

**TEMPLE SINAI**

A vibrant, progressive community

**Committee and Staff Reports  
for the  
Annual Meeting**

**June 4, 2017**

## TABLE OF CONTENTS

	<u>Page</u>
Adult Learning Committee – <i>Toby Axelrod</i>	4
Building Renovation Committee – <i>Yuval Gilbert</i>	6
Camp Report – <i>Michael Klau</i>	6
Capital Campaign Committee - <i>Larry Marks</i>	7
Caring Committee – <i>Zippy Ostroy &amp; Jen Katz</i>	8
Chavurot – <i>Rabbi Shoshana Meira Friedman</i>	9
Community Shabbat Dinner Committee - <i>Caroline Potter-Ng</i>	10
Distinguished Service Award Committee – <i>Rose Mandelbaum</i>	11
Education and Youth Committee – <i>Heidi Smith Hyde on behalf of the Education/Youth Committee</i>	11
Executive Director’s Report – <i>Linda Katz</i>	13
Finance Committee – <i>Larry Marks</i>	18
Free Will – <i>Malcolm Russell-Einhorn, Michele Russell-Einhorn</i>	18
Growth Committee - <i>Jeremy Wolfe</i>	19
History Committee – <i>Hildy Newmann</i>	19
Inclusion Committee - <i>Elaine Ober &amp; Lisa Stephani</i>	20
Israel Education / Action Committee – <i>Rich Goldstein &amp; Amos Lassen</i>	21
Membership Committee – <i>Lucy Sandler &amp; Elynn Finkelstein</i>	22
Mitzvah Day – <i>Pam Karmazine &amp; Heidi Smith Hyde</i>	23
Music, Prayer and Ritual Committee – <i>Robin Orwant</i>	25
Nominating Committee – <i>Jon Katz</i>	26
Passport to Israel – <i>Kathy Arnstein on behalf of Temple Sinai</i>	26
Personnel Committee – <i>Harvey Cotton &amp; Judy Ferber</i>	27

## TABLE OF CONTENTS (cont.)

Rabbinic Liaison Committee - <i>Susan Laster</i>	27
Rainbow Committee – <i>Marvin Kabakoff</i>	27
Relocation Committee – <i>Mike Klau</i>	28
Shabbat Mishpacha – <i>Rabbi Shoshana Meira Friedman</i>	28
Shabbat Torah Yoga – <i>Rabbi Shoshana Meira Friedman</i>	29
Sinai U – <i>Rabbi Shoshana Meira Friedman</i>	29
Strategic Planning Refresh Committee - <i>Harry Shulman</i>	29
Tzedek@Sinai Committee – <i>Zippy Ostroy, Felice Mendell &amp; Amy Weinberg</i>	40
Technology Committee – <i>Alex Cooper</i>	44

## Adult Learning Committee

### SUMMARY OF ADULT LEARNING PROGRAM

Once again, we had a very successful, diverse program in 2016-2017.

1. The committee met 10 times from September to June. We completed the 2016/2017 Adult Jewish Learning booklet on time. Content length remains at 23 pages.
2. Toby Axelrod continues as primary Co-Chair, with Barry Schwartz as Co-chair.
3. The high level of attendance in courses continues.

### Highlights from 2016/2017

#### THE COMMITTEE:

- Total active membership was 15.

#### TECHNOLOGY/LOGISTICS

- We continue to use the Charles St. Room for most classes.
- A major innovation was the hiring of Justin Grossman, a teacher at the school, to be responsible for the Charles St. room: handling the alarm and setting up chairs/tables. In the first year, this was funded from the Adult Learning Fund, and will be funded from the Temple budget from here on.
- Audiovisual equipment has been problematic: we have purchased a new DVD, which we hope will help especially with movies. Renovations to Weintraub should help in the year after next.
- We continue to coordinate with other committees regarding scheduling and co-sponsorship of programs.

Special thanks to Linda Katz, Heidi Smith-Hyde, Nancy Hogan, Mike Klau, Mario Calderon, and Ron Luce for all their help.

#### THE PROGRAMS:

- In addition to 3 ongoing programs, there were over 30 programs and movies this year, ranging from Cantillation, Contemporary Jewish Literature, our annual Jewish Poetry Festival, an evening group focusing on aging, Israeli films, courses on Jewish philosophy as well as field trips (MFA, Baker St. Cemetery)
- Clergy teaching: Rabbi Emeritus Frank Waldorf spoke on Proverbs. Our Associate Rabbi, Rabbi Shoshana, taught several courses, including a 2-session course on "Hamiltorah," a multigenerational class using Midrash. Our cantorial soloist Cherina Eisenberg gave two courses as well as a special program on cooking which took place in a congregant's home. Rabbi Vogel presented a session on Inclusion and continued conducting Torah study on Saturday and the Thursday Morning Study Group.
- Rabbi Or Rose was our Cohon Lecturer. Judith Caplan once again magnificently planned and executed the *oneg* with help from Committee members.
- For the first time, our **Scholar-in-Residence** program was a full weekend co-sponsored with the Caring Committee. Rabbi Richard Address held presentations and discussions in varying formats that drew high attendance at each of multiple events from Friday through Sunday. The weekend served also to launch ongoing programs.
- We had several evening programs: Staci Rosenthal, teacher in the religious school, presented her "Birthing unto Death," based on her anthropological research on pregnancies in hiding, in ghettos and in concentration camps during WWII. Another evening series was co-led by Rabbi Herman Blumberg and his wife on Aging.

- The **Cinema@Sinai** film series, developed by Amos Lassen, included 4 films on Saturday evenings.
- A very popular **summer course** was again offered by Jeremy Wolfe and Robin Orwant on the Book of Judges.
- “A Taste of Mussar” was presented twice with the plan to offering a multi-session series led by Merry Arnold.
- Rainbow Committee topics included: the New Jewish LGBT family, and LGBT Aging.
- **Ongoing programs** continued: Torah Study, Bible study, and the weekly Thursday Morning Study Group, the last having over 30 attendees.
- **New teachers:** We had 4 new congregational teachers this year.
- **Other Committees:**  
Please see activities of the Caring Committee, Israel Education and Action Committee, and the Rainbow Committee for information regarding their learning programs.
- We continue to develop processes to streamline the logistics of our programs, especially scheduling, the use of the Charles St. Room, and audiovisual materials.

### **Long Term Objectives**

1. Institute regular scholar-in-residence Shabbaton programs, beyond the Cohon lecture, with leading Jewish scholars, as a regular part of the culture and budget of Temple Sinai. We continue to achieve this goal. We are thrilled to have as our fall Cohon speaker Rabbi Ebn Leader from Hebrew College. Usually, the Cohon lecturer speaks only at Shabbat services. Next year he will be with us for Saturday as well.  
*Overall: Meeting expectations.*
2. Institutionalize a 3-year cycle for Adult B’nai Mitzvah  
We will re-institute the Adult B’nai Mitzvah study once the construction is completed and Rabbi Vogel returns from Sabbatical, most likely the spring of 2019.  
*Overall: Meeting expectations*
3. Encourage congregants to sign up for Me’ah.  
Several Temple members continue with their Me’ah experience in either “*Me’ah Select*” or with their original *Me’ah* cohort.  
*Overall: Partially meeting expectations*
4. Measure the number of different congregants attending Adult Learning Courses at Temple Sinai.  
This is the fourth year we have had this goal. We have been taking attendance for all but the ongoing courses. This year’s data/analysis has not been completed prior to this report.  
*Overall: Partially meeting expectations.*
5. Develop qualitative outcome measures for our programs.  
The committee is working on identifying how we measure success beyond attendance and other quantitative measures.  
*Overall: In process.*

### **LOOKING AHEAD to 2017-2018**

The Temple renovation in 2017-2018 presents major challenges, as our logistics will become more complicated than usual. We are preparing for the year by doing creative scheduling and relying on the good will of our talented and generous congregant teachers. Please look for next year’s catalog in September for another year of diverse, stimulating programs. A *partial* list of programs follows: We are very excited that our Cohon lecturer will be Rabbi Ebn Leader, who will speak on *Mysticism and Modernity*. Larry Lowenthal will speak on the Icons of the 60s. Amos Lassen will continue to

coordinate the Cinema@Sinai Film Series as well as the Israeli film series. This summer, Jeremy Wolfe and Robin Orwant will again present a 4 session summer course, this year on **Jewish Artifacts**. We are especially pleased to have 3 first-time teachers as well as a presentation by the Genealogy Society. And there will be much more! Thanks to all our wonderful teachers, committee members, and staff who make our programs so enriching.

*Submitted by Toby Axelrod*

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### **Building Renovation Update**

**It's a go!** After months of planning, design updates, fundraising, reviews and approval, we start our School Building and Sanctuary renovations on June 1<sup>st</sup>!

**We will have the 2<sup>nd</sup> and 3<sup>rd</sup> floors of the school building updated and ready for classes when school begins on September 10<sup>th</sup>.** This portion of the renovations will include renovations of all of the classrooms and offices, making them look modern and inviting. We will repaint, add or enlarge closets, add new whiteboards, new lighting, new flooring, and new air conditioners, add enhanced wireless, and improve accessibility. In addition, the hallways will be renovated with new paint, new flooring, new lighting, and new wall material to hang artwork. Finally, we will add built-in A/V equipment to Ehrenfried.

**We will have the first floor of the school building renovated and ready for use by next Spring.** This portion of the renovations will include a new, enlarged lobby, a new elevator, renovation of Weintraub, orienting it to the East and adding built-in A/V equipment (now to be called the Weintraub Community Room), a passageway between Weintraub and the Sanctuary, enhanced wireless throughout the building, new sprinklers in the school building, new signage, and additional accessibility improvements.

A shout out to the Renovation Committee (comprised of Rabbi Andy Vogel, Executive Director Linda Katz, Director of Education Heidi Smith Hyde, President Nora Abrahamer, Trustee Arlene Weintraub, member Paul Rosenstrach, and yours truly) which provided much needed input and decision making over the past two years.

I also want to give a special thank you to our architect, Don Mills, who has worked tirelessly over the past year to finalize the design, create construction drawings, find us a contractor (Casby Brothers), and who will oversee construction.

*Submitted by Yuval Gilbert*

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### **Camp Report**

Over 50 children from Temple Sinai will attend Jewish camp this summer, with over 40 of those at sleep away camp. Many of children are long-time campers who now live by the motto 10 for 2. In other words, they spend 10 months a year waiting for the two months that they will spend at Jewish summer camp. The Camp Committee is pleased to report that we have about 25 kids at URJ Crane Lake, Eisner and 6 Point Sci-Tech. An additional dozen kids attend assorted unaffiliated Jewish sleep away camps and about 15 Temple Sinai youth attend Camp Grossman Day Camp located in Westwood, MA. In addition we have several teens serving as counselors or counselors-in-training at Jewish camps.

The Temple Sinai Camp Committee is excited to report that the number of campers from our temple far exceeds the national average for a temple our size. The reason for our success is multi-layered:

- Temple Sinai is unique that it has an active Camp Committee whose role is to ensure we have a steady stream of children attending Jewish camp.
- We have a robust partnership between the lay community, professional staff and the clergy at the temple. This relationship allows an annual and long term plan to ensure that Jewish camping is part of the culture of Temple Sinai.
- Temple Sinai has a long time positive relationship with Combined Jewish Philanthropies (CJP). This relationship allows members of Temple Sinai to stay current with trends in Jewish camping.
- Temple Sinai also has a wonderful relationship with the directors of the three URJ camps in Massachusetts and many of the camp directors throughout New England.

This past school year started with a bang at Temple Sinai. We had our first all school Camp Day and it was a huge success. Our entire religious school spent a Sunday morning taking part in camp activities. This wonderful day was planned by the Camp Committee, but the charge was led by Rose Levenson with support from Rabbi Shoshana and Heidi. Rose, our part-time Youth Advisor, is a wonderful addition to the Temple Sinai camp community; she has spent many summers as a unit head at URJ Crane Lake Camp. The purpose of the Camp Day was to give the entire religious school a taste of Jewish camping and bring the best of community building that camp offers. Camp Day ended with a presentation and concert by Greg Kellner - director of URJ Sci-Tech. The feedback was so positive that the second Camp Day is already scheduled for this fall.

