

Congregation Beth El of the Sudbury River Valley
!In-Person! Board Meeting Minutes
Thursday July 14th, 2022 7:30pm

In attendance: Ann Barysh, Allison Alter, Barbara Miller, Carolyn Schwartz, Debbie Glass, Jerry Kazin, Jim Billings, Jocelyn Bailin, John Harper, Judith Lytel, Judy Goldberg, Michelle Fineblum, Neil Frieband, Toby Kopman **Staff:** Beth Schine, Scott Newman, Shoni Aronovich, Rabbi Josh Breindel.

Welcome and D'var- Rabbi Breindel

MahTov'u – how wonderful it is to be here together! This is the first in-person Beth El Board meeting in three years! And what better way to greet one another than with Mah Tov'u – which happens to be in this week's parasha, Balak. The blessing that contains mah tov'u is given by a non-Jew, named Balaam. He is asked to curse the Israelites but says he can only say what God gives him to say, and what comes out is not a curse but a blessing – “how wonderful are your tents, oh Israel”. Midrash has it that the arrangement of the tents was such that they invited an opening to one another; this is part of what was so “wonderful”! Our mouths are very much like tents - and we need to take care and pay attention to how we arrange our mouths. Speech can lead to conflict, or it can lead to blessing and relationship. In all areas of our lives we must talk with one another, not to one another, and arrange our speech in ways that bring us together regardless of disagreements we may have. Here, in this room, with this Board, and all you wonderful people - we are here to do holy work together and we will do so. May we all bless our speech and use it to uplift one another and our holy community.

Update on Interim Cantor search: Carolyn Schwartz

Carolyn read a written statement:

After Michelle and Jim gave explicit permission on June 9, Rabbi Josh and I collaborated on outreach to at least nine different possible sources for a High Holiday Cantorial Soloist and possible guest leaders. Before and during my June vacation in Europe, I screened High Holiday Cantorial Soloist candidates, highlighting the most promising for Rabbi Josh to interview while forwarded all of the applications to him. Members of the Interim Cantor Subcommittee also vetted the most promising candidates. By dint of this process, we have identified a lovely and talented High Holiday Cantorial Soloist, **Lisa Jane Lipkin**, who will lead us in song and prayer for Rosh Hashanah and Yom Kippur.

Additionally, Lisa is local enough for it to also be feasible for her to lead two Shabbat mornings a month through the end of June 2023. Rabbi Lev Friedman will lead two other Shabbat mornings per month during this period. Two other guest leaders -- Cantor Louise Treitman and Cantor Marcie Jonas -- may also lead up to three Shabbat mornings over the course of this period. Zach Mayer will give a musical offering probably on a Sunday in May 2023.

The end result is that we have identified and are in the process of contracting with a cohort of talented individuals who will enrich our ritual life over the coming year, providing stability and spiritual enrichment as we continue the search for a permanent cantor for our community. Mah Chadash will provide the names of the cantorial leader partnering with Rabbi Josh each Shabbat, so everyone will know whom to expect each week. Additionally, B'nai Mitzvah

tutoring will be offered by members of our congregation who will be compensated for this important and time-consuming work. This arrangement is projected to save the community roughly \$23,000 from what was originally allocated for ritual coverage in this transition year. At this time, I have made the decision to step down as VP of Tefillah. I have spent a great deal of my free time this past year on Beth El leadership activities during this challenging first year since Lorel's retirement. I now need to re-establish a work-life balance in my life. The **ritual committee's leadership will now be in the competent hands of Toby Kopman and Judith Lytel**, Co-VPs of Tefilah, who will work closely with Rabbi Josh.

Rabbi Breindel and the Board expressed gratitude for Carolyn's service to the Board and the Rabbi gave a blessing. Carolyn left the meeting

Introductions – members of the Board introduced themselves to one another. A shechianu was said to bless the new Board and celebrate the first in-person Board meeting in a long time!

