



*Temple Emanu-El Annual Meeting
and Volunteer Recognition

Sunday, June 6 at 11:30 AM



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Agenda

11:00 AM	Welcome/Call to Order	Steve Krandel, Temple President
	D'var Torah	Deborah Zimmer
	2020-2021 Highlights Video	Created by Oliver Housman
	State of Temple Emanu-El	Steve Krandel/Rabbi Dana Magat
	Temple Emanu-El Financial Report	David Heiman, Treasurer
	Outgoing Board Member Recognition	Steve Krandel
	Above & Beyond Personal Commitment (ABC)	Deborah Zimmer/Rabbi Dana Magat
	Volunteer(s) of the Year Presenters	Steve Krandel/Rabbi Dana Magat

BALLOTING CLOSED

Ballot Results	Stephanie Pollock
Adjournment	Steve Krandel

Thank You

A heartfelt thank you to all of the members of the
2020–2021 Temple Emanu-El Board of Trustees
for your leadership of our congregation.

President	Steve Krandel	Trustee	Jessica Blitchok
VP Administration	Ilene Tucker	Trustee	Christina Blue
VP Membership	Kim Jackman	Trustee	Dr. Nathaniel Cohen
VP Development	Larry Fox	Trustee	Brandon Frederick
VP Education & Youth	Sherri Wiesner	Trustee	Ginny Hoffman
Secretary	Eric Snider	Trustee	Mira Karp
Treasurer	David Heiman	Trustee	Byron Lilly
Immediate Past President	Deborah Zimmer	Trustee	Denise Moreno
		Trustee	Richard Rusnak
		Trustee	Lonna Smith
		Trustee	Rachelle Vogler
		Trustee	Kevin Zwick

Thank you to our auxiliary presidents and committee chairs for
all that you do for Temple Emanu-El.

Committee Chairs

Auxiliaries

Brotherhood President	Shannon Brown
Sisterhood Co-Presidents	Beverly Mendel Judy Levy
EESY Co-Presidents	Samantha Wiesner Jerad Nussbaum

Membership Commitment	Dan Lee
Membership	Kim Jackman
Facilities	Uri Gottfeld
Ritual	Branden Frederick
Tikkun Olam	Sharon Genkin
Religious School Committee	Mira Karp
Caring Committee	Fagie Rosen and Harriet Saltzman
Security	Richard Rusnak
Preschool Committee	Rebecca Frederick
Havurot Coordinators	Bobi Levine/ Rebecca Frederick
Endowment Committee	Jessica Blitchock

*Thank
You*

President

Dear Fellow Congregants:

Another year in the life of Temple Emanu-El has come and gone. To say this has been an unusual year is certainly an understatement. Most of us haven't set foot inside the facility in 15 months. Most of us had no idea what Zoom was or what "shelter in place" would mean to us. Think about how our conversations with each other have gone. "What online series are you watching now? Hulu? Amazon? Netflix?...." "What the heck is DoorDash?" "Which vaccine did you get? Did you have any side effects?" We went overboard and disinfected our food and just about every surface we could ever come in contact with. Fear of the unknown is the worst.



But, we're still here. Temple Emanu-El did whatever we could to help all of us stay connected. We jumped to online services and online religious school. We've offered a variety of programming options from weekly chat's with Rabbi to Torah Study to ZigZag sessions. Our goal was to provide a variety of opportunities for people to connect. We learned as we went and tried to improve at every step.

Special thanks to Barbara Smead for leading the charge to get our pre-school open as soon as possible. The protocols have been very strict, but also very effective. Phil Hankin and his teaching staff did what was needed to have a meaningful Religious School experience for our kids.

Stephanie and the office team (Oliver, Iris and Shantha) kept us in business and worked long hours dealing with all sorts of new issues.

Rabbi Magat and Cantor Edmondson did an incredible job of creating meaningful religious experiences for all of us. None of us ever imagined High Holy Days on Zoom with a choir and musicians. It was truly an amazing effort.

I thank everyone mentioned above and the entire Board of Trustees for continuing to be dedicated, making hard decisions, and having difficult discussions related to the pandemic and other issues. Deborah Zimmer and a handful of past Presidents have been a great resource. My father, Bob Krandel (of blessed memory) still guides just about every decision I make on behalf of the temple. Rabbi and I have done everything possible to act as partners, while Stephanie is the glue that holds all of this together. I can't thank either of them enough.

It's time to look to the future. We have lots of work to do to figure out what our next chapter looks like. We're just getting started. Let's take this ride together.

Steve Krandel,
Temple Emanu-El President

Administrative Team Report

What a year this has been. In the midst of what has been such a difficult time, I am so thankful for the collaborative partnership with Rabbi Magat and Steve Krandel and I am gratified by all we have accomplished this past year. The Temple Emanu-El congregation is so wonderful and I am so pleased at the strength of the connection our community has shown these past fifteen months.