The Camp Committee saw its role as both recruiting new campers for the New England camps and helping maintain a sense of community among the current Temple Sinai campers and counselors (besides Rose, we have two kids who grew up at Jewish camps who are going back as counselors). This year we expanded the annual Camp Havdalah into a Camp Party that included Havdalah. The party was hosted by the Waldorf family and about 20% of our campers came for a wonderful night of games and singing.

Sadly, CJP for the first time in a long time was unable to fund our summer bus trip to Crane Lake and Eisner. We are not sure of the impact of this loss, but we are pleased to report that we have about six new families who have chosen to send their children to Jewish overnight camps.

The Camp Committee has a number of goals for the next year, such as:

- How to engage even more of our youth in Jewish camping.
- How to acknowledge the non URJ camps in our recruiting.
- How to send non-campers to Israel as part of the NFTY or similar programs.

*Submitted by Mike Klau on behalf of the Camp Committee*

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### The Campaign for Temple Sinai



We launched The Campaign for Temple Sinai two years ago at the 75<sup>th</sup> Anniversary Gala. Last year we reported that we had received pledges and bequests from 76 congregants totaling just over \$2.2 million. Today, we are delighted to report that more than 200 members (nearly 60% of our congregation) have given/pledged over \$2.55 million, well in excess of our original goal. By this time next year, our renovations should be nearly complete and we hope to achieve our financial goal of raising \$2.7 million.

As you may recall, the campaign contains two elements: the first is a Community Engagement Fund which is being utilized to help support our Assistant (soon-to-be Associate) Rabbi for Engagement. As you know, Rabbi Shoshana has had a significant impact upon our community. This would not have been possible without the capital campaign. You will find additional details elsewhere in this Annual Report. The second element of the plan relates to a major upgrading of our physical plant. Much more detail may be found in Yuval's Building Renovation Committee Report beginning on page 6.

Many members of the congregation and staff have contributed to the success of the campaign. Deserving special mention this year is Pauline Gerson who agreed to Co-Chair the campaign following her term as president. Her energy and knowledge of so many members of our community has been invaluable. Without repeating the names of all those cited in last year's report, this year we single out Alex Cooper, who put together a website for the campaign ([www.sinaibuildingtogether.org](http://www.sinaibuildingtogether.org)). If you haven't visited the site yet, please take a look. With Rabbi Vogel's inspiration, Alex also launched our series of "Why I Gave" testimonials, delivered to our membership via Constant Contact. Alice Speck also deserves special mention for organizing a drive to solicit religious school parents via class meetings, emails, and a phon-a-thon. Thank you, Alice. Of course, Linda Katz and Kathy Arnstein keep all the balls in the air and track of all the inflows and outflows, not a simple task.

Finally, we thank those of you who have already answered the call and made your pledge. And if you have not, despair not, our requests will just keep on coming. One last thing to mention: we are planning a Donor Recognition Wall (design TBD) where we will list in alphabetical order, all those who have pledged or given at least \$1,000 to the campaign. The deadline for this recognition opportunity has just been extended to the end of this June. It's not too late. On behalf of our entire Temple Sinai community, we thank you for your generous support. It's been personally rewarding to serve you.

*Submitted by Larry Marks and Pauline Gerson, Co-Chairs of The Campaign for Temple Sinai*

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### **Caring Committee**

1. We have concluded our 17th year as a Caring Committee. During the past year.
  - a. In both happy and troubling situations, Temple Sinai congregants provided caring activities for hundreds of individuals or households, including those who had babies, moved, suffered a loss, fell ill, became injured, had an operation, became isolated at home or spent time in a hospital or rehabilitation center.
  - b. We personally delivered or sent shiva platters, fruit baskets, plants, floral bouquets, get-well gifts and meals to families in need of our support. We visited those who were sick or bereaved, made check-in telephone calls and sent messages of cheer, condolence, encouragement and congratulations.
  - c. We transported several congregants to temple services or to other locations as needed.
  - d. We have established ongoing connections between volunteers and congregants with long-term issues. These relationships involve regular visits, telephone calls and, in some cases, meal deliveries.
2. We have continued the rotating monthly Co-Chair leadership model to better distribute our work and in assisting the Rabbis in their efforts to provide support to the congregation. There were two Co-Chair teams each month. As always, several Co-Chairs will be returning for the 2017-2018 Caring Committee year. We thank our past, present and future Co-Chairs for their generous donation of time, caring and commitment to our community. We also thank Shirley Partoll and her staff of volunteers for sending out notes of congratulations in such a timely manner.
3. We continue to expand our volunteer base by encouraging members of the congregation to help us with our work. Our goal is 100% participation of the congregation in doing mitzvot for one another.



New volunteers are always needed - please contact Jen Katz or Andrea Fein to sign on to help. We thank the many volunteers too numerous to list who have so generously and unselfishly served us behind the scenes during the past year.

4. We regularly reorder and restock the MiSheberach cards and the Jewish Lights Publishing Company pastoral care pamphlets, which help our members and visitors deal with various life and death challenges. These materials can be found on the tables in the back of the sanctuary and outside the restrooms next to Ehrenfried Hall. Thanks to Deena Blau for overseeing this. Donations to the Caring Committee help replenish the supply and are always welcome.
5. We collaborated with the Religious School in organizing, preparing, assembling, and delivering Shalach Manot Purim gift bags to approximately 30 of our senior congregants. Many individuals and families in the congregation and several classes in the Religious School were involved in some part of this project.
6. Healing Services, supported by the Caring Committee are coordinated and co-led by lay leaders Deena Blau of Temple Sinai, Marvin Kabakoff of Am Tikva (the gay-lesbian alliance), and Dayse Waissman, singer/musician. Healing Services took place every other month and are open to the broader Jewish community. Our Yom Kippur Healing Service took place this year in conjunction with that of Am Tikva.
7. In the library there is a collection of books donated by the Caring Committee on topics ranging from death and dying to mourning, addiction, divorce, the power of prayer, caregiving, coping with cancer and illness, gay and lesbian issues, etc.
8. In November 2016 we met with Rabbi Richard Address, Temple Sinai's 2016 Scholar in Residence, to discuss strategies by which Temple Sinai, and specifically the Caring Committee, can meet the needs of congregants who are no longer able to participate in Temple services, programs and activities as they would wish. We are currently in the process of assessing the need.
9. This past year the Caring Committee expenses were covered by the Temple Sinai budget, plus the Aryeh Friedman Fund and the Caring Committee Fund – and particularly by the numerous generous in-kind and monetary donations from congregants and friends.

*Respectfully submitted by Zippy Ostroy and Jen Katz*

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**Chavurot**

Temple Sinai's size allows people to feel known and to get to know others. Nevertheless, there is great value in creating opportunities for congregants to engage and connect in smaller units known as *chavurot* (singular: *chavurah*).

Last year we started one *chavurah* for Sinai families with children who live in the neighborhoods of Jamaica Plain or Roslindale. The **JP/Rozzy Chavurah**, as it is known, has continued to grow and flourish this year. It meets every 4-6 weeks on a Friday night at a member family's home. The evening includes Shabbat blessings, a potluck dinner, time for the children to play together, and time for the adults to discuss a text or just get to spend time together. The May dinner had a long outdoor table full of parents and a yard full of playing children!

This past September we started the **Young Adult Chavurah** for Sinai members in their 20s and 30s. This

group has been very successful, with 8-12 people attending each dinner. The group met monthly from September-June, usually at a member's home but sometimes at a reserved table at the Shabbat@Six community dinner. The Young Adult Chavurah provides a unique place for Sinai community members in this age bracket, as couples or individuals, to connect with peers and explore their Judaism together. The evening includes Shabbat blessings, a potluck dinner, lively conversation, and a text study.

*Submitted by Rabbi Shoshana Meira Friedman*

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**Community Shabbat Dinner Committee**

Our Community Shabbat Dinners provide a wonderful opportunity for our congregation to build community and demonstrate our cherished value of “audacious hospitality.” By bringing together members of all ages, these dinners serve as one of the most effective ways to make new members feel welcome, while allowing longtime members to sustain their sense of belonging to the Temple Sinai community. Our community dinners both symbolize and actualize Sinai’s commitment to engagement and community building.

Our Committee (consisting of Caroline Potter-Ng, Sapir Ng, and Brett Rhyne) organized seven Shabbat dinners from September through May, following monthly Shabbat@Six Services. High school student Liam Kaplan was also a great help with dinner set-up. Dinners averaged 40-60 attendees, with more than 80 attending our Pre-Chanukah dinner in December. Toys and decor on the tables -- especially essential for Chanukah and Purim -- made these dinners even more festive and fun.

Like last year, the Community Shabbat Dinner Committee recruited one Sinai committee and one religious school grade to “host” each dinner, which means just that committee members and religious school families were encouraged to come and be present at a specified dinner. “Hosting” was taken more seriously by some, less seriously by others. These dinners can serve as a great opportunity for committees to showcase their projects and activities with larger community, and for religious school families to get together -- more efforts could be made to encourage “hosts” to take advantage of this.

With a few exceptions (e.g., unexpected wheat ingredients in falafel from a new caterer), all meals adhered to the Temple Sinai Food Policy, adopted by the Board of Trustees in January 2015, which mandates offerings for vegetarian and gluten-free diets, as well as the labeling of all ingredients. Our regular caterer Josephine Shields does an outstanding job of adhering to the Food Policy while keeping costs to \$18-20 per person. Dinner costs remained \$18 per person, but we continued to extend invitations to all members of our community, regardless of the ability to pay.

Right now, the Community Shabbat Dinner Committee is actively seeking new members and a new Chair for 2017-2018. Key responsibilities of the committee include determining the menu, dinner set-up, arranging for thematic decor (whenever possible), bringing desserts, dinner clean-up, and saving or donating leftover food. Two thirds of the current committee are becoming new parents in July, which means they’ll need to step away from this commitment. We are hopeful others will step in and are pleased to have already secured a few new volunteers. This is a sizable commitment and would be best shared by a team of five or more.

Beyond the purview of our committee but part of our shared Community Dinner Budget are two other festive dinners: The Tu B’Shevat Seder in February, organized by Elaine Ober and Zippy Ostroy, and the Second Seder in April, organized by Jeremy Wolfe, Ellen Bruder-Moore Abramowitz, Pauline Gerson, and Amos Lassen. The Second Seder was an especially great success, and registration had to be closed when it reached maximum capacity.

*Submitted by Caroline Potter-Ng, chair*

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**Distinguished Service Award Committee**

This year the committee was delighted to select Robin Orwant as the recipient of the 2017 Harry Wheeler Distinguished Service Award, given annually to a Temple Sinai member who has made exceptional contributions to our synagogue and to Judaism. Robin has been active in temple life since joining in 2007. She served on the Education and Caring Committees, and a few years later joined the board. In 2013 she became secretary. In this capacity she worked closely with the president and handled the many responsibilities that are a behind-the-scenes part of the secretary's job. And she always seemed to know where to look in the temple bylaws to clarify a point of order or verify a procedure, a skill that is no less useful today than it was when she was secretary. Since then Robin has served in many other roles, including overall co-chair of the Caring Committee, chair of the Music, Prayer and Ritual committee, and coordinator of High Holiday honors. She also served on the Capital Campaign Feasibility Committee and wrote the original Case Statement for the campaign.

Robin is passionate about Jewish education, both as a student and as a teacher. She was a member of Temple Sinai's 2012 – 13 adult bat mitzvah class and continued to study when the class ended, attaining such an impressive level of Hebrew expertise that when the next adult bar/bat mitzvah class formed in 2015, she assumed the main responsibility for the students' Hebrew instruction. She created multiple learning tools, including worksheets, videos, flashcards, and recordings. Robin worked tirelessly to help ensure that the students, no matter what their background or starting level of Hebrew ability, had a rewarding and positive experience.

This past year, Robin taught a class in Torah chanting as part of the temple's Adult Learning program. In addition, since 2012 Robin and temple member Jeremy Wolfe have created and taught a multi-session class focusing on intriguing – and sometimes little-known – topics. This summer's course "Holy and Unholy Objects" is sure to be as interesting as those in the past.

Robin's goal in education is to make learning accessible and to help people feel comfortable in participating in Jewish life. She accomplishes this goal in a wide variety of ways, while continuing to be a learner herself and a valued contributor to Temple Sinai life.