Votes To Approve New Board Members – Michelle Fineblum

Motion: to Approve John Harper as VP Finance

Motion Approved: unanimous

Motion: to Approve Toby Kopman and Judith Lytel as co-VP Tefillah. With the understanding that they will have one vote between the two of them.

Motion approved: unanimous

Minutes from June 9th Board Meeting – Jocylyn Bailin

Motion: To approve the minutes from the June 9th Board Meeting

Minutes unanimously approved

Updates from previously sent reports:

Scott Newman: The BeInsPirED program is happy to announce that at as of today we are at 85% re-enrollment from last year! This is higher than in previous years!

Board Welcome and Introduction: Michelle Fineblum

A warm welcome to everyone on this Board! Thank you for your service to our community. These past two weeks of transition have been very interesting for me. They've been intense and exhausting and I have learned a lot. And I'm still here!. I want to explain to you why I took on this role of President. I had lots of reservations about taking this on. To me Beth El is a sanctuary. It's where I go to rest, refresh, renew. It's been a place of sustenance and life for me. And I didn't want my relationship to Beth El to change. But I understand that if I want Beth El to be there for me then I must be there for Beth El.

With this in mind, though, in order to make sure that Beth El can continue to be both a place of respite and joy for me as well as the place I have chosen to expend my leadership, I want to establish a set of basic parameters for our work together for these next two years:

1. Let's remember that we are all here for the same reason: to nurture and uphold and ensure the continuation of our beloved Beth El. Although we may disagree on the best ways to

accomplish this, let's be civil and kind to one another and make sure that all of our discourse is l'shem ha'sha'mayim – for the sake of the heavens

2. Please do not discuss synagogue business at services. Let holy space and time remain holy. Please give yourself that gift as well.

As for my vision for the Board, we will focus on high-level goals and let the committees and staff focus on the day-to-day. Our goals will be to focus on:

1. Building, maintaining, and strengthening community
2. Supporting and strengthening our coordination with clergy, staff, and lay leadership
3. Fiscal responsibility.

Brainstorming activity – in chevruta. With a partner please take time to reflect upon and answer these two questions:

1. What fond memories do you have of Beth El?
Most responses centered around making personal and communal connections.
2. What is something that Beth El used to do that you would like us to do again?
 - Family camp (many people wrote this one)
 - Potluck dinners
 - Progressive dinners (during Sukkot)
 - Art auction/artist forum for everyone (writer is not sure if we ever did the latter)
 - Retreats (adult only, family, and Torah Class)
 - Havurot
 - Outdoor lunch (as done on Rosh Hashanah last year)
 - Sukkot/Simchat Torah square dancing
 - Outdoor services
 - Family services
 - Ayeka - a dinner, etc, for talking together, etc.
 - Community BBQ

Finance Committee Update: John Harper

I have been involved at Beth El in many ways over the years and now I find myself back on the Board with Finance Committee. The Finance Committee fundamentally serves in a support role for the congregation. Our clergy and staff, the Board, and our many committees do the work of Beth El; the FC supports them setting the parameters in which to make it possible. I am in this role this year as a transition person – we at Beth El very much need to nourish and grow our next generation of leaders. To that end I will have two focuses during this coming year:

1. To be on the lookout for new people to bring into leadership positions at Beth El, and specifically the FC.
2. How we at Beth El can use our resources – both financial and human – to ensure a bright future for Beth El

The people who started Beth El in 1971 were all young. They had jobs and families and such
And yet they brought their energy and commitment and vision to Beth El and look what they
created! We can and must do this again.

Treasurer Motion: Neil Frieband

This is a technical vote that must be undertaken at the start of every new presidency:

Motion: To move that Neil Frieband and Michelle Fineblum be authorized signers on our
Middlesex Savings Bank accounts #800110522, #50099764 and #163317821. In addition to the
individuals named above, Beth Schine is authorized to be a signer on our Middlesex Savings
Bank account #163317821.