- I am so very proud of the High Holy Days services that Rabbi Magat and Cantor Edmondson led this year. The connection and meaning that was created online was wonderful. We have a very strong team who worked diligently together to make our online holiday services flow seamlessly. A special thank you to Oliver Housman for his talented technical and editing skills without which this unique High Holy Days would not have been the same.
- I am delighted for the joy and connection that was created with the High Holy Days, Passover, and Purim gift bags that were delivered to all Temple members. Thank you to Iris for coordinating the procurement of the wonderful holiday treats and thank you to all of our dedicated delivery teams who made this endeavor possible.
- I applied for and received a second Payroll Protection Program Loan in April of this year which has allowed us to continue to maintain our full staff during these uncertain times. This loan, as well as the first PPP loan that we received in April of 2020, is expected to be fully forgiven.
- Gerardo Cabada, our dedicated custodian retired after 38 and a half years of service to the Temple. His last day was August 7, 2020. We wish Gerardo a very happy and healthy retirement.
- We had a new staff member join our team this year. Augustino Gamboa, our newest custodian, began working at the Temple at the end of March. He has done a great job working to have our facility shining as we transition back to onsite services during the summer.
- 15 months after we created our online community, we are planning to open again for in person Shabbat services beginning in July! A Reopening Task Force was established and has been assisting in creating comprehensive safety protocols. The Temple administrative offices will begin to be staffed beginning the second week of June. At that time, we will begin to have one staff member in the office Tuesday – Friday. Full details of the opening phases will be shared when they are finalized.

Respectfully Submitted,
Stephanie Pollock



Stephanie Pollock
Executive Director



Iris Bendahan
Admin & Clergy Assistant



Oliver Housman
Marketing &
Communications Coordinator



Shantha Smith
Bookkeeper

Brotherhood

As you can imagine, Brotherhood's 2020-2021 fiscal year did not look as I had envisioned it when I started my term as Brotherhood president in July 2019. For the first eight months of my term, Brotherhood held monthly meetings in person, we cooked and served food for Religious School and Latkes and Laughs, we set up the Campbell Heritage Theater for High Holy Days, and we celebrated together in person, as Brotherhood has done for as long as I've been involved. After that, you all know the gist of the story ~ everything more or less ground to a halt for a while as we slowly figured out that we'd be doing things "virtually" for longer than anybody imagined.

For an organization built largely for in-person service to the Temple and in-person social events, going virtual was a challenge. Not so much for our regular monthly meetings as for all the activities Brotherhood supports. But, like everyone else, we found a way to adapt. When we couldn't do pancake breakfast and BBQ lunch for the Religious School, at the suggestion of our fantastic Director of Education, Phil Hankin, we provided our students with back-to-school masks instead. When we couldn't play poker in person, we found a way to move it online. And since one of our favorite charities, Second Harvest Food Bank, wasn't allowing group volunteer opportunities, we volunteered on our own, when it was safe. In between, we did online happy hours, went for group bike rides, and managed to bring our membership levels up to higher levels than they were pre-pandemic.

For me personally, the last two years as Brotherhood president have been extremely rewarding. Both despite and because of the challenges we've had, I have felt closer to Brotherhood, its membership, and Temple Emanu-El than I ever have before. I have gotten to participate in the TEE Board and witnessed their leadership through this tough and unexpected year. But most of all, I am grateful for having been able to deepen old friendships and create some new ones along the way. I want to very sincerely thank the Brotherhood executive board: our VP David Goldberg, Secretary Eric Snider, and Treasurer Jeslie Chermak for their help and friendship. I'd also like to thank our Membership Chair Bob Levy (and his wife Judy) for an incredible membership drive this year. I promise we're going to have a paid-up member dinner when we can! We're way overdue. And finally, I want to thank so many other Brotherhood members who step up year after year to do what needs to get done, from moving TEE to Campbell every High Holy Days, to building our Sukkah every year, to organizing those Second Harvest trips, to making things happen for our Religious School students. You know who you are, and I can't thank you enough.

Shannon Brown,
Outgoing Brotherhood President

Sisterhood

To say that this past year has been challenging would be an understatement. We never could have imagined that it would take well over a year to get our lives back to some sort of normalcy. Although many things have been opening up slowly these past few weeks, TEE is still closed so Virtual meetings and events will be the norm for a while longer.