Many thanks to committee members Alex Cooper, Harvey Cotton, Pauline Gerson, (last year's recipient), Michael Klau, Rochelle Seltzer, and Jeremy Wolfe (honorary) for their participation in the process.

*Submitted by Rose Mandelbaum, chair*

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**Education and Youth Engagement Committee**

**Enrollment**

# Students 2014 – 2015 152

# Students 2015 – 2016 152

**# Students 2016 – 2017 175**

# New Students 2014 – 2015 29

# New Students 2015 – 2016 28

**# New Students 2016 – 2017 17**

# New Families 2014 – 2015 13

# New Families 2015 – 2016 15

**# New Families 2016 – 2017 13**

### **Teacher Retention Rate**

We experienced another record teacher retention rate this year – only *one* new classroom teacher was hired. We are proud of the continuity we offer our students, and the fact that our teachers return year after year.

### **Programs, Programs and More Programs!**

Dozens upon dozens of successful school programs were planned and executed this year, including – *but not limited to* - 1 Shabbaton at Camp Eisner, 6 Class Shabbat presentations, 17 family education programs, 3 milestone class presentations, a Purim Day featuring 25 volunteers, 5 Junior Youth Group events, 7 volunteer dates at Family Table, 6 *B'nai TELEM* social justice field trips/speakers, Consecration with 17 new students honored, 6 family mitzvah trips, Mitzvah Day with almost 100 participants, and other assorted field trips to Mayyim Hayyim, the Clayroom, the Holocaust exhibit at the MFA, and more.

### **Project Based Learning**

Thanks to a grant from CJP, we offered Project Based Learning in Grade Five this year. Our students studied the ancient prophets in depth, and identified ten Jewish values, such as “*Ahavat Ger*” (loving the stranger) and “*Emunah*” (faith). They then narrowed down this list of values, and heard from various congregants who perform acts of social justice everyday (i.e. Tzedek@Sinai). The students’ studies culminated in the creation of 4 stunning social justice panels which will be affixed to the walls of our renovated school building. They also had an art showing, during which they presented their finished panels and shared their ‘artists’ statements.’ The fifth-grade teachers played a major role in this project. As a faculty, we met with an artist/consultant from CJP at least six times throughout the year to formulate ideas and create educational learning packets. Artist Julia Berkman (former Temple Sinai teacher) also contributed to the effort, along with 3 teen helpers from Temple Sinai (Hannah and Maya Krantz, and Daphna Steiner-Tomer).

### **“Sheirut” (Service) Sundays**

Gil Berreby, a senior at Temple Sinai, organized numerous family volunteering experiences this year. Together families created vases for seniors, harvested at a farm during Sukkot, cooked Christmas dinner for residents at the Anna Bissonnette House, planted a community garden in Roxbury, delivered groceries to needy Jewish families, and volunteered at “More than Words,” an organization that helps at-risk youth develop a bookstore business. “Sheirut Sundays” was a great bonding experience for our families. We also created some exciting new partnerships.

### **New Professional Development Model for Teachers**

Stephen Bober, our educational consultant from Lesley University, helped guide us through a new initiative. This year our teachers took responsibility for their *own* learning by leading educational workshops for one another, using the text Teach Like a Champion by Doug Lemov. We have all become more reflective practitioners as a result.

### **Madrich Corps Program**

The Madrich Corps program is going strong with 20 madrichim! Rose Levenson, our talented youth advisor, provided weekly training for members of the Madrich Corps. Several Sunday evening check-ins were offered to help build community among this teen cohort. We are grateful that so many teenagers are participating in the life of the synagogue by serving as role models for our young children.

### **Tikkun Olam Sundays**

Once a month, 8 teens volunteered at Family Table in Waltham. In addition to sorting and packing groceries, youth advisor, Rose Levenson, conducted learning sessions so teens could learn what the Torah tells us about “feeding the hungry.” We visited Family Table 7 times this year.

### **Goals for 2017 - 2018**

1. Expand family mitzvah opportunities to include refugee work.
2. Create gender based groups for Temple Sinai teens, including a *Rosh Hodesh* group for girls and a *Shevet Achim* group for boys.
3. Continue our project based learning initiative in Grade Five, and add more Jewish values panels to the third floor corridor.
4. Appoint parents to act as “social events coordinators” to help build community among our parent population.
5. Create book events for religious school families so parents and children can read and discuss books together.

*Submitted by Heidi Smith Hyde on behalf of the Education/Youth Committee:*

*Co-chairs: Merav Socolovsky, Elaine Ober & Michael Klau*

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### **Executive Director’s Report**

#### **Projects, activities and events which have taken place since July, 2016 include:**

##### **Communications**

Temple Sinai has various ways in which it reaches out to congregants and the larger community. With the help of Sinai’s congregant Ellen Blinder, the Temple provides monthly press releases about Sinai programs and classes to local print and electronic media, resulting in frequent listings in the local newspapers and on the Boston website, [jewishboston.com](http://jewishboston.com) – all at no cost to the synagogue. Our weekly electronic newsletter, the “Sinai Update” is our primary way of communicating with our members and serves as the basis for material disseminated in our other publications. The number of Update e-mailed recipients has grown to over 930 people each week, including members, prospective members, and friends. Our printed news publications are mailed to more than 475 individuals and printed at no cost to the Temple under contract with Liturgical Publications Incorporated. The Sinai “Lu’ach,” a newsletter published 10 times a year, is put together by Content Editor Deb Nam-Krane and formatted by Production Editor Beth Winickoff. The magazine-format publication is “Kolot.” Dennis Cerrotti had served as the “Kolot” editor for many years, but this year turned over the editing and formatting responsibilities to Karen Keely. Kolot was published twice over the past year.

##### **Computers and Technology**

The full report of the Computer and Technology Committee can be found elsewhere in this document.

In addition to their efforts, we

- Purchased and arranged for installation of a new computer for Rabbi Vogel in accordance with the Board’s one-new-computer-per year replacement policy
- Upgraded to a newer version of Office Tracker, our facility management software
- Investigated several cloud-based synagogue management systems with the goal of replacing Rakefet database, a program we have used for more than 15 years. After investigating various options for synagogues, we anticipate that we will ultimately move from Rakefet to Shul Cloud, a relatively new CRM (Customer Relations Management) tool. That change would be far-reaching, including making major alterations to our website, database, group mail, accounts receivable, yahrzeit record-keeping, calendaring, school and dinner registration, rental management and other aspects of administration. Therefore, we have decided to take this step at a later time when there weren’t other important but competing and time consuming tasks (construction, capital campaign, moving the office staff to a temporary location, etc.) to implement. In the interim, we have made the decision to move to a cloud-based version of Rakefet which expands the capability of what we have and enables us to take advantage of its

Internet based functionality. We have taken the initial steps and anticipate completing the move to this new software this summer.

### **Facility**

Our building is heavily used by both congregants and tenants and requires conscientious and consistent maintenance, planned improvements, and occasional unexpected emergency repairs. Our full time custodian, Mario Calderon, has been employed here for well over 30 years. Our Sunday custodian, Ron Luce, has worked here since 2009. We hired an additional part time custodian for the first half of the year but since he left at the end of December, we have made use of a cleaning service to substitute for some of his work. While this is inadequate and more expensive, it was a good short term solution. We will need additional part time custodial help when we return to our facility when construction is complete next year.

Last year, we had a major problem with a pipe leaking behind a wall on the lowest level of our building which necessitated an expensive repair. Unfortunately, this year we had *two* additional similar incidents. In the first case, a water pipe in the ceiling near the kitchen began leaking. A few months later, a second and unrelated problem occurred in a boiler pipe behind the wall of the hallway near the library. In both instances, the plumber needed to break through plaster services to repair the pipes and then we needed to re-plaster and paint the areas.

It is almost certain that we will encounter such difficulties again as many of the pipes in the basement area are original to the building and susceptible to rust and leakage. Replacing all of them proactively is not financially feasible, so we will need to address future problems as we encounter them.

Some other building projects completed over the past year:

~Replaced large 3-panel window in Classroom 7, third floor rear of the school building

~Replaced the heating coil in the Ehrenfried Hall air handler. This was a major repair which involved taking apart the air handler and ordering a custom coil to fit it.

~We noticed peeling walls on the Sewall side of the sanctuary balcony after just having this wall painted last year. The first "diagnosis" was that the bricks on the Sewall side of building needed to be repointed. After further investigation, we were told that there was water leaking behind the walls, probably the result of water coming in from the iron snow "fence" installed along the roofline of the sanctuary to prevent snow from falling on passers-by. The points at which the iron are attached into the roof were allowing water into the building. Those were resealed and the wall repainted.

~Assistance was provided to Yuval Gilbert and the Renovations Committee in planning for upgrades to the building's audiovisual and Internet systems.

### **Off-Site Space**

Temple Sinai continues to utilize space a nearby building on Charles Street for adult learning programs on Sunday mornings during the school year. The temple pays for this space both with bartered use of our own space and rental at an advantageous rate from the Trauma Center of Justice Resource Center. We call this space the "Charles Street Room" and the use of this space has enabled us to ease our space crunch and provide a full array of Adult Learning classes on Sunday mornings. We anticipate continuing to use the space in the coming year, with possible additional usage because of the constraints on our programming due to our planned construction.

## **Rentals**

Our rental income in 2016-2017 has been significantly lower than in previous years. Last fall, we notified our existing tenants that we would be unable to rent to them in the coming year because of construction. One of our tenants left because they felt that placed a constraint on the growth of their program. In addition, we reduced the rent of all of our current tenants because our construction will begin before the end of their program years. Because of our planned Capital Campaign renovations, it is not possible to actively recruit new tenants and we will be unable to rent to any of our non-member tenants during the period of construction.

Renting our space has been an excellent source of revenue in the past and we are hopeful that our regular tenants will return and we will be able to recruit new ones once construction is complete.

Temple Sinai's continuing non-member tenants included the following: Am Tikva, Artbarn, the Asian Student Center, the Israeli Complimentary School, and Music Together. All are tenants which have rented space here for many years and our relationship with them is very positive. In addition, there are also occasional uses by other groups. We continued to rent our space to individuals and to members of the Temple for private functions.

## **Secretarial Support**

I am happy to report that our secretarial support staff has not changed over the last year. Our Administrative Assistant, Nancy Hogan, handles a multitude of independent tasks, answering the phone and greeting visitors, mailing out *yahrzeit* letters, ordering supplies and sanctuary flowers, doing large mailings to the congregation, and maintaining our Rakefet and Constant Contact data bases. In addition, she handles Rabbi Vogel's schedule and Rabbi Shoshana's *b/nei mitzvah* scheduling. She is responsible for many other tasks including providing varying levels of secretarial support for all members of the staff.

Office Assistant Kathy Arnstein primarily works offsite. She provides administrative and bookkeeping support for the Temple's Capital Campaign and the Passport to Israel Program. She also staffs the Budget Committee, coordinates *oneg Shabbat* assignments, and performs other miscellaneous assignments.

We are grateful to have these two talented and hard-working individuals on our staff.

## **Relocating staff offices**

Temple Sinai will begin the major renovation to its facility in June, 2017. The noise and debris generated by that construction necessitates the staff moving to office space off-site until the renovation is complete. After looking into multiple possibilities for office space over the last eight months, including both non-profit institutions and commercial space, we ultimately located space in the basement of Chestnut Park Senior Living, a facility run by the Benchmark Corporation. Although there is not a lot of square footage, the site has the dual advantages of being close to the Temple and offering a very low rental cost. Members of the Relocation Committee, particularly Mike Klau, provided their expertise and a great deal of their time on the search for this space.

After the space was selected, plans for relocating staff, office machinery, files and furniture began in earnest. As the staff will be working at that facility for about a year, there needs to be complete internet and phone service at the new site. Although the staff will work in another location, most Temple activities – services, Religious School, Adult Learning classes, meetings – will continue to take place at Temple Sinai.

## **Memorials**

There were three (3) new plaques installed on the memorial wall of the Temple's sanctuary in 2016-2017. They were for Elaine Shohet Berry, Yale Joel Berry, and Patrice Berry Harrington. As it is every year, a printed Scroll of Remembrance booklet, prepared by congregant Rose Mandelbaum, was distributed at the Yom Kippur *yizkor* service.

## **Some Congregant Activities**

Over the course of the year, there are many other programs and initiatives which are organized and produced by Temple Sinai congregants.