Motion Approved: *unanimously*

Tsibur/House updates: Jerry Kazin

Security taskforce: is being headed by Ellen Glickman-Simon. Marjorie Raskin is keeping
records. Their goals are as follows:

1. Putting policies and procedures in writing
2. Assessing and addressing the physical security of our building. We recently had an audit
by CJP; the task force will be reviewing and acting upon those recommendations.
3. Cyber-security. Making sure that our data is safe. CJP also did a recent audit of this and
the task force will be reviewing and acting upon those recommendations.

Beautification Committee:

1. Phase 2 of the appearance improvements is underway. The new classroom furniture has
arrived! The working group is reviewing the rest of the phase 2 recommendations and
will be prioritizing the work.
2. The Gender Neutral bathroom committee regrouped after the annual meeting. Progress is
underway; there is nothing specific to be shared at this point.

Fundraising update: Judy Goldberg

Last year we exceeded our fundraising target. This was largely due to Lorel's retirement; about
50% of the funds raised came from this alone. The remaining 50% came from people writing
checks to Beth El. People give! Our hope is that we can be as successful this year as last year.

There are two ways to make donations:

1. Targeted donations – these go to specific funds for specific purposes. These funds can
only be used for their targeted purpose (Ex: garden or library or sanctuary) and cannot be
used to support the ongoing functioning of Beth El.
2. General donations: Any general fund donations support the Beth El budget.

Reminder to the Board that we are the leadership of Beth El. Board participation in all Beth El
fundraising is not required but is definitely strongly encouraged. When people in the
community see that their leadership is invested in the community and is donating funds (as well
as time) they are more likely to follow suit. A donation can be of any amount; what's more
important is participation.

Nominating Committee: Jocelyn Bailin

The Nominating Committee is the group that officially invites people in the community into leadership positions. NomCom work closely with the clergy, staff, VP's and Committee chairpersons to identify rising leadership and look to help them develop their skills and direct them into leadership positions. NomCom only appoints Board positions; all other leadership appointment/development is done at the committee level. The NomCom schedule is approximately as follows (this is a rough calendar and list of activities):

1. First meeting: October. Review the current Board of Directors list. Assign NC members to contact each VP. Find out how they are doing, if they need any supports, and their initial thoughts on continuing for another year or stepping down at the end of this (fiscal – July-June) year.
2. October-November: NC members make VP/President calls.
3. November/December: meet to discuss results. Make list of leadership positions that will need to be filled for the next year. Start outreach to committee heads and ask them to be on the lookout for future leadership. Start brainstorming potential leadership. Assign NC members to reach out to the remaining BOD members and find out how they are doing, if they need any supports, and their initial thoughts on continuing for another year or stepping down at the end of this (fiscal – July-June) year.
4. January/February: follow up with committees on leadership recommendations. Start to solidify potential asks for BOD recruitment. Ask VP's to review and update their written job description as needed. Actively work with Clergy on leadership development /recruitment for the positions of President and VP Tefilah, as these two positions work most directly with clergy.
5. February-April: Make recruitment calls to set next BOD. This process can and does take a while. Continue follow-up with committee heads about leadership development. Follow up with VP's about job descriptions.
6. April/May cement new BOD for the upcoming year. Prepare new slate for vote by the Board during the May Board meeting and the congregation at the Annual Meeting.

From October-January NC meets once a month. From January-May we meet twice a month with regular ongoing email communication/collaboration.

The Nominating Committee, like many Beth El committees, needs new leadership. The leaders are not supposed to serve for more than 2 years consecutively, however the current leadership has been serving for much longer than that. They have reached out to the congregational leadership (President/Clergy) every year asking for new members but have not received any referrals. **At this time NomCom is coming to the Board directly to ask for new leadership.** They need at least one person from the Board to step up and join the committee. Other members will be recruited from the congregation at large.

Barbara Miller agreed to join NomCom.

Discussion: How best to recruit new leaders?

Leaders can come from unlikely places. Need to broaden the net of people considered for leadership if we are to succeed.