We are so proud of our Sisterhood. We did an amazing job keeping members connected and engaged during this pandemic. Early on we decided to help our community by making face masks (known as the Mask-a-teers) and putting together toiletry kits for our Tikkun Olam project. We received many donations of \$25 which helped to fund our efforts. The masks and toiletries were taken to Abrahamic Alliance International. AAI is a charitable, non-profit organization uniting Jews, Christians, and Muslims for active peacebuilding and poverty relief. They made sure that our donations would be distributed to local soup kitchens in an effort to aide our most vulnerable displaced residents in the San Jose, Gilroy, and Palo Alto areas

In July, we began our annual membership drive under the leadership of Joy Powell, our VP of Membership. Due to Covid 19, we decided to lower our dues to \$36. This was still enough to pay our annual WRJ dues of \$18 and

Sisterhood Continued

WRJ Pacific dues of \$2. In addition, it helped us support our Religious School and Sisterhood programs. Even in these difficult of times, we had many of our women donate very generously and send in amounts above the requested \$36. We appreciate this more than words can say. A huge thank you to Joy Powell for working so hard to increase our membership. We had more members this year than last year (112 this year vs 105 last year). The fact that we had so many women join during these uncertain times shows how important it is to stay connected.

In July we started our Sisterhood Schmoozes which still continue to be very popular. We have held them once or twice a month. It's a great way for everyone to check in with each other. This is an opportunity to kvetch, vent or just be "real" with each other in a safe and comfortable space. It was very therapeutic for many of us.

On August 11, we sponsored our first Sisterhood Virtual BINGO. We designed our own BINGO cards with Sisterhood facts. This was a fun way to get to know Sisterhood, Women of Reform Judaism, and our members.

Many wonderful prizes were awarded. BINGO has continued to be popular and is held at least once a month.

We always get a great turnout. We have given away many gift cards such as: Baskin Robbins, See's Candies, Trader Joes, Target, Amazon, Willow Street Pizza, Starbucks, and Peet's coffee.

WRJPD (Women of Reform Judaism Pacific District) usually holds an Area Day every summer but due to Covid we had a virtual event on July 12 along with the Sisterhood's from Southern California. It was very well done and the workshops were very helpful as well as informative.

On October 18, we celebrated Rosh Chodesh by ringing in the new month of Cheshvan. which is often referred to as "Mar Cheshvan," or bitter Cheshvan because there are no holidays during that month. A big thank you to Cantor Edmondson for helping us celebrate.

Our Virtual Sisterhood Shabbat was on Friday, October 23. Again, Cantor helped us to create a beautiful service that many of the women participated in.

The weekend of October 24-25 was a FREE WRJ Pacific District Virtual Convention. The Convention theme was: "One Vision, Many Voices." There was a wide variety of fun and informative workshops.

On November 1 we celebrated our Sisterhood women with a Virtual Volunteer Awards Recognition ceremony (This event took the place of our usual Donor Lunch/Brunch). We also celebrated the 100th birthday of TEE Sisterhood which was established in 1920. Judy Levy put together a beautiful Zoom PowerPoint and photo slideshow. Guests were able to reminisce and view slides from the past as well as activities like Rosh Chodesh, Sisterhood Seder, and Women's Shabbat. Thank you, Rabbi Magat, for your kind words and Cantor Edmondson for sharing your beautiful voice with the perfect song! A big thank you to Judy Levy for creating the presentation and Anita Medeiros for her work on the photo slideshow as well. Congratulations to our Lee Axelrad Malach Award Recipient-Beverly Mendel for being a woman of heart and going above and beyond as well as Sandi Cohen, our Woman of Valor, who has continued to support our ideals for over 10 years. We concluded with a presentation on the ratification of the 19th Amendment which gave the women the right to vote (August 18, 1920).

We were so happy to celebrate a Zoom Hanukkah together on December 16 with a virtual White Elephant gift card party. We had some long-time members (Doris Davis, Bobi Levine, Harriet Reisner, Sybil Sommers and Lois Zell) attend as well as new members (Ellen Rudy & Anna Guiltieri).

Sisterhood has graciously donated \$10,000 to our Temple Emanu-El Vision 20/20 project. Along with our \$10,000 donation from last year, we will be honored with a bench in front of the Religious School bearing our name. It feels amazing to know that we have contributed to something that our members can appreciate and enjoy now as well as future generations in the years to come.

On January 7, 2021, we held a Zoom discussion on the RBG Movie, "On the Basis of Sex" starring Felicity Jones and Armie Hammer. Everyone was asked to watch the film beforehand. We had a great discussion about the film and agreed that Ruth Bader Ginsburg was someone whom we all admired. She will truly be missed.

Cantor Amanda Edmondson, along with TEE Sisterhood, sponsored a very unique and inspiring Rosh Chodesh on Sunday, March 14. Our special guest was Cantor Tifani Coyot of Temple Isaiah in Los Angeles. We explored the Jewish values that go into the food we eat. Kashrut, or kosher law, is what has guided our Jewish eating habits

Sisterhood Continued

for centuries. But what does it actually mean to eat Jewishly? During this session, we talked about how to have a positive, Jewish relationship with food. Cantor Coyot shared her journey of healing as well as her struggles with food addiction through various stages in her life which has led to the creation of a spiritual reimagining of kashrut - Value-Based eating. It was a very personal and painful story that she shared with us about her life and it spoke to so many of the women in attendance as, they too, struggle with food.