- Editing and putting together the "About Our Synagogue" pamphlet placed in our pews (Rose Mandelbaum)
- The Temple Membership Directory (also prepared by Rose Mandelbaum)
- Attendance at our monthly Community Shabbat dinners had continued to expand, largely due to the planning and coordination of Caroline Potter
- The Distinguished Service Award Committee is headed by Rose Mandelbaum. This year the DSA is being awarded to Robin Orwant.
- Purim Shpiel (directed by Ellen Bruder-Moore, with fundraising assistance by Susan Dubin)
- This year, the Passover Music Festival Committee, chaired by Judy Ferber and Marge Radin, arranged for a recent concert by well-known singer Neshama Carlebach and her band. This year's concert continued the long tradition of these concerts at Temple Sinai.
- Once again this year Temple Sinai hosted a Second Seder. That well-attended event was coordinated by Ellen Bruder-Moore and Pauline Gerson, and was led by Jeremy Wolfe.
- The Temple's annual budget – a complicated and important document - is put together by a hard-working committee of congregants. Once again this year, the Budget Committee was chaired by James Wright III with assistance by staff member Kathy Arnstein and Treasurer Larry Marks
- Our annual Free Will fund raising campaign is still ongoing. This year's chairs for our Free Will campaign are Malcolm and Michele Russell-Einhorn. The fall phon-a-thon was particularly successful.
- Regularly scheduled Healing Services - now in their seventeenth year - are coordinated by Deena Blau.
- Each February, Temple Sinai holds a Jewish Poetry Festival, attracting both poets and poetry-lovers. This past year was the eighth annual festival and featured poet Rabbi Rachel Barenblat. Deb Leipziger organizes these popular events and Larry Lowenthal serves as the moderator.
- Particular note should be paid to the work of Larry Marks (Chair of Capital Campaign Committee) and Yuval Gilbert (Chair of the Renovation Committee.) Both have worked over the year to assure that our upcoming renovations are adequately funded and that the construction is carefully planned and executed. It would be hard to imagine the major changes planned for



our school building happening without their judgment, expertise and the many hours of work they devoted to the project.

### **Sanctuary Organ Removal**

The Board of Trustees had voted one year ago to remove the organ in the Temple's sanctuary. This removal was necessary to make possible the new passageway between Weintraub Auditorium and the sanctuary, part of planned capital improvements.

Putting an organ on the market was no simple task! There are many organs currently available partially due to the closing of many Catholic Church churches across the country and demand is not great. While we had initially thought we could sell the organ, we quickly realized that donating it would be the best and only option. The goal became to preserve this historical organ while not incurring the cost of removing and storing it – or worse, destroying it.

The organ is a Hutchings Plaistead tracker-action organ, probably built in Roxbury in 1874 and moved in pieces to our sanctuary in 1916. Starting last spring, we began contacting various vendors specializing in selling organs or relocating them, including the Organ Clearing House, Andover Organ, Nickerson Organ, and Pelland Organ. We also listed it on the Synagogue Council's web site.

In each case, despite enthusiastic endorsements of the organ's sound and quality, efforts to find it a new home were not successful. We were left with the sad prospect of having the organ destroyed. In late March, began making arrangements for the disposal of the instrument.

Then we reached out to Kevin Birch who came to us on a recommendation from Mark Casby, the contractor selected to do the construction work for our building. Kevin was impressed with organ and said he would try to find a way to save the organ. And he did!

Kevin Birch holds a doctorate in music and teaches organ at the University of Maine in Bangor. Among his teachers was Nancy Granert, who played organ at Temple Sinai for many years. He feels the preservation of organs important and has taken it upon himself to find new homes for several historic organs, including one recently relocated from a church in Roxbury.

Kevin made an arrangement with A. David Moore, an organ builder, to remove our organ, transport it to Pomfret, Vermont where it will be safely stored until a new location can be found, the instrument reassembled and played again. Our organ was taken apart, its pieces cataloged, and then carefully crated for storage. That removal work took place in April, 2017 and took several very long days of labor by two or three people. Kevin has assumed ownership of the organ and be responsible finding a worthy recipient for it - probably a church or university. That may take years.

The books and choral music currently stored in the organ room also need to be removed. We have asked Elena Hoffenberg, a graduate student in Library Sciences to sort and catalog the books. She will do this work under Rabbi Vogel's supervision with help from Mark Kagan. We anticipate that the music that isn't retained by Temple Sinai will be donated to the Hebrew College Cantorial program.

### ***And .....***

As always, I want to express my appreciation to the Board and other members of the Temple Sinai community who have always been generous in providing me with assistance and advice.

*Submitted by Linda Katz, Executive Director*

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### Finance Committee

The Temple Sinai Finance Committee was formed this year to recommend a financing option to the Board of Trustees for our renovation project. Members of the Committee are Larry Marks, Chair, Wally Bernheimer, Howard Farber, Bob Thurer, and Josh Tolkoff. Each contributed their wisdom to the effort and each will be called upon again as we draw closer to the actual takedown of funds. Thank you all.

But first, a short explanation for why we need to borrow at all. Two important reasons: as you know, many donors are meeting their pledge obligation over a 5-year time frame. However, we will need the funds for the project over the coming year. Thus, we must finance the difference and, as pledges are paid down, use the funds to repay the loan. In addition, we have received several legacy gifts dedicated to the campaign. Again, these funds will not be available until an uncertain time in the future and so the legacy gifts will need to be financed.

Much of this year's effort went into the selection of a financial institution to work with in terms of a mortgage loan. We met with representatives of six banks, all in the Coolidge Corner area. After considerable deliberation, we chose BrooklineBank based upon the terms of their specific financing proposal and stellar references from area synagogues and other Jewish institutions. We were not swayed by the Bank's upcoming move to the center of Coolidge Corner in space formerly occupied by Walgreen's.

We wish we could report in more detail about the size of the mortgage loan and the exact terms but that is still in process. Once the details are set, the Budget Committee will need to budget for the payment of interest and the repayment of principal. Like most homeowners, living with a mortgage is something we needed to do in order to enjoy the benefits of our renovated facilities and our Community Engagement Fund.

*Submitted by Larry Marks*

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### Free Will Annual Donation Campaign

The goal for this year's Campaign was \$121,000--an ambitious increase of \$10,000 over the goal for the previous year. Overall, Free Will makes up approximately 10% of our annual income.

We followed the same process as we have used in recent years. Michele and Malcolm Russell-Einhorn delivered a speech at services on *Yom Kippur*; an email was sent to all members; letters were mailed to all members in the Fall and the Spring; and the annual Phon-a-thon was held in November.

The members of the congregation have again responded very generously, with 42% of the congregation donating to the Free Will Campaign. While this was less than our goal (a total of \$107,125 raised to date), the congregation has been responding to requests from two fund-raising endeavors--both the Free Will Campaign and the Capital Campaign.

We are especially grateful for the efforts of those who help support the Free Will Campaign and the Phon-a-thon in a variety of ways. They include, in alphabetical order: Linda Katz, Rose Mandelbaum, Larry Marks, Arlene Weintraub and the many volunteers who helped with the phon-a-thon.

*Submitted by Michele and Malcolm Russell-Einhorn*

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### Growth Committee

The Sinai Growth Committee was started this spring with the following mission:

Temple Sinai has grown significantly over the last decade. Current membership is 342. At ~3% annual growth, membership would be 375 in 3 years, 400 in 6 years. The mission of this committee is to consider the implications of that growth. We will consult widely with the Sinai community and seek input from the URJ and from other congregations that have faced issues connected with membership growth. Our goal will be to present a report to the Board before the end of 2017 that lays out the choices that face Temple Sinai. The committee will not propose the selection of specific options.

The committee has a membership of about a dozen, spanning many temple demographics (including a 2 week old baby!) at our first meeting. Our initial meetings will be devoted to information gathering with more synthesis and discussion to follow.

*Submitted by Jeremy Wolfe, Chair*

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### History Committee

Temple Sinai's History Committee is responsible for maintaining Temple Sinai's archive, promoting community/continuity with our history, and serving as a resource for inquiries and events. The committee's work in maintaining the archive and preserving Temple Sinai's history for the future is ongoing.

The archive contains many items in a variety of formats other than paper or digital. These formats include VHS, mini-VHS, 16mm film, slides, audiotape reels and audiocassettes. Some media types (i.e., VHS and audio cassettes) are highly susceptible to deterioration and the equipment to view or listen to the material on these media is becoming increasingly difficult (if not impossible already) to find.

The content includes Passover Music Festivals, Cohon Lectures, High Holiday and other special services, and Music Shabbats. A goal of the History Committee is to identify items that are of historical value to Temple Sinai and convert them to digital format so that they can be preserved.

This year, the History Committee selected five items as priorities for digitizing:

- One 16mm film reel from 1955 containing footage of people exiting the sanctuary onto Charles St.
- One large audio tape reel labeled "To Rabbi Cohon on his Seventy-Fifth Birthday" containing material from 1961-1972 including *Sabbath Songs* by Baruch Cohon, addresses by Abram L. Sachar, *Memorium Crown* by Samuel Cohon and other excerpts
- One large audio tape reel from 1964 labeled "Special Religious Service on the occasion of the installation of Rabbi Benjamin Z. Rudavsky"
- One small audio tape reel from 1964 labeled "Interfaith Dinner-Meeting Honoring Rabbi Beryl D. Cohon"

These items have now been converted to digital format and we are working with Alex Cooper to make them available in an archive section of the website.

*Submitted by Hildy Newmann*

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## Committee for the Inclusion of People with Disabilities

### **Mission Statement**

The Temple Sinai Committee for the Inclusion of Persons with Disabilities supports accessibility and universal inclusion and is dedicated to developing a culture where the needs of people with disabilities are understood and addressed. It will help the community meet those needs in order to seek to create an environment without barriers to inclusion where everyone is welcomed, respected, and valued.

The Inclusion Committee serves as an active and engaged resource for the Temple Sinai community, to build awareness within the congregation of people with disabilities and promote an inclusive, capability-focused environment for all members, that supports and is supported by Jewish teaching and values.

The committee will advocate for accessibility as a requirement for all resources, buildings, and events that are available to the Temple Sinai community.

### **Committee Members**

Lisa Stephani, co-chair  
Elaine Ober, co-chair  
Elynn Finkelstein  
Nora Abrahamer  
Barry Schwartz  
Amos Lassen  
Avner Fink  
Shirley Partoll  
Marge Harvey  
Deena Blau  
Charlie Homer  
Pauline Gerson  
Rabbi Andy Vogel

In September 2016 the committee introduced a preliminary version of a “Welcome Card” to the book racks in the pews. This early version was on plain paper; a final version, on more durable card stock, will be placed in the pews in September 2017. In December 2016, ten committee members attended a Ruderman Synagogue Inclusion Project (RSIP) workshop. Other work has focused on ensuring that the building renovation plans meet accessibility requirements but also support an inclusive environment. In February 2017 some committee members, along with Rabbi Vogel, Linda Katz, and our architect, Don Mills, did an accessibility/inclusive design walkthrough with Matan Koch. This showed that our plans are sound, and also brought to light some simple things we can do to become even more inclusive. For example: the next time we buy tables, we should make sure that some are height-adjustable to better accommodate wheelchairs. We are moving into the second year of our RSIP grant, and on May 23, twelve committee members and other interested congregants will attend the RSIP Spring Inclusion event, where Lisa Stephani will share some of our work and her own experiences.

*Submitted by Elaine Ober and Lisa Stephani*

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## Israel Education / Action Committee

The Israel Education / Action Committee views itself as a forum that broadens our understanding of the State of Israel's history, art, literature, culture, and society. The Committee has no ideological or political agenda. We are committed to promoting tolerance and respect for the multiplicity of opinions within the Congregation regarding the State of Israel. The Committee's activities frequently take the form of presenting movies and speakers, making Temple members aware of the range of Israeli cultural life, and promoting opportunities for attendees to engage directly with Israelis from all walks of life.

During 2016-17, the Committee sponsored the following activities.

### FILMS

"Censored Voices" - A documentary with author Amos Oz recounting conversations with soldiers who had just returned from the 1967 War. Using both archival and recent footage, this film reveals the original recordings for the first time. Presented at the Boston Jewish Film Festival.

"Cupcakes" - Set in contemporary Tel Aviv, six friends gather to watch the UniverSong competition and they decide to create their own and record it on a mobile phone.