Let's find a way to broadcast to the BE community our leadership needs and volunteer opportunities

Recruit to committees, recruit for one-time activities, recruit for the Board as well

The best way to recruit volunteers is by personal asks. That means that **each member of the BOD and each committee head must actively engage in this work.**

Strategic Action Group update: Jocylyn Bailin

The Strategic Action Group has regrouped and is working on strategic initiatives. Their focus is in general on clarifying community values, membership and community engagement, communications, and, in partnership with the Finance Committee, fiscal stability. The work of the SAG cannot happen in a vacuum. A plan is only effective if it is enacted. The last Beth El strategic plan was approved by the Board and never acted upon. It is essential that the SAG have the active support of the Board as they move forward with this process. SAG aims to come back to the Board in September with updates and specific partnership requests and opportunities.

PSA on Board meeting minutes: Jocylyn Bailin

All Board meeting minutes from the past 3 years are available on the Members area of the Website. We need to announce this to the entire community as well. *Revisit this at next Board meeting.*

Rabbi Request: Rabbi Breindel

This Board is the leadership of our congregation. Your actions set the bar for the rest of the community. With that in mind, **I am making a gentle request that you please, as best you can, show up in-person for services at Beth El.** Folks are looking to see if other folks are attending to see if they themselves will attend. Your leadership in this area WILL make a difference!

Meeting Adjourned: 9:00pm

Respectfully submitted,

Jocylyn Bailin

Clerk, Congregation Beth El of the Sudbury River Valley

Attached Reports:

Rabbi

Tefilah/Ritual

Education: K-6

Talmud Torah

Education: Middle and High School

Tikkun Olam

Rabbi's Report June-July 2022

Ritual

- Roughly 70 people joined in our **pilot family-friendly Shabbat** on 6/10. Scott, Shoni and I are visioning dates to continue offering in the new school year.
- We celebrated the **Kabbalat Mitzvah for Echo Yale** as the newest member of our community to be called to Torah!
- Rabbi Polisson (Or Atid) and I planned a joint **Shabbat at the Wayland town beach** with B'nai Torah. As of this writing, Aaron Stevens will play guitar and Marjorie Raskin will offer her Summer Speaker address.
- I will lead **Friday evening services** throughout this transition year. After settling in to this role, plan to start inviting congregants to join me to co-lead on occasion, play instruments, etc.

Lifecycle/Pastoral

- **Anxiety and tension** continues to be very high, exacerbated by the recent Supreme Court decisions and violence in Highland Park.

Community outreach/events

- Partnered with **anti-Semitism task force** and MC'ed interfaith community "Inter-dependance Day" event hosted at the Methodist church.

Programming and education

- Working with Scott, Shoni and Fern on **advance planning the new academic year**.

Administrative

- Partnering with Carolyn on **finding High Holiday soloist** (interims are essentially unavailable) and regular guest leaders for 5783.
- Coordinating with Judy and Janet on **finding a new permanent clergy partner**.
- Working with **Strategic Plan committee** on next steps for the community.

Personal

- Will be on **vacation July 22-August 3**. Rabbi Lisa Eiduson will provide emergency pastoral support.

Brief Ritual (Tefilah) Report July 2022

Headline: Interim Cantorial Leadership is Lined Up for August 2022 through June 2023

After Michelle and Jim gave explicit permission on June 9, Rabbi Josh and I collaborated on outreach to at least nine different possible sources for a High Holiday Cantorial Soloist and possible guest leaders. Before and during my June vacation in Europe, I screened High Holiday Cantorial Soloist candidates, highlighting the most promising for Rabbi Josh to interview while forwarded all of the applications to him. Members of the Interim Cantor Subcommittee also vetted the most promising candidates. By dint of this process, we have identified a lovely and talented High Holiday Cantorial Soloist who is local enough for it to also be feasible for her to lead two Shabbat mornings a month through the end of June 2023. Rabbi Lev Friedman will lead two other Shabbat mornings per month during this period. Two other guest leaders -- Cantor Louise Treitman and Cantor Marcie Jonas -- may also lead up to three Shabbat mornings over the course of this period. Zach Mayer will give a musical offering probably on a Sunday in May 2023. The end result is that we have identified and are in the process of contracting with a cohort of talented individuals who will enrich our ritual life over the coming year, providing stability and spiritual enrichment as we continue the search for a permanent cantor for our community.

