Havurah Shalom Long Range Plan Overview- July 2014

Recommended Actions

<u>Mission</u>: Provide a vibrant, diverse, participatory Jewish community steeped in Jewish values, promoting spirituality, learning and acts of social responsibility.

Foundations & Vision

Strategies

Kehilla: Community and Culture Havurah Shalom members feel connected across generations and different cohorts. Members are committed to participating to ensure that organizational needs are met.	Develop & support strategies that integrate new members. Create opportunities for cross connection between generations though spiritual activities & Tikkun Olam. Increase music at all events. Organize smaller Havurot, intergenerational or neighborhood groups for Shabbat & holiday celebrations. Develop programming to focus on the empty nester cohort. Use current technology to organize & support volunteers.	Provide additional staff/staff time to support connections, music, & development of small groups. Provide opportunities for informal music participation, & music learning.	I N E G R
Avodah: Spiritual Life & Religious Practice Havurah Shalom members' spiritual lives are suffused with meaningful Jewish rituals and communal practices which they help to shape.	Provide training & mentoring to expand the pool of leaders. Strengthen use of music in ritual programming. Maintain regular Shabbat morning services, weekday minyan & frequent Friday evening services. Support holiday celebrations that engage diverse cohorts. Connect Shabbat School families to Shabbat services.	Create a staff position that is a blend of education in ritual practice and service leadership. Shift a number of Shabbat School classes each year to meet at Saturday morning services.	A T I O N
Limud: Education & Life Long Learning Members of all ages & experience teach & learn together in education programs that reflect a personal, engaging approach to Jewish life.	Maintain a robust adult education program. Continue to support our cooperative Shabbat School, Middle School & High School programs. Promote inclusive programs that accommodate a range of learning styles. Continue integration of music into the Shabbat School curriculum. Provide adequate space to accommodate class sizes.	Provide opportunities to help our children feel comfortable with the music of our liturgy, holidays & culture. Research options in the area around Havurah for accommodating Shabbat School classes, which is the primary time we have insufficient space in the building.	A C R O S S
Tikkun Olam: Social Justice Havurah Shalom members are engaged in dynamic social action that allows us to live out our values of Tikkun Olam (repairing the world). Tikkun Olam infuses all that we do.	Develop additional direct action programming to address immediate needs of people in the local community. Commit B'nai Mitzvah kids to service during the year before and after their Bar/Bat Mitzvah. Continue advocacy work that addresses root causes of social injustice.	Provide intergenerational interactions though Tikkun Olam activities. Consider creating a method to allow congregational input into Tikkun Olam theme for each year, with awareness of continuity & long term commitments, which will tie into all congregational activities.	G E N E R
Hadracha: Leadership & Governance Havurah Shalom is a respectful & cooperative partnership between clergy, staff & members. Members govern through membership on Steering & other committees & take personal responsibility for offering their time, talent & resources.	Create a Havurah values-based program for financial giving. Build an endowment & legacy giving program. Reinvigorate the participatory roots of Havurah. Ensure a well-defined committee structure. Strengthen leadership development throughout the organization. Improve communication between committees & the congregation. Foster connections with other organizations.	Attend to the community's transition from a non- fundraising culture. Clarify & define the boundaries of committee priority setting, decision making & budgetary authority. Convene a task force to review Steering makeup & to develop a formalized leadership training. Hire a consultant to advise Steering on transparency & leadership development.	A T O N S

Values: Inclusiveness Participatory Transparency Vibrancy Creativity Solvency