"Rabin in His Own Words" - The film is made up of rare archival footage, home movies, and private letters. Presented at the Boston Jewish Film Festival.

The movies are usually followed by a discussion.

### SPEAKERS/PRESENTATIONS/TALKS

Larry Lowenthal, "The Six Day War." 3 part series co-sponsored with the Adult Jewish Learning Committee.

Yuval Laster, who is senior official in the Israeli Environment Ministry, spoke on the current world water crisis and Israel's role in developing technology and strategies for ending the crisis. Yuval is in the United States as Wexner Fellow at the Kennedy School at Harvard University.

Tamar Rosman, another Wexner Fellow who is an official in the Israeli Ministry of Justice, gave an interesting and informative talk entitled "An Israeli Women's Place Is in the Courtroom; The Supreme Court, Regulation of Non-Profits, and Gender Issues in the Legal System."

### OTHER

*Town Hall Meeting with Israeli Knesset Members An Interactive Conversation with the Community - The Committee was co-promoter, on behalf of the synagogue, of an event sponsored by the Ruderman Foundation at Congregation Kehillath Israel in Brookline featuring several Israeli Knesset members to strengthen the relationship between Israelis and Americans. The Committee sponsored a pre-event dinner for selected attendees.*

Joint Book Group Discussion – The Committee co-sponsors discussions about books written by or about Israel.

The Committee also circulated to the synagogue community a list of Israeli-related books for summer reading.

Committee members attended an organizing session at the Israel Action Center in Newton to improve liaisons and develop programs with other Boston area Israel advocacy and educational organizations.

In addition, from time to time, the Committee prepares and circulates materials or original writings on topics of interest as they relate to Israel or the life of Jews in the Middle East.

The Committee: Rich Goldstein, Amos Lassen, Co-Chairs, Janet Seckel-Cerrotti, Charlie Homer, Deb Nam-Krane, Larry Marks, Shirley Partoll, Rose Perrizo, Enid Shapiro, Sheila Shulman

*Submitted by Rich Goldstein and Amos Lassen, Co-Chairs*

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**Membership Committee**

The Membership Committee has focused on strengthening existing programs and on creating new programs that would result in retaining existing members and attracting potential members.

Committee members:

Lucy Sandler and Elynn Finkelstein, co-chairs; Jen Katz, Amos Lassen, Philip Sandler.

Role of the co-chairpersons:

Receive all new member application forms and call new members to welcome them into the community; and reach out to prospective members to give them a contact person for questions and concerns and to invite them personally to the Prospective Member Shabbat services and dinner. We also email letters with general information about the Temple to prospective members.

**Membership Report as of May, 2017**

Number of current members is 343 households. Membership one year ago was 328. New members accounted for an increase of 32 and there were 17 resignations and 0 deaths.

**Annual New member Shabbat Service and Dinner**

The membership committee... "institutionalized welcoming of new members and visitors through a new member welcome" ...p. 13, Visions). We held our fourth annual New Member Shabbat service and dinner on January 13, 2017.

**Rabbi Vogel's Welcoming Dessert, December 4, 2016**

Several Membership Committee members were included in this warm and informal evening at Rabbi Vogel's home with his family to meet those new Temple members who could attend. New and existing members introduced themselves to the group, focused on the journey that led them to join Temple Sinai and on their goals and interests.

**"Shabbat@Six!" and Dinners**

We sponsored and greeted at the September 9, 2016 Shabbat@Six!" pre-service nosh and were present at the dinner. The September dinner provided another venue for existing, new and prospective members to mix and mingle casually. In the spring on May 19, 2017 the Membership Committee sponsored the oneg, and greeted prospective members. Members look forward to these opportunities to meet people who have expressed interest in the Temple Sinai community.

At both Prospective Member Shabbat services, Membership Committee members welcomed prospective members in the foyer, where the attendees completed "Contact Information Forms".

### **Change in Membership Form**

In conjunction with the Inclusion Committee, we made a change on the Membership application form inviting newcomers to contact the Temple office if they or a family member has any special needs.

### **Goals for the coming year:**

- 1) To continue to approach and recruit newer Temple members into the Membership Committee
- 2) To continue to find a way for the existing, newer and prospective members to become better acquainted with one another as the congregation continues to grow in number and diversity
- 3) To institute a name tag program.
- 4) In the service of the above goals, we are in the process of developing a new engagement initiative, **Sinai Ambassadors**, working closely with Rabbi Shoshana who will train Committee members and other volunteers. So far we have recruited a group of Temple members who represent diverse interests who will get training in relational meetings and be assigned 2 to 5 new members whom they will approach in a 1:1 setting. They will talk together about how the new member might connect to the Temple community in ways that are meaningful to him/her/them. The Membership Committee is open to anyone who wants to connect with new people to join us in this initiative.

*Respectfully submitted by Lucy A. Sandler, Elynn Finkelstein - co-chairs*

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### **Mitzvah Day Task Force**

Our 15th annual Mitzvah Day was held on Sunday, April 2. Mitzvah Day is a multi-generational event that connects the congregants to organizations in their surrounding community. Over 100 people attended, ranging in age from preschoolers to senior citizens. The program began with a pizza luncheon in Ehrenfried Hall. Participants were asked to contribute \$5.00 per family to help defray the cost of the luncheon. During the luncheon, we had two activities. The first was a TSIPPY Fundraiser. TSIPPY teens, coordinated by Rabbi Shoshanna Friedman, were selling bowls and soup. The proceeds from the fundraiser were donated to a local non-profit organization. Our second addition was sixth grader, Lucy Waldorf, who asked participants to write letters of love and hope to Syrian Refugees. She will submit these letters to Nu Day Syria. Following the luncheon, volunteers dispersed to their various sites. There were 7 different sites, which congregants had pre-registered for on-line. The on-line registration was coordinated by Rose Mandelbaum.

The Temple has had long associations with each of the organizations chosen for our Mitzvah Day activities. A brief description of each site is listed below.

#### 1. Jewish Family and Children's Services

The participants colored mugs for the JCFS's annual event commemorating Holocaust survivors. Hannah Kalson led this project and produced dozens of beautifully decorated mugs that will be presented at their annual event. Each mug was filled with tasty treats.

#### 2. Yawkey Family Inn

The Yawkey Inn serves the families of children who are undergoing medical care in Boston hospitals. Congregants prepared a lasagna dinner, including salads and dessert for families staying at the Yawkey Inn. Eight lasagnas, three large salads and trays of beautifully decorated cupcakes were prepared by the congregants. The food was delivered to the Yawkey Inn on Kent Street and to 21 Autumn Street, where staff members shared stories of the families who would be partaking of the dinner. Pam Templer coordinated this site.

3. Brookline Emergency Food Pantry  
The Brookline Emergency Food Pantry provides food to over 500 Brookline low income families, who otherwise would go hungry without their help. Robbie Singal coordinated this site. The congregants loaded and unloaded dozens of bags filled with canned goods. The cans were sorted and stocked on shelves at the pantry. As a school, we collected 360 cans!
4. Anna Bissonnette House  
Anna Bissonnette House is a residence for formerly homeless senior citizens. Ellen Blinder coordinated the site. Her team of volunteers prepared a lasagna dinner for the residents, including salads and dessert. After dinner the congregants visited with the seniors.
5. Chestnut Park Assisted Living  
The children of the Religious School took part in a performance (led by our visiting musical teacher) for the residents of Chestnut Park, located in Cleveland Circle. The children sang songs that they studied in music class all year. This site was led by Heidi Smith Hyde.
6. Birthday Wishes  
Birthday Wishes is an organization that provides birthday parties to children who are homeless and living in shelters. The site was led by Janet Cline. Her volunteers helped assemble and stuff 48 goody bags, which will help toddlers celebrate their birthday.
7. Edwin L. Cooper, Sr. Community Garden  
The Edward L. Cooper, Sr. Community Garden and Education Center, located in Roxbury, is starting a garden dedicated to their clients, who utilize the food bank each month. The congregants (led by Deborah Nam-Krane) helped start seedlings, which were planted on April 30th by a *Sheirut Sunday* group and a youth group from United South End Settlements. The many seedlings prepared by our volunteers will help begin this community garden.

Ellen Blinder purchased all of the food for the luncheon, and Bob Ullman and Louis Sokolow delivered all the pizzas. Ellen Blinder, Janet Cline, Hannah Kalson and Pamela Karmazine helped set up and decorate Ehrenfried Hall for the luncheon.

All of the coordinators should be recognized for their work in making each of their sites a success. Rose Mandelbaum should be recognized for her work on the on-line registration.

Hannah Kalson should be recognized for her work in helping to make Mitzvah Day come together.

Heidi Smith Hyde must be singled out for her indefatigable work on behalf of Mitzvah Day. Her guidance and wisdom were invaluable and instrumental in making Mitzvah Day a success.

*Respectfully submitted by Pamela Karmazine on behalf of the Mitzvah Day Task Force*



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### Music Prayer Ritual (MPR) Committee

The MPR Committee has had much to celebrate this year:

1. Rabbi Andy Vogel, Rabbi Shoshana Friedman, and Rabbi Cherina Eisenberg continue to do a wonderful job as our clergy team. We are happy to report that Rabbi Shoshana has signed a new 3-year contract with the temple and that Cherina will continue to serve as our cantorial soloist next year.
2. Rabbi Shoshana's Torah Yoga class, now finishing its second year, is held on Saturday mornings once a month from September to June. Each session draws 6-16 people, including many who would not otherwise come to temple on a Saturday morning. The project will continue next year, though the venue will have to change (sessions are normally held in Weintraub, which will be under construction next year).
3. This year, we said goodbye to our beautiful old pipe organ. Many thanks to Linda Katz, who worked tirelessly to find it a new home with a professor of music at the University of Maine (previously a student of our former organist, Nancy Granert).
4. We are pleased to report that the grand piano currently residing in Weintraub Auditorium will be moved permanently to the sanctuary next year, giving our congregation the opportunity to enjoy this lovely instrument during our services. The MPR Committee will work with Linda Katz to ensure that the piano is properly tuned and cared for after its relocation.
5. We conducted a survey of the congregation and found that the use of alternative Torah and Haftarah readings during the High Holidays was generally well received. We will continue experimenting with alternative readings next year.
6. The second Shabbat@Six service has worked well this year, and we plan to continue with it next year. Right now, the band doesn't play at the second Shabbat@Six service, but in the future, if the budget allows, we hope to include the band in at least some of these services.
7. We are bursting at the seams on High Holidays, which is wonderful but also challenging. Due to construction, we won't be able to fully address this next year, but once the renovation is complete, we will need to consider how we might use our space more effectively to prevent overcrowding in the sanctuary on High Holidays.
8. Earlier this year, the MPR Committee worked with the Adult Learning Committee to offer a 6-week course on Torah Cantillation. Nearly a dozen students attended, and many have expressed interest in continuing their studies. We hope to establish a chavurah for these students and to offer a similar course next year so that more congregants feel empowered to chant from the Torah during our Community Shabbat services and at High Holidays.

*Respectfully submitted by Robin Orwant, Chair of the MPR Committee*

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### Nominating Committee

The Nominating Committee completed its process for 2017-2018.

Below is the list of nominees for this year's annual election:

|                      |                |
|----------------------|----------------|
| President            | Nora Abrahamer |
| Vice-President       | Yuval Gilbert  |
| Vice President       | Charles Homer  |
| Treasurer            | Larry Marks    |
| Assistant Treasurers | Jennifer Katz  |
|                      | Mel Stoler     |
| Secretary            | Elaine Ober    |

For Election to a 2 year term ending in 2019

1. Doug Bitman
2. Elynn Finkelstein
3. Bonny Gilbert
4. Susan Laster
5. Scot Osterweil
6. Tamar Petler
7. Harry Shulman
8. Robert Thurer

For Election to a one year term ending in 2018

1. Glenn Kaplan (completing the unexpired term of Elaine Ober)

The Nominating Committee consisted of: Abby Cox, Pauline Gerson, Tracey Hyams, Michael Klau, Deborah Nam-Krane, Robin Orwant and Doug Reichgott

*Submitted by Jon Katz, Chair*

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### Passport to Israel

“Passport to Israel” is a program that enables a child to take an educational trip to Israel when he/she is in high school. It is a special kind of savings plan that helps make travel to Israel affordable. Annual contributions are made for seven years beginning in the 3<sup>rd</sup> grade. Additional contributions are made by Temple Sinai and Combined Jewish Philanthropies.