Headline: B'nai Mitzvah tutoring is Lined Up for August 2022 through June 2023

B'nai Mitzvah tutoring will be offered by one or more members of our congregation, and they will be compensated for this important and time-consuming work as well.

Headline: Summer Speaker Series is almost lined up.

Two slots open. Any interested speakers from the Board? (Theme: Reflections on insights gained when we received support from another person). Contact Rebecca Berkowitz if interested: RebeccaBerkowitz@gmail.com

Respectfully,
Carolyn Schwartz, VP Tefilah



Youth and Family Education Board Report

July 2022

We welcome our new VP Fern Chertok, and our new committee chair Marni Friedman to the team. I am sure you will hear from them often in the coming year with all the great things in store.

Enrollment: 23/34 students expected are enrolled. 62% - much higher than usual at this time of year. **Prospective member conversations** are commonplace in the summer. I have had a few less than “normal” years!

We are in the process of lining up **faculty and contracts** now that we are more confident about returning numbers

I am proud to announce that we continue our cutting-edge work in breaking down barriers between segments of our congregation:

-In the Spring we partnered with the **Sanctuary Committee** to bring a first program to our families on “Refugeeism.” Students learned what it means to not have a home, and that we must help. Fall follow up will be an action project related to that.

- We have started a conversation with the **Tedakah Hevra** to explore ways that they can both expand their membership and get the word out about the thoughtful Jewish process of giving tzedakah. The underpinning is that families with children should learn to model incorporating tzedakah into their lives for their children, and as part of our curriculum. This is one of the many ways we would like Judaism to extend outside of our congregational walls for our families. It is our hope this will be a point of parent engagement this year.

- We are partnering with Jerry and the **Gender Neutral bathroom committee** to connect on space needs in the building, and lend accurate information around classroom and building usage and needs during education programming.

Some of the new **COVID news is challenging** with variants that reportedly evade vaccines and new strains. We are watching closely in case any decisions need to be made around modification to our full in-building plan starting in September. As has been the case for the last two years, our educational goals do not change. How we deliver our curriculum and create community can. We know how to do it either way. God willing, we will all be in person. Safety is the priority above all, however.

Special thanks to the beautification committee for the new furniture that will soon appear in our classrooms. We hope that will go a long way to attracting and keeping new members.

Respectfully submitted, Scott Newman, Director, Youth and Family Education

We look forward to learning together in community, at Beth El in the coming year. There will be more to report after our next meeting July 20. Our second in-person meeting!

JEWISH FANTASY & SCI-FI BOOK CLUB

Rabbi Breindel and Stephanie Bennett will continue presenting the book club on the last Wednesday of the month, except during holidays and vacations. They explore themes and perspectives of Jewish life and culture with a regular following of 20 or so including a non-member who arrived via Facebook.

JEWISH LIVES BOOK CLUB

We will continue with the **Jewish Lives Book Club series From Yale U Press**. Marcos Szydlo will present on **Einstein: His Space and Times**, after the Holidays.

JEWISH MEDITATION

Our new member David Klipper proposed a six session meditation program. OK to attend one or all sessions. We will advise once it is located on the calendar. Considering evening and/or morning schedule for these sessions. (He is also a chaplain.)

LIBRARY: I have been in touch with Hadley and Stephanie to review the available budget, and to connect them per Judy Goldberg's request regarding anti-racist titles for children. They have been in touch with Louise Brown regarding our vendor and order process.

POSSIBILITIES:

Rabbi Nehemiah Polen A Beth El favorite

I crossed paths w R. Polen at the Marchette art event at Goodnow Library. Inquired if he still does Adult Ed gigs, Yes! He had nice candid remarks to offer about Rabbi Josh:) And he saw Larry recently in SF, Beth El still has a strong connection with him.

Marge Piercy

Rosie Rosenzweig recently told us MP is looking for teaching opportunities in the coming year. We will contact her.

