

L'shanah tovah



# 100% MAZON PARTICIPATION CAMPAIGN

*For every TBE household to help fight the injustice of hunger by contributing to at least one meal at our local Housing Matters Homeless Shelter, at least once per year. Let's all, collectively, put our Jewish values of Mitzvot, Tzedakah, and Tikkun Olam into action.*

**Did you know, in honor of our fundamental Jewish commitment to care for the poor and hungry, our congregation collectively provides weekly, Sunday dinner for our local, Housing Matters Homeless Shelter, under the auspices of the MAZON Project?**

This is Temple Beth El's longest running social action program (since 1988). For comprehensive instructions and to sign up, simply use the "MAZON PROJECT" link in the SOCIAL ACTION pull-down menu on the Temple Beth El website.

**Judaism teaches that every person is made b'tzelem Elohim—in God's image.** In embracing the godliness of those around us, we accept a responsibility to them, and to address their struggles. As we begin this new year together, too many people will struggle with having enough food to survive.

**Each week throughout the year, the Temple Beth El MAZON Project needs ten volunteers to sign up to provide Sunday dinner to the Santa Cruz Housing Matters Homeless Shelter.** Each volunteer provides a portion of the meal for 72 people—four volunteers each provide an entrée to serve 18 people each; four volunteers each provide vegetables and rolls (or other starch) to serve 18 people each; and two volunteers provide dessert to serve 36 people each. Volunteers deliver their meal contributions to the Homeless Shelter on their chosen Sunday, between 2 and 4 pm. Chavurot and others can sign up to provide the entire Sunday meal as a group.



# BROTHERHOOD!

## Brotherhood Hosts — THE CONGREGATIONAL PICNIC IN THE PARK

**11:30 am Sunday, Sept. 10 - All TBE Invited**

Brotherhood's amazing chefs will once again provide a scrumptious BBQ chicken and dogs lunch (vegie options too) with all the fixings at **DeLaveaga Park on Sunday, Sept. 10** for all Temple members. Temple School starts at 10:00, lunch for all of TBE is at 11:30, and fun field games for kids of all ages begin by 12:30. Maybe even magic tricks too! Want to help Brotherhood at this event (we'd love that!)? Then contact Mike at [mike@reinlaw.net](mailto:mike@reinlaw.net).

## Brotherhood Brunch — SAVE THE DATES

**Brotherhood's Bagel Brunches** – delicious food, good friends, excellent speaker programs – are returning this Fall. **Please come join these informal gatherings in the Temple's social hall on the Sundays listed below from 10 am to 12 noon. All TBE invited.** Recommended donation is \$5 for Brotherhood members and \$10 for non-members.

**Mark your calendars! October 22, December 17, February 4, April 7 and May 19th.**



## TIME TO JOIN/REJOIN BROTHERHOOD

It's that time of year to renew your membership in Brotherhood. We're on the same fiscal year as the Temple, July 1 through June 30. We keep busy with lots of social and educational activities and lend a helping hand to the Temple and to Jewish youth in our community. Nearly all of our events are open to our members, their families and friends and to the wider Jewish community. All men and women can join Brotherhood, whether or not members of TBE. Annual dues begin at \$54. You can pay online through the Temple's [website https://www.tbeaptos.org/brotherhood.html](https://www.tbeaptos.org/brotherhood.html), or mail your check to the Temple made payable to "TBE Brotherhood". We look forward to another grand year with our members and friends!

## Announcement of Change in Covid Policies (Effective August 7)

### Policy for Congregants and Visitors

At this time, we have lifted all remaining Covid-19 related requirements for members and visitors. In lifting these requirements, we are in line with the federal and state governments' announcements that the Covid public health emergency has officially ended.

TBE will continue to strongly encourage robust public health measures such as vaccination, hand-washing, masking and staying home when sick.

### Employee Policy

Employees will continue to be required to be vaccinated against Covid in keeping with the policy passed by the Board in June 2021 that "all Temple Beth El employees must be fully vaccinated against COVID-19."

TBE policy may be revised as circumstances, disease transmission, public health guidelines or community sentiment change.