Sisterhood members and guests enjoyed a special Passover Women's Seder on Thursday, April 1. We shared together, read from a Women's Haggadah, and enjoyed singing while on Zoom. A big thank-you to Judy Levy for putting the Haggadah together and running the Zoom Seder. Thank you also to all of the women who participated in the Seder.

A special Sisterhood campership opportunity was provided to Sisterhood members for their children/grandchildren to attend a Jewish summer camp. We donated \$1700 towards this effort (\$200 was donated by a very generous member) as well as donating \$2,000 to the general campership fund at Temple Emanu-El. We hope that these children have a wonderful time at camp this summer.

We will again be celebrating our members with a Virtual Volunteer Celebration on Sunday, May 23 on Zoom. We will honor our wonderful women and share photos from past years as well as honor Deborah Zimmer with the Woman of Valor award and Arlene Williams with the Lee Axelrad Malach award. We are also recognizing Joanne Shank with a special Lifetime Service Award. Congratulations on a job well done.

We would like to thank our outgoing board for an outstanding job during such a difficult and challenging year. We appreciate all of you.

We are very excited about our new board for 2021 - 2022:

Co-Presidents - Beverly Mendel and Joy Powell

Immediate Past President - Judy Levy

Treasurer - Melenie Pearson

Interim Secretary - Melenie Pearson

V.P. of Membership - Arlene Williams

Corresponding Secretary - Ellen Rudy

VP of Programming/Publicity - Judy Levy

Endowment Committee Report

As of the end of December 2020, our endowment fund consists of \$796,104.30, an increase of \$175,753 over the same time last year. We continue our participation in the Silicon Valley Community Legacy Project and co-hosted a Legacy Shabbat service with Jewish Family Services of Silicon Valley this past November. Currently we have 57 members of our congregation who have committed to include the Temple Endowment Fund in their estate planning. Our goal is to have every member of our congregation join our L'Dor V'Dor Legacy Society, ensuring the future of our Temple. If you are interested in learning more about our L'Dor V'Dor Legacy Society, please contact Stephanie Pollock, Executive Director.

Fundraising Committee

The Annual Campaign

Our 2020-2021 Annual Campaign was a great success! Thank you to everyone who generously contributed and helped to support programming at Temple Emanu-El.

Total amount raised:	\$108,970
Total # donors:	177
Donors \$500 and up:	58
Donors \$200 and below:	41

Once again, our Temple members took advantage of their corporate matching programs with those employers who offer it! We thank everyone for all of their support this year as we work to fund different programs for our congregants and students.

Latkes & Laughs Committee



Committee Co-Chairs:
Carol Hoffman, Stacey Dederling

Starring
Jeff Applebaum
Wendy Liebman
Mark Maier

Our 9th annual Latkes and Laughs of 2020 was tons of fun. On December 13th, our Zoom attendees enjoyed a great evening, with jokes from Jeff Applebaum, Wendy Liebman and all the way from the UK, Mark Maier. With over 150 people on our Zoom show this year, we raised over \$8,000! Many thanks to our small but mighty Latkes and Laughs Committee, which included Jessica Blitchok, Leslie Cragin, Stacey Dederling*, Carol Hoffman*, Renee Jones, Andrea Laber, Robin Feinman-Marino, Jenny Wagner, and Oliver Housman! Thank you to Temple's Brotherhood for providing the scrumptious latke dinner and Sisterhood for their sponsorship. And a shout-out to the incredible support of the Temple Emanu-El staff and clergy. We hope you all had a great time, and we're looking forward to another amazing Latkes and Laughs - mark your calendars for Dec 5, 2021 (8th night of Chanukah)! We hope to see you in person and enjoy Latkes together again soon!

- *Carol Hoffman & Stacey Dederling, Co-Chairs of the Latkes and Laughs Committee

20/20 Vision Project

Dear Temple Emanu-El Members:

The primary focus of development remains the fruition of our 20/20 Vision Project. Phase I, the sanctuary renovation, has been completed and we look forward to all of you enjoying our services and life-cycle events in the newly renovated sanctuary very soon. Phase II, the external façade and courtyard, continues to progress through the permitting process with the City of San Jose. This is a slow process in the best of times and has certainly been extended due to the Covid pandemic. Fortunately, we are making progress and are very close to the finish line. We will certainly be making an announcement as soon as we receive our permit and have a start date for construction.



Caring Committee

Over the past year the Committee has made and delivered Kugels to members who have lost a loved one as well as to members who were recuperating from an illness or to welcome a new baby.

A Temple Gift Bag that included a Care Bear was also taken to members who were in the hospital or in Rehab.

20 of our Temple members have made phone calls to the entire congregation as well as a second round of calls to our "Veterans of Life" during the COVID19 pandemic. Arrangements were also made to have Passover meals delivered to those who were unable to get them on their own.