Beginning Hebrew

Will follow up to see if anyone is interested in a class before the Holidays.

Sunday Mornings:

--I spoke with Cynthia M about possible programs for school parents. Cooking demos around Holidays foods is a possibility.

--We will also plan to showcase our Beth El children's authors, Bridget Hodder and Joy Weider.

Next Year: Consider some high impact guests/programs for our own community, where we can also invite the greater community, locally and regionally. Perhaps also partnering with groups from the city or region to co-sponsor a program or concert.

Congregants have also been suggesting possibilities for next year. (We may come up with a form for reviewing ideas we receive throughout the year.)

Additional Program Considerations we didn't get to in 5782

--Invite a panel of young Jews from outside of Beth El to share how they experience Jewish life.
--Invite a panel of young Beth El Alums to share how they experience Jewish life.
--A session or short series on Retirement, as another wave of congregants joins this lifestyle, Rabbi Pam Wax may be a possibility. She is trained in wise aging, etc.
We enjoyed her teaching earlier this year.
--More ideas to be finalized or discussed at our next Adult Ed Meeting. Conflicts came up with our meeting times throughout the year. Need to pivot better next year. We look forward to meeting as a committee in person.

Behind the scenes

--I put in a lot of time toward making connections and learning processes for publicizing our events. It's been hit or miss, when I do have time, but there has been some forward motion. Beth and Svetlana have helped. Janet B and I have come up with a few new contacts for publicizing the concert. There are always other unexpected issues to address in a timely manner that come up throughout the year.
--Responded to concerns from Lorel's Shabbat Torah Study group. Rabbi Breindel worked with them on plans going forward.
--Assisted with confirming time and space for Lorel's final 2 months of the Wednesday Midfot class.

Process Doc

I will work on more process docs for future program planning, both per event and for mapping seasons and years of programming. In addition to committee generated ideas, we receive suggestions which have resulted in good programs.

Marketing, PR, Outreach

Adult Ed and other committees will benefit from marketing and publicity support. We look forward to a more efficient process.

METROWEST JEWISH CULTUREFEST

I am our rep to meetings with local synagogues in this program. Excellent programs last year, but since they coincided w other holiday programs, attendance was ok, could have been better. They will try to avoid overlap this year. They try to introduce traditions and customs from Jewish communities around the world.

Thank you for your support and don't forget to take advantage of programs, and to encourage others inside and outside of Beth El to join us.

Best,
Barbara Miller
VP Talmud Torah/Adult Education

Teen Education and Engagement Report

July 2022 - Shoni

High School

Our High School structure will look somewhat different this coming year, mainly due to not having a Siyyum class.

The tradition of making our "Homemade" dinners once a month will return, and will be built into the curriculum.

The HS as a whole is expected to be larger thanks to a significant group of incoming 8th graders - two of whom joined this past year.

Middle School

Planning for next year is underway. According to the current structure, we will only have three 7th graders in the collaborative next year, as we do not have any incoming 6th graders.

Three middle school families have joined us this year, with one of them unfortunately moving away in the summer.

Next year's JLCMW Middle School program will take place at CBT.

J-LOFT + HiBuR

J-LOFT just booked is service trip to NOLA, which will take place over spring break. Trip will be open to 8th and 9th graders (who have turned 14 by April 2023).

Next year under the J-LOFT umbrella we will be offering the RAC program with a weekend in DC, a service trip to NOLA, and HiBuR - in addition to several academic tracks.

HiBuR - we are expecting to run the program in its usual format. We already have 15 participants on the Boston side, including 3 from Beth El, making it the largest group I've had a chance to lead.

An initial funding of \$16,000 from CJP has already been received.

As we wrap up this year's budget, I'm happy to report that Beth El's revenue from J-LOFT alone is \$6,500.

Next year under the J-LOFT umbrella we will be offering the RAC program with a weekend in DC, a service trip to NOLA, and HiBuR - in addition to several academic tracks.