Thank you to all our members and visitors who have graciously complied with our policies and provided feedback about how to move forward. We look forward to continued celebration and Jewish practice together.



Last year **Rabbi Shifra** and **Chelsea Mandel** suggested it would be nice to utilize, as a learning space, the upper redwood grove (above Simcha next to the gardens). I agreed, and added this idea to our team's project list. With support from **Rabbi Shifra Weiss-Penzias**, I added this idea to our team's project list. As always, the goal was to do this for as little money as possible! One way to do this was to schlep chairs up there every time we wanted to do that, a relatively inexpensive option, perhaps something you might see at a community center. That was not a TBE solution.

One of the joys of serving TBE is contributing to the creation of meaning and spirituality in not only what we may say or do but where we do it. In the beginning of July, we completed the transformation of the upper redwood grove into a learning and spiritual space...and not with plastic chairs.

As many of you may know first-hand, this past years storms brought much pain and destruction that included fallen trees. Our Soquel cemetery was no exception. With help from Chainsaw extraordinaire **Mark Rosenthal**, and **Ken Foster** and **Jillian Steinberger-Foster** with **TerraNova** (all volunteers!!) and facility manager **Chris Irvine** we successfully carved

up a large 100 ft tree that had fallen and miraculously did not damage any headstones. Those very large, very heavy tree rounds have now been repurposed as chairs for our upper Redwood Grove. Other than Chris' time there was no cost.

From our cemetery to children, we are continuing the cycle of life. Fittingly our children were the first to enjoy. With 65 campers enrolled (over the 4 weeks) and a dozen counselors along with 2 co-directors (**Ben Udo** and **Jess Mitchell**) **Camp Kayetz** led their Shabbat service in this new sacred space.

**David Ginsborg**. *Executive Director*

#### Honored to Serve our Community



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# Social Justice Committee Dayenu Circle

## Socially Responsible Investing

Do your financial investments reflect your values? Are your stock or mutual funds invested in companies that work for the common good? Are you concerned that if you moved your money to socially responsible funds that your investments would not achieve the kind of growth you want and need for your family's future?

Temple Beth El's board grappled with these very issues a few years ago and made the decision to divest from fossil fuel companies, tobacco companies, and gun manufacturers. Its investments have performed just as well as, and in many respects, even better than they had before. TBE's experience is not unique and TBE is not alone in making this switch in investment strategy. Many universities, for example, the UC system, *Harvard*, *Princeton*, and *Brandeis*, as well as cities and states (including *Watsonville*), have moved their endowments out of fossil fuels and, in some cases, are investing in renewable energy.

TBE's **Dayenu Circle**, a collaboration of local Jewish synagogues, churches, and the **Santa Cruz Zen Center**, is addressing the climate crisis. One area of focus is divestment from fossil fuel companies and the banks and investment houses that finance the industry. Our Dayenu Circle has hosted two workshops to provide information on why this divestment is so important. In addition, the workshops presented resources that help identify companies that provide solid financial returns and are socially responsible. This work has been inspired and informed by the national Dayenu's ([dayenu.org](http://dayenu.org)) **With All Our Might** campaign. (A report about the campaign can be found at the Dayenu website.) With an estimated \$100 billion in total assets, Jewish synagogues, federations, and community centers, have a collective power as clients, customers, and shareholders to help turn the tide on the money that is funding some of the worst aspects of climate change.

One thing we can each do as individual investors is to contact our financial institutions and let them know we want to remove fossil fuels from our investments. Hearing from customers has a powerful impact. And, talking with our neighbors, family and friends about divestment is another easy and important action we can take.



If you would like to learn more about how you can become a socially responsible investor, the QR codes at the bottom of this article will direct you to the workshops' video recordings. Position your phone's camera over the square and select the option that will take you to a web page. Or, you can find the video of the first workshop here: <https://youtu.be/Woq5xQhPnvA> and the video of the second workshop here: <https://tbeaptos-org.zoom.us/rec/share/>



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# Please welcome Rachel Polhamus

...our new Manager of Operations and  
Development at Temple Beth El.