Hopefully another Kugel making session will take place as soon as we are allowed to get together in one kitchen....

Fagie Rosen & Harriet Saltzman
Caring Committee Co-Chairs

Havurot

"Havurah" (or plural "Havurot") comes from the Hebrew word for "friend." Here at Temple Emanu-El, a Havurah is a group which offers friendship and an extended family within our community.

Each group has the freedom to decide on the format that best suits their needs. There is no set plan of activities. Gatherings can be ritual based or focus more on the social aspect of the group. For years, Temple Emanu-El members, especially new members, have found that by joining a Havurah, they have developed an extended family. Havurah members can be counted on to celebrate life-cycle events together and when necessary, provide comfort and support during times of sadness, illness and loss.

Our Havurot consist of families with young children, new babies being born, empty nesters, couples, singles and seniors. In the past year, while nearly all group activities have been on pause, group members found new ways to stay connected. While we can't be together in person, group members kept their bond strong by texting, emailing and calling, along with meeting via Zoom. We also still saw new members expressing an interest in joining a havurah, once COVID permits.

Please let us know if you are interested in starting a new group or would like to be involved in an existing group.

Bobi Levine, Havurot Co-Coordinator

Rebecca Frederick, Havurot Co-Coordinator

Membership and Marketing Committee

Annual Meeting 2020 Report Membership

2020 was certainly an unusual year for Membership in that we weren't able to hold any in person events, however, with zoom, it sometimes felt like we were more together and more connected than ever. The one event that I specifically remember was our Zoom Neighborhood Havdalah last August. We gathered as a group for the blessings and then had break out rooms based on zip codes and connected from the comforts of our own homes. In fact, this is how we stayed connected throughout the last year and some felt more connected than ever since people didn't have to drive or deal with parking-or the lack thereof. I believe everything we did last year focused on our membership-giving easy access to everyone to participate in services, education classes, Wednesday lunch and learns, Religious School, and the list goes on and on. Although I know we are all looking forward to hugging and being in person again, we must consider Membership from a different perspective and realized that staying connected is the important piece and providing accessibility to all. We are excited to let you know that we do have a calendar of events for 2021-2022 and will look at creating an in-person opportunity as well as remote options. Our first big event will be our August Shabarbeque and plans for that will begin this month. If you are interested in joining Membership and have ideas you want to share, please reach out and get involved- it can be done remotely! 2020 was definitely a hard year, but it was a year of blessing as well and allowed us to reimagine some of the ways in which we can come together.

Membership Volunteering-We need you!

We are always looking for member volunteers and new energy at events and services. There are so many areas to help out - from Friday night ushering, to assisting with a mailing in the office, to a membership committee member, to making centerpieces for Shabarbeque! Any amount of time and effort is always appreciated. Bolstering member connections and fun activities is our true agenda. If interested in being a part of any Temple committee to support all the good, or you have any great membership engagement ideas, please contact vpmembership@templesanjose.org. Commitments can be minimal, but your participation impact is huge!

Membership and Marketing Committee

Marketing

This year was very different for all of us, and I was very happy to help guide us through all the online learning services and more. There have been many changes we have made to accommodate everyone, and I greatly appreciated your patience and understanding as we worked through them. I enjoyed working with many of you to help you get connected to our streaming services, teach you the ways of Zoom, connect your smart TVs to the internet, or just assist in any other technical questions. It was certainly a change this year, and I'm glad that everyone was able to connect together, whether through Temple events or on their own.

I was very excited to partner with our Adult Education team to help start our ZIG ZAG programming for all adults, and take you around the world on our Jews Of adventures. I also hope that many of you were able to attend Rabbi's weekly chats, and his Film Discussions with Phil Hankin. I look forward to continuing to support all these great programs, allowing us to share in great experiences, hobbies and adventures together.

High Holy Days were certainly a new experience for many of us this year, and I'm so thankful for all the collaboration that was put into making them happen. I'm grateful to Rabbi Magat, Cantor Edmondson & Penni Henry, and all of our musical performers, for all the long hours we put into make sure that everything from Erev Rosh Hashanah to Breaking the Fast was pulled together smoothly. I hope that you found High Holy Days this past year a meaningful and personal experience.

As we begin to transition back to in-person services, we will have some new streaming & live options available for you. Please stay tuned as we roll out these new experiences for Shabbat Services, B'Nai Mitzvot, Event Programming and more. Thank you to everyone who has tuned into streaming services over this past year. It's been great to see the entire congregation still involved and attending services on YouTube, or even Zoom. I look forward to seeing many of you in person back at the Temple soon!

It has been a pleasure to get to know more of you throughout my second year here at Temple Emanu-El. Despite everything moving online, it's still been great to connect with you through email, Zoom, or phone calls to get questions answered or problems solved. With the Temple Emanu-El offices slowly reopening, I can't wait to see all our congregants on site more for services, meetings, or just dropping by to say hi. If there's anything that you need, please don't hesitate to reach out to me.