- Ongoing participants – 38
- In 2016-2017 we had 4 new 3<sup>rd</sup> grade participants
- In 2016-2017 we had 3 new 7<sup>th</sup> grade participants
- In 2016-2017 we had 3 participants request the funds for a summer trip to Israel

*Submitted by Kathy Arnstein on behalf of Temple Sinai*

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**Personnel Committee**

This past year, the Personnel Committee did not meet in person, but it did work to complete a draft of the Temple Handbook for staff that is close to being finalized. The Committee co-chairs were called on from time-to-time to provide input into various administrative and budget questions and to participate in the Temple’s strategic plan review working group.

We are thankful for the contributions of Committee members Nora Abrahamer, Gary Altman and Arlene Weintraub, and all of us would be thankful for some additional members. Any other Temple member interested in serving on the Committee should feel free to contact Harvey Cotton or Judy Ferber.

*Submitted by Harvey Cotton and Judy Ferber, Co- Chairs*

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**Rabbinic Liaison Committee**

Under Rabbi Vogel’s contract, the Temple is required to establish a Liaison Committee, which must meet at least twice a year, to provide an opportunity for the Rabbi and representatives of the congregation to “share with each other their reflections on their relationship and to address, in an informal setting, any problems that may arise.” Current members of the committee are Janet Fine, Mark Goldner, and me, Susan Laster, as chair.

In an effort to elicit feedback from as many sources as possible, the Committee has announced its existence and membership repeatedly in both the weekly e-mail update and the monthly printed newsletter. Committee members have also made an effort to gather feedback during informal contact with other members of the congregation at various events. We have received feedback in various forms on a variety of subjects.

This year the Committee met twice during this fiscal year, in January 2017 and April 2017. We have discussed issues of concern to the Rabbi, as well as feedback we have received. In keeping with the purpose of the committee, we have agreed to keep the substance of our discussions confidential. Topics discussed have included personnel changes, changes at the Temple, and the role of the rabbi in relation to other professional employees and lay leaders.

The members of the committee continue to welcome feedback from any members of the congregation regarding the relationship between the Rabbi and the congregation.

*Submitted by Susan Laster, Chair*

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**Rainbow Committee**

The Rainbow Committee sponsored two successful, well-received Erev Shabbat programs for the congregation and the community.

The first took place on December 2, when Jonathan Krasner, the Mandel Chair of Jewish Education Research at Brandeis University, spoke on the topic of “Going Mainstream: The New Jewish LGBT Family.”

Our program on April 7 featured Lisa Krinsky, Director of the LGBT Aging Project, speaking on “What You Need To Know About LGBT Aging.” Lisa herself grew up in Temple Sinai and was Bat Mitzvahed here.

The Committee and Temple Sinai joined other congregations and organizations this spring in co-sponsoring training in transgender issues with CJP and Keshet.

The Committee will continue and expand its programming tying together Jewish and LGBT issues during the 2017/2018 year, working with and supporting other LGBT organizations in the area.

*Submitted by Marvin Kabakoff*

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**Relocation Committee**

The committee was made up of Mike Klau, Nora Abrahamer, Carol Hull, Karen Levy, Rose Perrizo., Heidi Smith-Hyde and Linda Katz. The Relocation committee also received help from Yuval Gilbert and Rabbi Vogel.

The committee was charged with finding a temporary space for the temple staff during the build out. That included:

- Finding the space
- Contracting with a moving company to transport office furniture and supplies from 50 Sewall Avenue to the new space and to store things not needed for the year.
- Creating a plan for phones and internet at the new site
- Informing the members of the congregation
- Signage at the new location.

The committee had a number of meetings to determine the needs while we were in our temporary space. We also met to determine how best to meet the needs.

With the help of a commercial Realtor and Rabbi Vogel's networking we narrowed it down to two locations, both in the Washington Sq/Brighton area. After weighing the pros and cons of each location, it was decided on space at the Chestnut Park Building. This high-rise building is Jewish senior housing with a JCC preschool on the first floor. The temporary location can be reached by car and by public transportation. The move took place May 25<sup>th</sup>.

*Submitted on behalf of the committee by Mike Klau, chair*

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**Shabbat Mishpacha**

Shabbat Mishpacha is a Shabbat morning program for families with children ages 0-7. We sing, hear a story, and play and socialize together while celebrating Shabbat. This year Shabbat Mishpacha met monthly from September-June and participation has grown! Last year the average attendance was 2-4 families and 3-4 children per service. This year we regularly have 5-7 families, and 7-10 children. The group has grown closer, with many regular attendees, including children who now know all the songs and look forward to the program every month. Participants occasionally bring friends who do not belong to Sinai to check it out.

*Submitted by Rabbi Shoshana Meira Friedman*

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### Shabbat Torah Yoga

Shabbat Torah Yoga met roughly once per month on a Shabbat morning from September-June. This innovative service includes teachings and guided meditations by Rabbi Shoshana or a trained lay leader, and a yoga flow on related themes led by a certified yoga instructor. Themes follow the Torah portion or holiday cycle. Most of the participants who attended would not otherwise be in the building on a Shabbat morning. Participation ranged from six to sixteen people per month, including one morning with a blizzard when over a dozen people of three different generations trekked through the snow to make it to the service!

*Submitted by Rabbi Shoshana Meira Friedman*

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### Sinai U

Sinai U is Temple Sinai's multifaceted teen engagement initiative. (Students in grade 7 participate in Sinai U, but are included in Religious School enrollment numbers.)

This year Sinai U has hit a new stride. Rose Levenson was hired as the Temple Sinai Youth Advisor, and provided invaluable support and creativity to our many programs. Nineteen high school students participated in Design Lab, an intensive program that taught the teens design thinking while solving real design challenges in the temple's renovations. TSIPPY, Temple Sinai Passionate Proactive Youth, is our newly revitalized NFTY chapter, which had 8 active teens this year who attended monthly meetings, organized fundraisers, and enjoyed activities together. Madrich Corps has 20 teens helping in our Religious School and groups of teens volunteer regularly at Tikkun Olam Sundays and Sheirut Sundays (see Religious School report). In addition to these programs, we had eight 8<sup>th</sup> graders who continued attending Sinai U Sunday Nights, two high schoolers who came to student teach and support classes on Sunday Nights, and several students who participated in external programs such as Legacies, the Religious Action Center's L'Taken Seminar, and URJ counselor in training or counselor programs. Our teens also help in general temple life at holiday and Shabbat celebrations. We are proud to offer many ways for teens to engage in their Judaism and temple life, and look forward to another full and meaningful year next year.

*Submitted by Rabbi Shoshana Meira Friedman*

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### Strategic Planning Refresh Committee

Harry Shulman, Chair	<a href="mailto:hshulman15@gmail.com">hshulman15@gmail.com</a>	617-965-5331
Rabbi Andy Vogel	<a href="mailto:rabbivogel@sinaibrookline.org">rabbivogel@sinaibrookline.org</a>	617.277.5888
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Judith Ferber	<a href="mailto:judy_ferber@wfd.com">judy_ferber@wfd.com</a>	617.734.7237

Over a two year period beginning in 2007, our community engaged in a conversation with itself about its vision of what we are and what we dream to become. The Temple Sinai Vision Statement was our distillation of the voice of the congregation, starting with a simple statement of that vision. We heard a story with four great themes. Three could be captured by the three

pillars of the world identified in *Pirke Avot*, The Sayings of our Ancestors. Those three are commitments to:

**Torah:** Engaging in life-long Jewish learning in community.

**Avodah:** Seeking holiness in community through Jewish ritual and prayer.

**G'milut Chasadim/Tikkun Olam:** Working in community to bring justice, caring and healing to our world.

But capturing the distinctive nature of our community required a fourth commitment:

**K'hillah shel Hesed:** Being a caring community that is inclusive and welcomes all who seek Jewish life.

This vision was to guide the work of the Temple over 5-10 years.

### **Goals and Objectives**

The following pages reflect the array of goals and objectives that were established in 2007-08 for both the near-term and the longer-term. These goals are organized by pillar, and each identifies the people and/or committees who will oversee their implementation. The Board of Trustees authorized a committee in 2016 to review the status of the goals and objectives and assess the degree to which they were accomplished. The Committee's assessment appears in a column labeled **status** that was added to the original vision statement. Our assessment was on the degree to which we made our vision a reality.

We have summarized the major achievements and the goals and objectives for further consideration. The complete chart of the Vision Statement with the Committee's status updates follows the major achievements and further considerations.

The Committee recommends that you review this material prior to the Board of Trustees meeting in March so that we can have an interactive discussion in the time allotted on the agenda. We would appreciate your comments prior to the Trustees meeting. The email address for Board Members' comments is: [SinaiVision2017@gmail.com](mailto:SinaiVision2017@gmail.com)

### **Major Achievements of Goals and Objectives:**

- Temple membership has increased over 40% in the last ten years to 345 memberships
- Created an adult educational program that is integral to our community. Educational offerings are robust and well-received by members. Significant increase in member participation. Strong committee
- Created a regular *Shabbat* morning service at which as many as 20 regular Temple Sinai members actively participate
- Establishment of Tzedek@Sinai with large member participation in multiple social action efforts--Significant member involvement in the Greater Boston Interfaith Organization.
- New temple website developed to publicize activities. Shabbat handout at services implemented. Activities documented in Annual Reports. Weekly & individual Sinai Updates are emailed. Completed and very successful with strong member participation
- Implemented very successful Shabbat dinners with strong member participation
- Institute regular scholar-in-residence *Shabbaton* programs, beyond the one-evening Cohon lecture, with leading Jewish scholars, as regular part of the culture and budget of Temple Sinai
- Institutionalize a 3-year cycle for Adult B'nai Mitzvah study
- Enhanced our religious school "parallel learning" program in which all parents study alongside or in parallel with their children in all grades, from pre-school to 12th grade, with the goals of modeling lifelong Jewish learning for their children and growing as Jewish learners themselves.

- Redesigned high school program
- Staffing was restructured with hiring of an assistant rabbi and cantorial soloist. Very well appreciated by members.
- Significant attention has been paid to increasing our Youth Program: including Design Lab, Sinai U activities, Brookline Teen Center informal activities, teen social justice and reading buddy opportunities, and more.
- We have sent appx. 10 students to Israel on summer programs of various lengths
- We have far exceeded the goal of 10 students at Jewish summer camp, sending 40+ campers to Jewish camp programs in 2016
- Evaluated the temple's space needs to accommodate growth in membership and programming, organized a Building Committee which developed a building plan
- Organized a Capital Campaign with strong member involvement with excellent financial results enabling the beginning of construction in late spring 2017

**Goals and Objectives for further consideration:**

- Convene a new committee to examine our Outreach/Interfaith learning classes and needs of interfaith families
- With the changes that occur in music we should consider a new CD for members.
- Integrate additional Tikkun Olam activities of religious school and the broader congregation, and explore opportunities for expanding collaboration
- Support of Inclusion Committee established and currently working as a Ruderman Inclusion Project site on a comprehensive inclusion initiative.
- The "Welcome Baskets" program continued for 4-5 years. Renew efforts this year. Calls are made to new members welcoming them to Sinai
- Create a support network for elderly members
- Identify further training needs for specific social action programs and initiatives
- Continue development of an active havurah program that creates five new havurot, in which our members form small on-going groups for study, celebration of Shabbat and holidays and performing acts of social justice and tikkun olam together.
- Create regular social gatherings and programs to enable members of the congregation to know each other better
- Initiate a conversation about the congregation's philosophy of members' personal commitment to the congregation

NEW OBJECTIVES FOR 2008-2009			
<b>Torah</b>			
Goals and Objectives	Who Will Lead	Measure of Success	Status
Create a comprehensive "Jewish learning content map" that sets goals for adult learning	Adult Learning Committee	Map created by April, 2009	Created and integral to our community. Educational offerings are robust and well-received by members. Significant increase in member participation. Strong committee. New needs assessment would be appropriate next step.
Recruit and train 6-12 Temple Sinai members to write their own <i>D'verei Torah</i> for <i>Shabbat</i> services, committee meetings, and congregational publications and e-mails	Rabbi Adult Learning Committee	Training complete by February, 2009; 6 member <i>D'verei Torah</i> delivered by June, 2009	Achieved after labor intensive training. Members present <i>D'verei Torah</i> monthly at Saturday morning services and at Board meetings. We would like to see Committee meetings include it as well.
Convene a new committee to examine our Outreach/Interfaith learning classes and needs of interfaith families	Rabbi Board of Trustees Adult Learning Committee Membership Committee	Committee established By November, 2008; charter and plan developed by June, 2009	This has not been achieved and should be a priority moving forward.