Rachel grew up right here at TBE, with **Rabbi Paula** playing a significant role in her life's milestones, from her wedding to her husband **Michael** to the joyous arrival of their daughter **Talia** last summer.

Rachel brings 15 years of professional experience at *New Leaf Community Markets*, along with graduating from *UCSC* with honors with a degree in Psychology. Rachel has a true passion for ensuring the continued success and flourishing of Temple Beth El while upholding our rich traditions in the Santa Cruz community.



In her new role, Rachel has been collaborating closely with both congregants and our dedicated staff on an array of special projects. From the exciting transformation of our website to streamlining payroll and overseeing other essential human resources tasks, she is committed to excellence in all aspects of her responsibilities. Rachel's expertise also extends to grant compliance and, notably, fundraising – a vital endeavor that sustains our congregation's mission and activities.

If you have the opportunity, take a moment to introduce yourselves and offer your well wishes to Rachel. And if you would like to contact Rachel directly, please email her at [rpolhamus@tbeaptos.org](mailto:rpolhamus@tbeaptos.org).

**David Ginsborg**, *Executive Director*



*Rachel Polhamus*



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# Temple School fosters a love of Jewish learning in a joyful, engaging, and supportive community.

Temple School is a warm, welcoming, and caring environment, offering positive Jewish educational experiences on which our students can build their Jewish identity. Temple Beth El strives to serve as a center for the perpetuation of Judaism and diverse Jewish communal life in Santa Cruz County. We are the largest Jewish program in the region, allowing us to provide a wide variety of educational options tailored to the needs of each learner. Our wonderful and dedicated staff are passionate about Judaism, kids and building community. Join us!

**Our Opening Day Picnic at 10am on September 10th at DeLaveaga Park** is open to everyone, and potential students are welcome to attend any day of Temple School to see for themselves how great it is.

To register your child for temple school, please renew your TBE membership first. Financial aid is available. Registration forms, the Temple School calendar and information about all programs are on our website [tbeaptos.org](http://tbeaptos.org) under LEARN.

**Kindergarten through 6th graders attend Temple School on Sundays from 9:45-11:45.** Our wonderful teachers cover everything from holidays, cooking, and lifecycle rituals to in-depth studies of Torah and the prophets! In addition, Temple School students also begin to study Hebrew and have weekly music and T'fillah services.

**We call our innovative 4th through 6th grade midweek offerings KEF:** קֵיִף (KEF) means fun in Hebrew, and also stands for **Kid's Education Fun**. It is a menu of four options tailored to each student. 4th through 6th graders can sign up for all options, or choose what works for them and their families. Although students learn the Alef-Bet and start learning to read Hebrew on Sundays at Temple School, preparations for a student's Beit Mitzvah really begin during KEF midweek programs. In groups of their peers, students will become comfortable reading Hebrew so that they can fully participate in services and be ready when they receive their Torah portion. KEF is held on Wednesdays at TBE, Mondays on the Westside, and/or online.



*Roxy*



*Rabbi Shifra*

## The options are:

- **Wednesday Hebrew at TBE 4-5:30pm**
- **Monday Hebrew outdoors on the Westside 4-5:15pm**
- **Online individual instruction**
- **Judaism Outdoors**

**7th graders attend programming on Wednesdays from 6:30pm-8:15pm at TBE** (6:30pm pizza, 7:00pm-8:15pm class). This class will focus on content that adds to the students' understanding of what it means to be a Jew and continue to prepare them to become Beit Mitzvah.

**Hebrew High is for 8th-10th graders, and takes place on Wednesdays from 6:30pm-8:15pm at TBE** (6:30pm pizza, 7:00pm-8:15pm class). We will begin with pizza and then move into smaller groups for learning and community connection. Some possible class topics for this year are Judaism Around the World, Jewish Relationships, and Jewish Ethics. We also plan to offer elective classes/activities such as Jewish Cooking, Silk Painting, and Yoga Through a Jewish Lens. This program will adapt to the students that sign up and will be aimed toward their needs. Our goal is to create community space to relax, connect to one another and discuss things that are pertinent to their lives and interesting to them. Hebrew High will lead up to students' Confirmation in the spring of 10th grade!