Respectfully Submitted by Oliver Housman, Marketing Coordinator

Facilities Committee

2020-2021 Facilities Committee Report

The Facilities Committee has not been as active as usual in processing repairs and improvements this year due to vacancy created by the pandemic.

Projects that are undertaken by the Facilities Committee are funded by one or more of 3 sources: Donors, AMF (Annual Maintenance Fund, for maintenance related items), and the Building Fund (for capital improvement projects).

Facilities projects are wide ranging, and challenging, and they require a great deal of time, effort, coordination, and skill to process. Much thanks to Stephanie at the Temple office for helping to provide local logistics and coordination, and a special thanks to our volunteers for their contributions. Here is a short summary of completed, current and future projects:

COMPLETED PROJECTS:

Preschool: The Preschool received minor repairs as needed, primarily to doors, which were not closing properly, creating a security risk.

Cottage: The Cottage received some minor repairs and security upgrades.

PROJECTS IN PROCESS:

Temple Emanu-El 20/20 Vision: The project has been delayed due to the pandemic, yet some progress has been made towards permit from the City of San Jose. The 20/20 Vision Committee has been meeting regularly with architect and contractor to review and implement the project.

Sanctuary: Renovation of the Sanctuary has included all new seating, carpeting, railing, electrical cleanup, wood refinishing, and new moulding. The new lectern is in process of design and construction.

FUTURE PROJECTS:

Parking Lot: We are considering the installation of a new electric security gate at the entrance to the parking lot. There would be a keypad for entry, and automatic sensor for exit. Parking lot will also need to be paved in the near future.

Campus: We are continuing to improve overall security inside and out with various upgrades.

Facility ADA Upgrade: As we provide major upgrades to the Temple facility, we will also continue with ADA (American Disability Act) upgrades or compliance items.

Temple Offices: The rooftop air conditioning units require reconstruction of thermostat wiring and enclosures. Your Facilities Committee will perform this task directly.

If you have an interest in being involved with the Temple Facilities Committee, please contact me through the Temple Office.

Respectfully Submitted,
Uri Gottfeld, Chairman.

Tikkun Olam & Green Team

The Tikkun Olam Committee has accomplished quite a lot during this pandemic year. Most of our efforts have been around racism and equity.

We sponsored several sessions of a book club reading and discussing “How to Be an Anti-Racist” by Ibram X. Kendi . We engaged in voter engagement activities sponsored by the RAC, holding multiple sessions where many congregants came together on zoom, filling out and mailing hundreds of postcards that encouraged people in low propensity states to vote in the November elections. I also led a Diversity, Equity and Inclusion study session on Yom Kippur.

After taking an extensive training through the RAC, I coordinated an extensive Diversity, Equity and Inclusion assessment of the Temple with a small, diverse group of congregants who met weekly over the course of several months. We used the tool provided by the RAC to analyze every aspect of congregational life (education, greeters, facilities, disability awareness, LGBTQ issues, interfaith concerns, etc.) through a DEI lens, noting our huge successes as well as areas we can improve. We then worked on determining which of these areas are high or low priority and which are easy or difficult to improve due to time, effort, or financial considerations. I hope to present those results to the Board of Trustees in the coming months. A special thank you to this dedicated group: Kristina Fernandez, Maritza Silapasvang, David Ledwitz, Kotarah Thompson, Enrique Guadamos, Deborah Zimmer and Steve Krandel who were willing to give up so much of their time to have honest and sometimes difficult conversations.

The PACT Housing Team reached out via Temple e-blasts to make sure people were not experiencing displacement from their homes or other housing worries due to the pandemic.

Marci Gerston, who has been an incredible partner through most of these efforts, also attempted to coordinate a dialogue through Parents Circle with two bereaved women, one Israeli and one Palestinian, which was ultimately unsuccessful due to timing issues, but which we will continue to work on.

As of this time, we are planning work around new RAC initiatives including criminal justice reform. I have set up a meeting along with a few congregants with the Office of Senator Bob Wieckowski, SD 10, (which is the Temple's district)for May 25th to encourage support for SB731, a Time Done bill affecting millions of primarily Black and Brown Californians. RAC is also promoting several voter engagement initiatives, which we will learn more about at an event on June 10 (the entire team has been invited) .

I plan to once again encourage and support Temple members to lead sub groups of the Tikkun Olam committee around issues that are important to them, such as support of Israel, supporting our congregants with health needs, etc. I am open to ideas that people would like to take initiative on and lead.

While the Green Team falls under the umbrella of Tikkun Olam, Bob Levy will be providing a separate report on the amazing work they have done this year as well.

Tikkun Olam & Green Team

The Green Team made an effort to work around the COVID constraints and make a difference. This year our focus shifted away from Greening the Temple and towards educational events and inter-congregational outreach. We did relatively well in both areas.