<b>Avodah</b>			
Goals and Objectives	Who Will Lead	Measure of Success	Status
Assess the success of our "Shabbat @ Six!" monthly services and of the initiative for Temple Sinai members to celebrate Shabbat dinner	Music Prayer Ritual (MPR) Committee	Report to Board January, 2009	Monthly Shabbat service implemented followed by a community dinner. Attendance has greatly increased and ranges between 45-80. 2X monthly this year
Create a regular Shabbat morning service at which as many as 20 regular Temple Sinai members actively participate with various leadership roles such as: a) Torah chanting b) writing and delivering <i>D'verei Torah</i> c) leading parts of the liturgy, etc.	MPR Committee	Hold 4 services by June, 2009, not including Bar/Bat Mitzvah	This service has become part of the fabric of the temple with an average of 20 attendees at the monthly service

<b>Avodah</b>			



Goals and Objectives	Who Will Lead	Measure of Success	Status
Establish a "Shabbat morning taskforce" to investigate holding a Shabbat morning congregational service and integrating it with the service that honors Bar/Bat Mitzvah students, consistent with 2008 national URJ initiative	MPR Committee	Visit 3 synagogues to observe Shabbat morning services; taskforce will have met and drafted a plan by June, 2009	Task force established through the MPR Committee, which made an assessment, and created a policy different from the one suggested here – not to integrate Bar/Bat Mitzvah services with the congregation, but to set the 1 <sup>st</sup> Shabbat morning of each month as our congregation's Shabbat service.
Facilitate members' ability to sing new melodies at services through: a) recording and distributing a CD of frequently used melodies, b) teaching melodies during services and at a Sunday morning music class, and other methods	Cantor MPR Committee	CD produced by September, 2008; class on melodies offered Fall-Winter, 2008-09	With the changes that occur in music we should consider a new CD for members.

<b>Avodah</b>			
Goals and Objectives	Who Will Lead	Measure of Success	Status
Assess our congregation's use of instruments during Erev Shabbat services and consider alternatives	Cantor MPR Committee Rabbi	Report to Board by March, 2009	Completed resulting in the 6:00 PM music Shabbat service. The band included in the once a month 6pm service has been very successful, which leads to discussing whether we should add/expand the band to twice a month.
Establish a Children's Choir through the religious school, which might perform during Erev Shabbat services	Cantor Director of Education	2 performances by June, 2009	Completed during Cantor Toubes' tenure. Not currently operational.
Enhance our celebration of Rosh Hashanah with a brief afternoon "Tashlich" ceremony for all ages, during which we can "cast away" our sins as we begin the new year	Rabbi MPR Committee	Ceremony occurs Fall, 2008	Completed and is now part of the culture of the temple

<b><i>G'milut Chasadim/TikkunOlam</i></b>			
<b>Goals and Objectives</b>	<b>Who Will Lead</b>	<b>Measure of Success</b>	<b>Status</b>
Evaluate opportunities for a Temple Sinai major project initiative (such as establishing a soup kitchen, emergency shelter, or health clinic), systematic campaigns on particular themes, and inter-congregational alliances for <i>Tikkun Olam</i> activities	Social Action Committee Rabbi	Report to Board May, 2009	The major project is the establishment of Tzedek@Sinai. Other initiatives evaluated and determined to be not the right way for member engagement.
Integrate existing <i>Tikkun Olam</i> activities of religious school and the broader congregation, and explore opportunities for expanding collaboration	Education Director Social Action Committee Youth Committee Education Committee	2 integrated activities occur by June, 2009	Many activities have become integrated between the school and the broader congregation, and more integration could occur.

<b><i>G'milut Chasadim/TikkunOlam</i></b>			
<b>Goals and Objectives</b>	<b>Who Will Lead</b>	<b>Measure of Success</b>	<b>Status</b>
Publicize, on at least an annual basis, community <i>Tikkun Olam</i> activities	Social Action Committee Education Director Rabbi	Report issued to Congregation July, 2009	New temple website developed to publicize activities. Shabbat handout at services implemented. Activities documented in Annual Reports. Weekly & individual Sinai Updates are emailed.
Provide training and awareness for CPR and recycling program	Social Action Committee	Recycling program under way and CPR training scheduled by September, 2008	CPR offered twice a year until 2010. This is no longer done.
Explore effective ways to develop relationships with African-American and Muslim communities	Social Action Committee Others	Report to Board by June, 2009	Significant member participation in Tzedek@Sinai and involvement in the Greater Boston Interfaith Organization.

<b><i>K'hillah Shel Hesed</i></b>
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<b>Goals and Objectives</b>	<b>Who Will Lead</b>	<b>Measure of Success</b>	<b>Status</b>
Contact Synagogue Council of Massachusetts regarding disabilities awareness assessment and evaluate potential applicability for Temple Sinai	To Be Decided	Report to Board on options for Temple assessment by January, 2009	Inclusion Committee established and currently working as a Ruderman Inclusion Project site on a comprehensive inclusion initiative.
Institutionalize welcoming of new members and visitors through: a) new member welcome; b) follow-up with peer member and family matching; c) list of ideas to promote welcoming	Welcome Committee	Member welcome process by September, 2008; report to Board on progress and feedback November, 2008	The "Welcome Baskets" program continued for 4-5 years. Renew efforts this year. Calls are made to new members welcoming them to Sinai
Create member name tags	Welcome Committee	In regular use by September, 2008	Completed but no longer in use.
Review and Revise Temple By-laws	By-laws Committee	Recommendations to Board by December, 2009	Completed by By-Laws Committee and approved by the membership.

<b><i>K'hillah Shel Hessed</i></b>			
<b>Goals and Objectives</b>	<b>Who Will Lead</b>	<b>Measure of Success</b>	<b>Status</b>
Evaluate the frequency with which Temple Sinai hosts <i>Shabbat</i> dinners before or following <i>Erev Shabbat</i> services	Membership Committee MPR Committee	Recommendation by March, 2009	Completed and very successful with strong member participation.
Hire a part-time youth educator who can serve as a Jewish role model for our teens, and be a positive presence in both formal and informal Jewish Education	Rabbi Education Director Youth Committee	Staff in place by July 1, 2008	Completed
Create a support network for elderly members	Caring Committee	Ongoing/ December, 2009	Requires future consideration of how to achieve objectives.

**NEW OBJECTIVES FOR 2009-2013**

<b>Torah</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Institute regular scholar-in-residence <i>Shabbaton</i> programs, beyond the one-evening Cohon lecture, with leading Jewish scholars, as regular part of the culture and budget of Temple Sinai	Rabbi Adult Learning Committee	Fall, 2008/Late Fall, 2009	Achieved
Institutionalize a 3-year cycle for Adult <i>B'nai Mitzvah</i> study	Rabbi Cantor Adult Education Committee	On-going/September, 2010	A big success
Enroll no fewer than 4 people in the 2-year Hebrew College/CJP " <i>Me'ah</i> " class by 2010, and 10 by 2012	Adult Learning Committee	On-going/September, 2012	Achieved

<b>Torah</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Enhance our religious school "parallel learning" program in which all parents study alongside or in parallel with their children in all grades, from pre-school to 12th grade, with the goals of modeling lifelong Jewish learning for their children and growing as Jewish learners themselves	Education Director Education Committee Rabbi Adult Learning Committee	Plan in place by March 2010; program established September, 2010	Parallel Learning has been integrated into every class in grades K-6, and is part of the culture of Temple Sinai.
Evaluate our professional staffing and develop professional capacity to meet the Jewish learning needs of the congregation	Rabbi Education Director Education Committee	Fall, 2010/December, 2011	Staffing was restructured with hiring of an assistant rabbi and cantorial soloist. Very well appreciated by members.

<b>Torah</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Consider relocating the Confirmation ceremony from 10th grade to 12th grade, marking the end of Jewish learning for high school students	Rabbi Education Director Education Committee	Fall, 2010/ Shavout, 2012	Redesigned high school program
Create a web-based learning program	Technology Committee Others	Fall, 2011/ June, 2013	Not attempted

<b>Avodah</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Consider upgrading the use of technology in the Sanctuary with new microphone and sound system, webcast video technology, etc.	Technology Committee	Fall, 2009/ June, 2010	Installation of new microphone and sound system. Other considerations in renovation plans.
Invite members to participate in a 2nd day Rosh Hashanah hike or nature walk with Shofar blowing, led by Rabbi and Cantor	Rabbi Cantor MPR Committee	Rosh Hashanah, 2009	Integrated into the culture of the temple.
Evaluate our holiday services for Pesach, Sukkot and Shavu'ot and the attendance at Yizkor services	Rabbi Cantor MPR Committee	Fall, 2009/ April, 2010	An ongoing evaluation is in order. A Sukkot celebration is now in place at Rabbi Vogel's succah the first night of Sukkot.

<b>Avodah</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Convene an ad hoc committee that examines the use and configuration of our Sanctuary space at Temple Sinai in all its aspects, considering how it fits all our needs as a congregation	Board of Trustees	Fall, 2011/ December, 2012	A committee convened and at that time decided not to re-configure the sanctuary.

<b>G'milut Chasadim/TikkunOlam</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Identify congregants' skills that could enhance specific social action opportunities	Social Action Committee	Fall, 2009/ June, 2010	Ongoing
Identify further training needs for specific social action programs and initiatives	Social Action Committee	Spring, 2011/ December, 2011	Ongoing
Enhance visibility and scope of our social action program, including evaluating the benefit of hiring a part-time social justice organizer	Social Action Committee Board of Trustees	Fall, 2011/ June, 2012	Overall visibility and activity of social justice work has been increased through the establishment of Tzedek@Sinai, and with the hiring of an assistant rabbi whose portfolio includes social justice engagement.

<b>K'hillah Shel Hesed</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Explore providing transportation to temple events for those who need it	To Be Decided	On-going/ September, 2009	Needs more systematic approach
Build our overall informal youth education program with the goals of: a) having 15 active members in high school youth group; b) sending 10 high school students to Israel on summer programs by 2010; c) enrolling 10 elementary school-age students in Jewish overnight summer camps by 2010	Youth Committee Education Director Rabbi	On-going/ Summer, 2010	Significant attention has been paid to increasing our Youth Program: a) In place of a NFTY-chapter youth group, we have successfully created other strong Youth Engagement opportunities, including Design Lab, Sinai U activities, Brookline Teen Center informal activities, teen social justice and reading buddy opportunities, and more. b) We have sent appx. 10 students to Israel on summer programs of various lengths c) We have far exceeded the goal of 10 students at Jewish summer camp, sending 40+ campers to Jewish camp programs in 2016

Enhance the use of technology to create a more cohesive community	Technology Committee	On-going/ November, 2010	Ongoing. We created a website, the weekly Sinai Update and other forms of electronic communication.
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<b>K'hillah Shel Hessed</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Evaluate the temple's space needs to accommodate growth in membership and programming	Building Committee Board of Trustees	January, 2009/ December, 2009	Completed
Establish an active havurah program that creates five new havurot, in which our members form small on-going groups for study, celebration of Shabbat and holidays and performing acts of social justice and tikkun olam together	Rabbi Board of Trustees Others	Fall, 2009/ September, 2010	Continuing work is required.
Create regular social gatherings and programs to enable members of the congregation to know each other better	Board of Trustees Membership Committee	On-going/ November, 2010	This has been partially accomplished. More events needed.

<b>K'hillah Shel Hessed</b>			
<b>Goals and Objective</b>	<b>Who Will Lead</b>	<b>Initiation Date/Target Date</b>	<b>Status</b>
Bridge the gaps between generations by: a) bringing adult volunteers into the religious school; b) increasing youth members' participation on adult committees; c) establishing an intergenerational havurah, etc.	Committee Chairs	September, 2009/ September, 2010	More work needed.
Initiate a conversation about the congregation's philosophy of members' personal commitment to the congregation	Rabbi Board of Trustees Others	January, 2010/ June, 2013	This has been considered and needs to continue.