Please email **Roxy** at [rtracy@tbeaptos.org](mailto:rtracy@tbeaptos.org) or **Rabbi Shifra** at [swp@tbeaptos.org](mailto:swp@tbeaptos.org) if you need help registering, have any questions, or have ideas for us. We look forward to seeing you on September 10th at the Opening Day Picnic!



# Onward

**David Ginsborg,**  
*Executive Director,*

## Looking back, looking forward

As I look back at my second year as your *Executive Director*, I am very pleased with the progress all of us have made together. Our membership levels have steadily grown returning to 549 families, similar to pre-pandemic levels. In total members' voluntary dues totaled just over \$800,000. I am also pleased to report that the fiscal year end funds resulted in reducing our deficit by half and I am looking forward to working with our new treasurer to get us on a path to a balanced budget.

Below are some of the many accomplishments achieved by your small but mighty team of finance, facility, administration and communications staff that includes **Melissa Sunberg, Marilyn Valencia, Ana Flores, Chris Irvine, Rachel Polhamus, Eloy Vasquez** and **Nita Lamendola**.

### Security Upgrades

We have made great strides to improve security this past year. We raised \$15,000 from members, which played a pivotal role in securing a \$150,000 federal



*David Ginsborg*

TBE once again provided our facilities as a training location for *Santa Cruz Sheriff's* office. Efforts like this have deepened our relationship with law enforcement. More importantly we have enabled our likely first responders an opportunity to better understand the layout of TBE.

### *Summary of our projects completed as part of the 2020 grant.*

<u>2020 Federal Security Grant Projects</u>	<u>Total Expended</u>
Install 3'-4' boulders around approximately 535 linear feet of perimeter of the property to act as a vehicle barrier	\$9,587
Install vehicle gate at entrance to parking lot on Porter Gulch Road	\$6,630
Install steel cage and gate outside rear door	\$5,755
Upgrade security camera system with new server and 13 new HD cameras inside and outside the building	\$30,773
Hire security guard for holidays and special events	\$27,761
	<b>Total \$80,506</b>

Finally, our *Security Committee* remains active and plays a leadership role with the development of proposals to secure vendors for several much-anticipated major projects such as replacement of doors, a new building access system and a much-needed overhaul of security and emergency policies followed by employee training.

### Camp Kayetz



Under the leadership of *Co-Directors* **Jess Mitchell** and **Ben Udo**, the camp experienced a jump in attendees with 65 campers, which is 12 more than the prior year. Plus, as a testament to the special nature of our camp, most of the counselors who are college aged (with plenty of other options) once again returned.

### Simcha Preschool

August marked the beginning of Simcha's school year. Thanks to **Caitlin Clancy**, TBE's *Pre-School Director*, and a great group of teachers, we are off to a strong start. As of this writing we have only 3 half-day spots available, which is a tremendous accomplishment. In addition, we have a waitlist. Simcha's reputation has been hard earned and is a direct result of our preschool's unique Jewish-oriented programming and our exceptional



security grant. We also completed several big projects such as a \$30,000 upgrade to security cameras and installation of boulders along Soquel which prevents vehicles access to the area used for Temple School and outdoor services. We have also added bollards in the parking lot that can be raised to provide a safe space on Simcha bike days.

*continued on page 18*



teachers. We have a high teacher retention rate and are taking steps to ensure that our staff remain part of our team.

Following graduation, this year also marked the closing of our K-1 classroom. This class was important for families during the Covid period when public schools were closed, and our program remained open.

While we have come to almost expect it, *Good Times* magazine awarded Simcha first place for *Child Daycare in Santa Cruz* in their *Best of Santa Cruz* issue for the 9th year in a row!!

## Employee Relations

In addition to recruiting **Rachel Polhamus** to join us as our new *Manager of Operations and Development*, we were able to retain all of our employees, no easy feat in this competitive market. Rachel will be filling a critical role leading or assisting with human resources, special projects and fundraising.