We have hosted 3 educational and 1 volunteer event since January. Two of the educational events focused on the climate crisis. One on growing your own food, where we learned the secrets of planning and planting a garden from Master Gardeners Rabbi Marv Goodman and Louise Christy.

The Green Team has been actively collaborating with other faith based organizations. We co-hosted a climate crisis workshop with Peninsula Interfaith Climate Action (PICA) where we had 3 outstanding speakers including Rod Diridon. The workshop focused on how you can make a difference fighting the climate crisis. We then co-hosted a screening and discussion of the movie 2040 with Congregation Shir Hadash where we learned how we may use today's technologies to prevent the climate crisis.

The Temple Emanu-El Green team, in collaboration with Jewish Silicon Valley, Congregation Shir Hadash, and Congregation Beth David, formed a local Dayenu Circle in March. Dayenu Circles are the Jewish Communities response to the climate crisis. Rooted in community and drawing on Jewish wisdom, Dayenu Circles allow American Jews to confront the climate crisis with spiritual audacity and bold political action. To learn more about Dayenu Circles go to Dayenu.org.

You will be hearing far more from our Dayenu Circle and the Green Team as we seek your support in addressing the climate crisis, environmental degradation, and the 6th great extinction.

Respectfully submitted by Bob Levy

Ritual Committee

The Temple Emanu-El Ritual Committee works closely with Rabbi Magat and Cantor Edmondson to help extend and enhance the diversity of worship experiences for our community.

As the COVID-19 pandemic defined all aspects of the last year, so did it completely interrupt the operations of the Ritual Committee. Rather than listing all the activities we were unable to do, here are some highlights from what we were able to accomplish despite the quarantine.

The Ritual Committee continued to meet regularly via tele-presence to assist our clergy as they adopted our community and worship to a 'from-home' reality. Committee members aided by being a sounding board for ideas and participating in remote festival worship where possible.

The Committee created a pre-recorded Yom Kippur afternoon Healing Service, featuring video contributions from **Maggie Cant**, **David Goldberg**, **Jonathan Avila**, **Shannon Brown**, **Neil Mendel**, and **Branden Frederick**, with a huge "thank you" to special guests **Dr. Richard Sogg** for introducing and chanting the Haftarah portion, and **Byron Lilly** for his musical leadership.

The Committee has a regular feature in the Temple Emanu-El Connections newsletters. Especially during these times, these articles provided a cherished opportunity to hear each other expand on topics meaningful to them. Authors are **Jonathan Avila**, **David Goldberg**, **Shannon Brown**, **Maggie Cant**, and **Branden Frederick**.

Ritual Committee Continued

Starting in December, several committee members dedicated their time to the Cantor Search Committee, and all Ritual Committee members were invited to give feedback when the top candidates for the position hosted mock-Shabbat services.

The Committee was able to restart in-person gatherings in a small way in April, hosting the first Shabbat In Nature in over a year, providing for many a much-needed opportunity to safely worship together in person. Thank you to **Nancy Weintraub** for helping coordinate.

In May, as a 'thank you' for his many years of contributions, the Ritual Committee unanimously voted to designate **Mort Berlant** as an honorary Ritual Committee Member for Life.

With **Cantor Edmondson's** time at Temple Emanu-El sadly coming to an end, we wish her well on her journey, and thank her for her years of guidance, leadership, and friendship.

The Ritual Committee is **Mort Berlant, Shannon Brown, Maggie Cant, Branden Frederick, David Goldberg, Neil Mendel, Julie Moore, Melenie Pearson, Rabbi Dana Magat, and Cantor Amanda Edmondson**. We are hoping to grow the Committee by two more members in the next year, and are looking forward to welcoming **Cantor Leah Shafritz** to our group.

Submitted by Branden Frederick, Chair.

Religious School

School year 5781 was one for the books! Although we planned for the year to begin in person, we quickly realized that COVID was going to prevent that from taking place all year. So, based on what we learned at the end of 5780 school year, combined with what I learned from "Zoomin with Newman" (Camo Newman's on-line summer camp), we moved forward with creating a full year of on-line learning (Sunday Religious School and mid-week Torah School). We tried our best to create as close to a "real" experience for the students as we could. We sent out various Zoom links for the different activities: Morning Mifkad meeting (our time to gather the entire community – students and parents – together for singing, learning, and clergy-led discussion on a specific topic), classroom time, and Chuggim (electives). This is the normal flow of a Sunday morning if we were in-person. The only difference is shortening the timing in order to reduce the amount of "screen" time for the students. All-in-all: success!

It is a blessing to have an incredibly committed staff of teachers and teen Madrichim (teacher assistants) and this year was no different. The staff worked incredibly hard at striking the perfect balance of making lasting connections with the students while engaging them on-line. Through our weekly Mifkad Boker teacher meetings, we had the opportunity to bond as a staff and to discuss various topics that relate to the craft of teaching. As a staff, we continued to focus our energies on our stellar Hebrew instruction, which begins in our lower grades (K-2) and flows through B'nai Mitzvah. Our Torah School Hebrew instruction transitioned to individual, weekly ½ hour sessions at the end of school year 5780, carried forward this year, and we will continue this structure moving forward.