HiBuR - we are expecting to run the program in its usual format. We already have 13 participants on the Boston side, including 3 from Beth El. Next year's program is open for 10th and 11th graders.

An initial funding of \$15,000 from CJP has already been received.

Tikkun Olam Update – July 2022

Our fellow members are engaged in Tikkun Olam on many levels and in many ways. Join us in being inspired, and consider joining in! Email tikkunolambethel@gmail.com if I've missed anything or if you don't see contact info. *Thanks to all for your important and amazing work!*

Blood Drive

The next Beth El Blood Drive will be held on Thursday, July 21, 2022, from 2:00 pm - 7:00 pm. We need help staffing the drive. If you are able to help at registration or the canteen, [please click here](#) To sign up to donate please [click here](#).

Susan and Jordan will no longer be coordinating this effort after this drive. If you or if you know of anyone interested or could be persuaded to take over, please let me know. Coordinating the drives takes no more than 2 hours per drive.

Antiracism Working Group

- Ann B and Lisa B are organizing the Antiracism Learning Group's discussion of the recently published book, *Blacks and Jews in America: An Invitation to Dialogue* by Terrence L. Johnson and Jacques Berlinerblau. Sunday, July 17, 7 pm.
- Michelle L is organizing a Beth El Summer Community Book Read on Ibram X. Kendi's new book *How to Raise an Antiracist*. Monday, August 8, 2022, 7:45 to 8:45 PM.
- Lisa G is organizing a five-part antiracism workshop at Beth El in the fall: [Our Liberation is Bound Together: Combatting Racism, Antisemitism and White Supremacy](#). This workshop is offered by Kavod Boston. Wednesday evenings Oct 19, 26, Nov 2, 9, and 16.
- Following the Board of Directors' endorsement of an antiracism [Resolution](#), Judy and Karen continue to work with board members, staff and clergy toward operationalizing the goal of becoming an antiracist congregation. As part of this initiative, they are working with Beth El families of young children and the Director of Youth and Family education to expand the Beth El library offerings to include broader racial representation.
- Judy and Karen are in continued contact with the Sudbury Diversity, Equity and Inclusion Committee about the representation of Indigenous Peoples in public markers in Sudbury.
- During the Antiracism Working Group's June meeting, Judy and Lisa G led a discussion of the article [White America's racial illiteracy](#), by Robin DiAngelo.

If you'd like to join the Antiracism Working Group's listserv, you can either sign up in the Members section of the Beth El website, or we can add your name to the list.

Contacts: Judy Goldberg and Karen Blumenfeld (antiracism@BethElSudbury.org)

Metrowest Free Medical Program

Updates on this program can be found in their monthly newsletter posted on their website:

<https://metrowestfreemedicalprogram.org> .

Green Team

- July 14th – 7 – 9:30pm Sudbury Town Forum on Climate Change and Sustainability. Sudbury recognizes it is vulnerable to the impacts of natural hazards and climate change and will build capacity to be more resilient. The Sudbury Select Board invites all community members to a discussion about the risks posed by the climate emergency and the various ways you can address these risks. Learn more on the Town website: <https://sudbury.ma.us/selectboard/2022/06/14/townforum2022/>
- What can you do to take effective climate action? Here's four steps:
 - ❖ Get a free MassSave energy audit on your home
 - ❖ Switch to green electricity

- ❖ When you replace your car, buy an EV
- ❖ When you replace your home furnace, buy a heat pump (and get A/C in the bargain!)

Take one action this month. Commit to the others going forward. Learn more at Beth El's climate action page <https://community.massenergize.org/JCAN>.