This report is the outcome of a true community effort. We owe our thanks to the many people who participated in our congregational conversation and visioning workshops and to those who coordinated those initiatives. We want to acknowledge also the support of the Leadership

Development Institute of the Combined Jewish Philanthropies, which provided us with training, guidance, and perspective throughout this process.

If you wish to help on any initiative included in this report, contact the leader noted for the initiative (committee contacts can be found in the Temple Directory).

For any questions, or to offer comments, the members of the coordinating team would be glad to hear from you:

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### **Tzedek@Sinai Committee**

This past year has been one of growth for Tzedek@Sinai in terms of number of issues we took on, the number of congregants who assumed leadership roles, and the overall number of congregants who took part in meetings and actions.

We also worked on developing our infrastructure to more effectively help us meet our goals. The snowflake-like structure on the next page depicts how Tzedek@Sinai currently organizes itself: the **blue** nodes represent members of the **Strategy Team**, the decision-making body that meets monthly.

The **red** nodes represent members of **Implementation Teams**. These teams include:

- issue teams: *Criminal Justice Reform, Climate, Immigrant Justice, and Healthcare*
- teams that are not issue-specific:
  - *Sundae Team*: helps to organize the monthly Sundaes
  - *Incubation team*: to 1) connect new congregants to our work, 2) grow leadership for social justice work within the congregation, and 3) facilitate the process of bringing in new issues
  - *Communication team*: to inform the congregation about our work
  - *GBIO team*: engages members of the congregation in the social justice work and trainings GBIO organizes. In some cases, the social justice issues are the same ones Temple Sinai works on.

Leaders of Implementation teams are members of the Strategy Team, representing their respective teams and thinking strategically for the whole.

The **green** node in the middle of the Strategy Team nodes represents the **co-chairs** who coordinate all moving parts and bottom-line accountability.

This past year has been one of growth for Tzedek@Sinai in terms of number of issues we took on, the number of congregants who assumed leadership roles, and the overall number of congregants who took part in meetings and actions.

We also worked on developing our infrastructure to more effectively help us meet our goals. The snowflake-like structure on the next page depicts how Tzedek@Sinai currently organizes itself: the **blue** nodes represent members of the **Strategy Team**, the decision-making body that meets monthly.

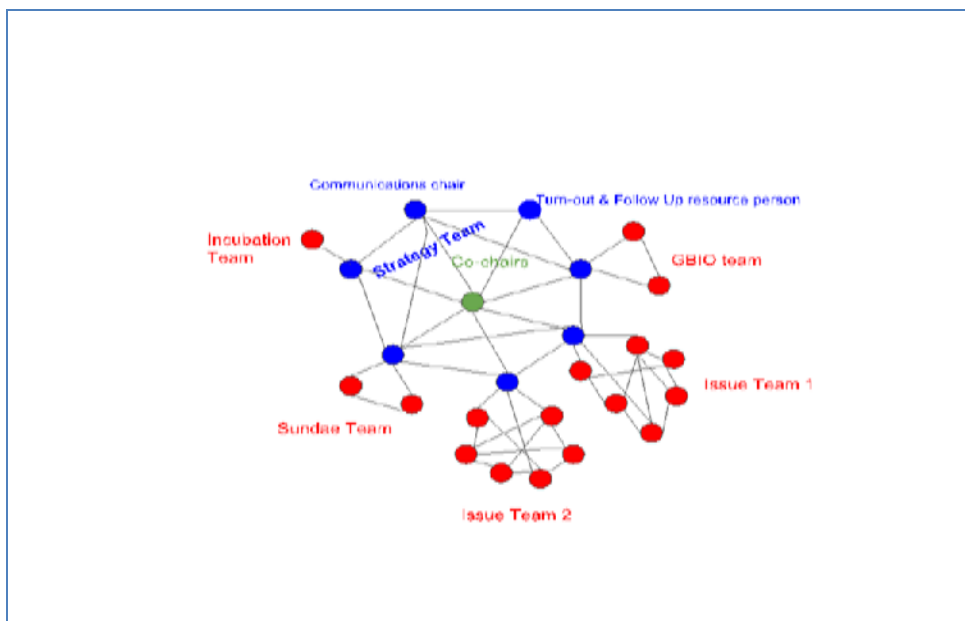


The **red** nodes represent members of **Implementation Teams**. These teams include:

- issue teams: *Criminal Justice Reform, Climate, Immigrant Justice, and Healthcare*
- teams that are not issue-specific:
  - *Sundae Team*: helps to organize the monthly Sundaes
  - *Incubation team*: to 1) connect new congregants to our work, 2) grow leadership for social justice work within the congregation, and 3) facilitate the process of bringing in new issues
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### How Tzedek@Sinai is organized

#### Criminal Justice Reform Team

The CJR team at Temple Sinai is dedicated to addressing injustice within the criminal justice system, together with CJR groups from other GBIO member congregations. We have worked to educate ourselves and our community about criminal justice issues in Massachusetts. We also work to build constructive relationships with other groups to accomplish shared goals.

This past year was quite active for the CJR team. In September 2016 we kicked off the year at a salon with Rabbi Jill Jacobs on criminal justice from a Jewish perspective. In October we presented a Sundae with Marty Rosenthal, reviewing the development of mandatory minimum sentencing and other issues from a historical perspective. In November we toured the Norfolk County jail to get a palpable perspective on incarceration. In February, members attended a showing of the film 13th at Bethel AME church in Jamaica Plain. In December, February, and April, members attended GBIO training events.

The high note thus far came early this month, on May 2nd, when we hosted an In-District Meeting with local legislators. The meeting addressed GBIO's Criminal Justice Reform priorities under consideration

this session. We were delighted to have with us Sen. Cynthia Creem, Rep. Frank Smizik (a Temple Sinai member), and Rep. Kay Khan, along with aides to Rep. Khan, Rep. Ruth Balser (who was unable to attend), and Rep. Smizik. Approximately 70 people attended, including at least 17 Temple Sinai members, and members of several other GBIO congregations. The audience was a very energized group. We will continue to follow these priorities at the Statehouse. On May 18<sup>th</sup> members will attend another GBIO event at Temple Israel. In June, GBIO is organizing a phone calling campaign on CJR's legislative priorities, and we will participate in that effort.

### **Climate Team**

The Climate Team currently has 10 members. In March we joined the statewide Mass Power Forward coalition at the Statehouse to speak with our legislators about climate legislation in Massachusetts. Some members also met personally with Rep. Smizik and his staff to talk about legislation. In January, Rep. Smizik came to one of our meetings along with one of his aides and gave us a short lesson on how a bill becomes law. We learned how we might be able to move important bills forward that we think will help MA to advance toward a clean energy future. It is not a quick process!

The Climate Inter-congregational Film Series took place over the course of a few months. In collaboration with Temple Ohabei Shalom and Temple Israel, we showed three films and had discussions afterwards.

Two of our members are active with Mothers Out Front, a thriving local grassroots climate organization. We decided as a team to support MOF in their gas leaks campaign in Brookline.

We are also at the beginning of a new initiative working with MAICCA (MA Interfaith Coalition for Climate Action) to build power for climate justice with other religious communities in Boston. Five team members attended the MAICCA Climate Justice Simulation this spring to educate themselves about rising sea levels in the Boston area and its impact on our local neighborhoods.

### **Immigrant Justice Team**

Tzedek@Sinai identified immigrant justice as a core social justice issue and is working to organize the temple's participation in the growing Sanctuary & Solidarity movement which is mobilizing faith communities locally and nationally to respond to the crisis faced by undocumented immigrants who are at risk of deportation from the homes and lives they have built here. Organizing and informational meetings were held at temple in March and April at which approximately 40 people participated, and in May, the Board of Trustees voted to participate as a Sanctuary & Solidarity congregation. Along with five other Brookline congregations, Christian and Jewish, we have formed Brookline Si (Brookline Supporting Immigrants) to plan for coordinated action, and we are also participating in similar discussions in Newton.

Among the proposed actions are 1) forming a Sanctuary Network to provide food, medical assistance and social supports to an individual or family taking shelter in a Sanctuary church to make sure the immigrant family's needs are met, and 2) participating in a Rapid Response Network to observe and record the actions of immigration agents to ensure immigrants' rights are not violated. A Rapid Response training for the Brookline community was held May 7 at Temple Sinai, attended by 75 people.

### **Healthcare Team**

Tzedek@Sinai is starting a Health Care Team to work with GBIO on state and federal health care costs and related issues. In April, we had our first Tzedek Sundae on healthcare where we discussed some of the key issues such as the dramatic increase in individuals' out-of-pocket costs for deductibles, co-pays,

services out-of-network, medications, and emergency services. We also discussed other critical items such as the shortage of and out-of-pocket costs for mental healthcare services, and the lack of parity by insurance companies. Our plan is to hold a number of house meetings over the next few months to hear our community's stories, identify our members who care about these issues, and find those who wish to get involved in change.

### **Tzedek Sundaes Team**

We continued to organize monthly forums for Sinai members to come together around social justice issues. These Sundaes provide an opportunity for members of our congregation to get to know each other while becoming educated about an issue and relevant actions to take.

Sundae topics this year included:

- "Hunger in Massachusetts"
- "Criminal Justice Reform: Mandatory Minimum Sentencing and Mass Incarceration in Massachusetts"
- "Election 2016 and The Community Preservation Act (CPA : Learning From an Effective Campaign")
- "What Do We Do Now? Building our Capacity to mobilize and respond when action is called for"
- "Healthcare: Are Healthcare Costs Making You Sick?"

### **Incubation Team**

This year the Incubation Team has worked to identify and engage Sinai members who want to get involved in social justice at the Temple, and to integrate those interested into Tzedek@Sinai's work. Since the 2016 election we have seen a spike in interest. The Incubation Team has conducted and delegated one to one meetings with over 25 newly identified congregants, and has supported the issue teams in integrating new members and leadership. The team also clarified how new issues are considered for inclusion in Tzedek@Sinai's strategy. For example, Immigration Justice was proposed by interested congregants, screened by the incubation team, and presented to the Strategy Team, which agreed that Tzedek@Sinai would take on leadership of this issue within the Temple.

### **Communication Team**

The Communication Team focuses on informing the congregation about Tzedek@Sinai's activities through the electronic Weekly Update, the Friday night program insert, oral announcements at gatherings, electronic email flyers, and the Lu'ach.

More in depth information and personal accounts related to Tzedek@Sinai appear in the Kolot.

Over this past year two articles were written:

- "Getting to Know [Tzedek@Sinai](#)," an overview and informational article on our history and our mission.
- "Learning about Criminal Justice" article about the November 30 visit to the Norfolk County Correctional Center in Dedham by the CJR team and our Rabbis.

### **Greater Boston Interfaith Organization (GBIO) Team**

Temple Sinai continues to contribute to GBIO's efforts in ways that are disproportionate to our size. This year Sinai members will have attended three large GBIO actions in significant numbers: over 60 members attended a show of solidarity at the Islamic Society of Boston Cultural Center in December, 36 congregants attended an action at Bethel AME church in February, and 40 will have attended an action

at Temple Israel in May. Members were involved in getting out the vote in support of the Boston CPA, including many members who do not live in Boston. Three congregants participated in a 3-day training in November, and several more will be attending a second training in May. Two congregants have taken leadership in GBIO issues teams concerning housing and health, and one of them is a member of the GBIO strategy team. Even in a year when we are all contributing to the Campaign for Temple Sinai, members managed to increase their donations to the GBIO impact fund by nearly 20%, contributing \$3500.

*Submitted by Zippy Ostroy and Amy Shulman Weinberg on behalf of Tzedek@Sinai's Strategy Team*

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### **Technology Committee**

The technology and website committee was busy this year. The committee's accomplishments included the following:

- The website committee created the new SinaiBuildingTogether.org website to help spread the message and receive pledges for the Capital Campaign
- Created the special sub-section on the website for the Syrian Refugee Resettlement Project
- Continued the ongoing process of updating committee and other descriptive pages on our website
- Maintained the main event calendar on the website
- Posted each issue of the Sinai News email newsletter on the website
- Maintained the monthly school calendar
- Created online registration for all community dinners from September - May
- Updated and improved the online school registration system

*Submitted by Alex Cooper, Rose Mandelbaum, Danny Ruberman*