## Streamlining Processes

We eliminated the paper intensive processing of payroll in favor of an app that allows employees to manage hours worked and request PTO. This step eliminates data inputting and unnecessary paper allowing employees to focus on more important tasks.

Recognizing the hassle factor for parents enrolling children at Simcha, Camp Kayetz and Temple School, we rolled out a new system eliminating the need for most paper forms. In many cases the information now flows directly into our database, once again eliminating time-consuming key punching.

We have all but completed the roll out of a completely new employee handbook. Shortly following my arrival, I learned that TBE has a main employee handbook for all employees. In addition, Simcha employees have an additional layer of policies contained in a supplementary handbook. Each of TBE's contract employees has different policies that also overlay and, in some instances, supersede the employee handbook. With over 50 employees on payroll annually, including seasonal and part time staff, many with different PTO and other policies and no one staff member dedicated to human resources other than the Executive Director, the likelihood of errors and mistakes was all but inevitable.

Currently, Temple Beth El office staff adhere to the Temple Beth El Handbook from 2015, while Simcha staff refer to a combination of the 2015 handbook as well as the Simcha Personnel Policies addendum to the Handbook. The new handbook is comprehensive for employees. It is designed to bring all parts of TBE closer together (Simcha, Temple School, Camp Kayetz, 3 cemeteries and of course the Temple). Additionally, many changes and additions were made to simplify

the language where possible and updated to reflect both current law and more common work practices. Consistent with our values I have also included new benefits such as a small pension match and steep tuition support based upon a sliding scale.

## High Finance

Thanks to the efforts of **John Lubell, Sharon Hoffman-Manning** and **Rachel Weeden**--and her team at *Morgan Stanley*--TBE repositioned funds in excess of the FDIC limit to multiple federally insured institutions thereby safeguarding TBE from losing any funds in the unlikely event of a bank failure. In addition, funds were reinvested in CD's, and we anticipate earnings to exceed \$20,000 in excess of what they were earning at *Santa Cruz County Bank*. TBE continues to confidently bank with *Santa Cruz County Bank*.

## New Logo

Thanks to the assistance of my favorite artist, **Eleanora Ginsborg**, we recently rainbowized our logo to add more color to our publications and website. This is the first of many changes to come. Later this year we plan to launch an ad-hoc committee to completely overhaul the look and feel of our website.



## Cemetery

With assistance from **Terry Spodick, Ken Wagman** and our wonderful *Cemetery Committee* we made substantial improvements at the cemeteries. We gave a face lift to the entrance of Home of Peace and are actively working to improve landscaping at Home of Peace and Beit Olam. We also hosted two large scale volunteer days during which multiple dumpsters were filled. This year the weather challenged us but with assistance of volunteers and our facility manager we successfully chopped up a 75 foot tree, the remnants of which were used to create a new outdoor sanctuary in the redwood grove above Simcha.



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Prior to Veteran's Day and working with the *Cemetery Committee*, our team helped with a major cleaning of Home of Peace which culminated with the raising of the Flags at both cemeteries. For several year the flag poles were not usable and required servicing. In addition, several **BSA Troops and Packs** completed a major service project to identify graves with Veterans, place holders and then insert flags.

Significant strides were made by **Holly Blue Hawkins** in the management of the processes used to ensure a smooth burial and also enhance our ability to sell 33 plots and a backlog of monuments. With extensive help from volunteer **Risa Lower**, Holly was able to turn her attention to restoring the Chevra Kadish and other pressing matters. This year several families requested this sacred service, and it was a real source of pride that we were able to provide this sacred tradition. As a sign of just how important our cemetery is we carved out a small office space for Holly and her team. I am pleased to report that the success of our Cemetery team allowed us to deliver a check for \$52,000 to the *Cemetery Long Term Care Fund*.

During this past year we successfully managed the transition of our gravedigger. Our new grave digging team has substantial depth in staffing and is easy to work with.