I very much appreciate the partnership with the Education Committee with whom I enjoyed visioning with all year long. I especially want to thank **Sherri Wiesner**, our VP of Education and Youth, and **Mira Karp**, our Ed Committee chair, for their wonderful support and thoughtful leadership through the past few years. They are true partners and I value their insight and expertise.

A special shout out goes to our incredible teenagers and their contribution to our program. Without our Madrichot (this year we only had 6 incredible female teens – hence, the Hebrew is in the feminine form), the special bonding that happens in the classrooms would not have been the same for the teachers and students.

Religious School Continued

Samantha Wiesner and Jared Nussbaum took over the leadership of the EESY Board this year and had a successful year leading the troops, and **Sela Josephs** continued to function in the role of EESY advisor. The group continued to run our weekly Wednesday evening program, which we called “Wednesday’s are EESY”. They programmed and planned 2 Wednesday evenings per month to provide an interactive and dynamic experience for all of our teens.

A special thanks to our outgoing teachers who will be leaving us: **Maia Leventhal, Sela Josephs, Deanne Ball, and, of course, Cantor Edmondson**. They all will be missed and not easily replaced.

I look forward to reporting on the progress of what school year 5782 brings and how we transition back to in-person instruction/learning.

Phil Hankin, RJE

Preschool

The 2020-2021 Preschool year is definitely one that I don't think any of us will forget. We reopened the preschool on June 14, 2020 after being closed for 3 months due to Covid-19 and have remained open since that time. Reopening the school in the middle of a global pandemic was not something any of us could really plan for. The staff and I spent a couple of weeks coming up with our plan of action which included taped off areas, reworking outdoor and indoor time, changing our entire drop off/pick up procedures, masks on staff and students and in addition creating parent and staff protocols for returning to in person learning. One would think that we were ready to go but one thing this pandemic has shown us is that nothing is predictable. Over the past year we have had to continually pivot and alter our program making sure we are always in compliance with the state, county and Social Services requirements to be open. Of course there were many times in which those requirements clashed but we continued to do what we knew was right for the children.

As we began to approach September we made the decision to open up a pod of elementary school students. These students brought in their devices and accomplished their distant learning work in the Temple's BFR (board meeting room). The kids were able to still stay connected with their elementary school but at the same time they were able to have the needed social interaction. We juggled school schedules from 4 different campuses, 2 different districts and a half a dozen bell schedules. The older children (our Owl class) spent their recess in the Rabbi's courtyard, playing tag, sidewalk chalk, legos and so much more. They were loud and we enjoyed every moment of their laughter as they were allowed to have a little bit of normalcy in a very abnormal time.

Our TEPS community rallied around us this year beyond what we could have expected. From trusting us enough to bring their kids back to sending in donations or dropping off treats for the teachers we all felt very supported. My sincerest thanks to our Preschool committee: Rebecca Frederick (chair), Allen Wagner, Laura Peterson, Nicole Wagner and Liz Henderson for leading the support.

Preschool

As we wrap up this school year I can look back on it as by far one of the biggest challenges I have experienced but also I can feel a sense of pride in that we have made it through to the other side and we are all going to be just fine.

Sincerely,
Barbara Smead



Cemetery

HOME OF PEACE CEMETERY REPORT 2020-2021

Home of Peace Cemetery, owned and operated by Temple Emanu-El of San Jose, is the only Jewish-owned cemetery, mausoleum, and columbarium between San Francisco and Los Angeles. It was established in 1853 as the Jewish section of the Pueblo cemetery, owned by the Pueblo of San Jose. In 1869 the members of the San Jose Bickur Cholim Society (former name of Temple Emanu-El) realizing that for a Jewish cemetery to be “kosher” the land had to be owned by Jews, Petitioned the Town Council to purchase the cemetery. Since then, we have traditionally served the entire Jewish community and, when the need arose

Since the beginning of our fiscal year, July 1, 2020 we have sold 13 graves, and 5 cremation niches. During the same time period we have had 34 burials, and 3 inurments.

Home of Peace retains a close working relationship with Oak Hill Memorial Park. They take care of our day-to-day maintenance and interments needs. This year has been an unusually one for both Home of Peace and Oak-hill. County wide covid restrictions have been in place since March 2019, restricting in person participation severely. Sales were conducted through emails and over phone calls. As county mandates slowly return to normal, we are able to meet our community needs in person again.

Cherie Ravel, Home of Peace Administrator can be reach at cherie@TempleSanJose.org or 408.674.5867. Feel free to contact her with any questions or concerns regarding Home of Peace and to find out how to serve on the cemetery committee.