We kicked off a new committee at Beit Olam to focus on making major enhancements. This committee is comprised of temple members and others in the community who have family members buried there or who own plots. With the completion of a survey and engineering study, plans are moving forward with efforts to replace a major retaining wall adjacent to Beit Olam.

Most exciting, a new effort led by Terry Spodick is underway to expand Home of Peace by as many as two dozen plots. This is exciting news as the number of vacancies had declined to just 13 plots.

### Facility Upgrades

In the back room of the Temple, we removed a spaghetti of wires and replaced it with a true server rack that will substantially improve long term maintenance of multiple servers critical for security, phones, finances and general operations.



In addition, TBE has now replaced our legacy server and in the upcoming year we plan to replace the 40-year-old wiring with modern wiring which is now essential in the transition to a cloud environment.

### Office Upgrade

To make room for our two new employees, **Chris Irvine** (with help from Melissa) has converted **Sarah Clarkson's** old office into an office for two. It was a big project that required moving the Temple School Teacher library along with lots of bookcases and furniture. Finished off with fresh paint, the new office creates much-needed office space.

Other projects completed this year include: the expansion of the outdoor patio; painting of the sanctuary and social hall; cleaning the carpets; repolishing the social hall floors; creation of a learning space in the upper redwood grove; replacement of gutters along the length of the Soquel side of our building all the way to the main entry. Finally, as a result of a merger of two Temples in San Francisco I was able to acquire, at no cost, from Congregation Am Tikvah, a freezer to serve as our back up to our aging freezer.

### Looking forward

As we can't rest on our laurels, in this fiscal year we have plans which include completion of the expansion of Home of Peace; major overhaul of TBE Website; installation of a ticketing system to enable any congregant or staff to notify us if the bathrooms need servicing or a bulb is out; replacement of the sanctuary roof, progress on retaining wall issues at Soquel Cemetery and Simcha, expansion of the Simcha toddler room; installation of security upgrade; overhaul of security and emergency procedures along with ancillary training.

### Gratitude

The above is just a snapshot of the work performed by the very dedicated and hardworking team at Temple Beth El. Daily they are making suggestions for better

improving our "family" at TBE and many of the great accomplishments are a direct result of their follow through, creativity and positive attitude. Please be sure and thank them the next time you are here.

Finally, I want to thank our Rabbis, Board and Congregation for providing me an opportunity to help lead an organization that is truly trying to role model our Jewish values. It is a privilege that I do not take for granted!

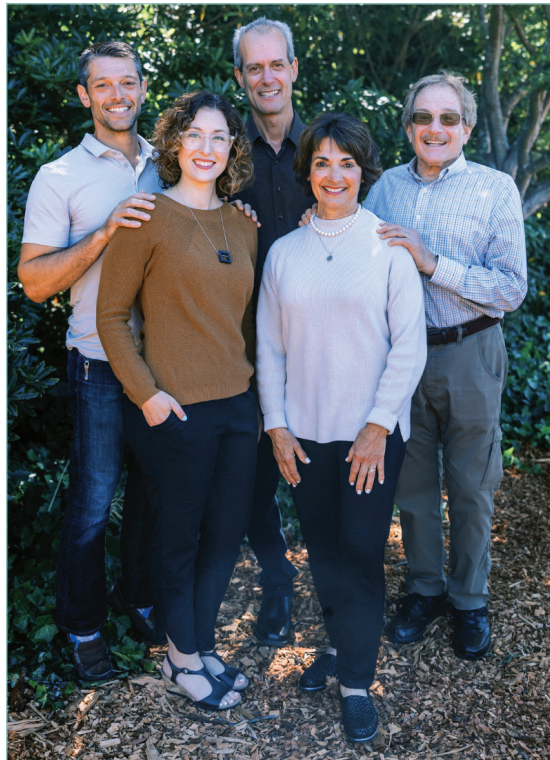
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## Are you interested in being matched with a new member?

You would make contact to welcome them to TBE, see if they have any questions and perhaps arrange a time to meet them at a temple event.

Contact Melissa  
[msunberg@tbeaptos.org](mailto:msunberg@tbeaptos.org)  
to volunteer for this  
mitzvah



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