- Want 100% green electricity now? Live in Sudbury? Go to <https://sudbury-cea.com/> for Sudbury's community electricity program and choose Sudbury Class 1 Green. Boom – done! Live in Wayland? Stay tuned – Wayland is developing a similar program and hopes to bring it on-line next year. Live elsewhere? Go to Green Energy Consumers Alliance (www.greenenergyconsumers.org/) or contact the Green Team.
- Wayland has a town climate action plan! At the 2021 Town Meeting, Wayland declared a climate emergency and tasked the drafting of a climate action mobilization plan to reduce the Town's greenhouse gas emissions by 50% by 2030. The Select Board last month unanimously adopted a climate action plan prepared by Wayland's Energy & Climate committee. The plan encourages Wayland residents, businesses, and organizations to take climate actions and offers up many ideas. Almost 80% of Wayland's emissions come from homes and personal vehicles. We are the principal source! Town operations (buildings, vehicles, waste facilities) are just 5% of the total. Contact John Harper to get a link to the plan.
- Questions? Info overload? Contact John at jpharper47@gmail.com to connect with a Green Team member. Join our list-serv by emailing greenteam-subscribe@members.bethelsudbury.org.

J-LOFT

J-LOFT has just booked a service trip to New Orleans, which will take place over spring break of 2023! This will be a week-long service trip, open to teens in grades 8th and 9th from Beth El and other temples who are part of J-LOFT. Our partners in NOLA will be [Youth Rebuilding New Orleans](#), and we intend on putting together a group of about 20 volunteers and chaperons.

Sanctuary Committee

- Collection of pharmaceuticals etc. for Center Makor for Ukrainian relief. Center Makor is an organization in Brookline composed mainly of Russian and Ukrainian-speaking Jews. It has been organizing collections of material for Ukrainian relief during the Russian invasion. Elaine Barnartt-Goldstein has been in contact with them and has a list of things they could use. She and Ann Kramer will be announcing all this next week and providing a way we can all contribute to this.
- HIAS "welcome circles": We are looking seriously into coordinating with other local groups to form a HIAS welcome circle to support one or more Ukrainian refugees in this country. More details to come...
- Other stuff:
 - The group "Sudbury Stands for Democracy" is now restarting its weekly Friday afternoon stand-outs in Sudbury Center. The first one -- last Friday -- was devoted to abortion rights. There are of course many other issues as well, and we welcome a plethora of signs. It's very popular with passing motorists. And it's an excellent way to overcome feelings of dismay, and even hopelessness among those who drive by. (To say nothing of those of us who are there. We all leave feeling good about this and good about our fellow-citizens.)
 - Lawn Signs supporting Ukraine. Because these are "partisan" in nature, they are not a formal activity of the Sanctuary Committee, but many of us are individually involved in this: The Sudbury Democratic Town Committee has produced lawn signs (available for the asking) that say "Sudbury Supports Ukraine" and gives a pointer to the Sudbury Democratic Town Committee for information on how to help with contributions. Anyone who wants such a sign can simply contact us, and it will appear.

Combating Anti-Semitism Taskforce (CAST) Report

- Our InterDependence Day event on June 19, 2022 attracted over 70 people, including three of the five-member Select Board, State Senator Jamie Eldridge, Rev. Andrew Suitter-Bentley of St Elizabeth's, members of several other area churches, and representatives of the Diversity, Equity & Inclusion (DEI) Commission and Sudbury For Racial and Social Justice (S4RSJ) – not to mention a great turnout of Beth El members. Those attending heard from our own Rabbi Josh Breindel as both MC and one of the keynote speakers, as well as Youth Minister Zack Moser of our host, Sudbury United Methodist Church, and from Mr. Kaleem representing the Islamic Center. Our

two storytellers – Robert Isenberg, and our own amazing Delila Goldberg – both captivated the crowd. And the whole event was woven together by music from Josef Kottler, Benyamin Lichtenstein, and Steve Gutherz – who also accompanied Belle Halpern’s excellent singers “What the World Needs Now”. Belle’s ice-breaker activity was a great hit – and we couldn’t have done any of it without the man – Craig Ross, And of course, the CAST team. Now we’ve got the hang of it, we may just do more of these.

- We also sponsored AJC Regional Director, Rob Leikind to talk about “AntiJudaism is Here and Now: Coming to Terms with our 20th Century Reality”. Over 50 folks from both El and other congregations registered, and about 30 attended – asking lots of questions – all expertly answered. Thanks to Lisa Goodman for hosting the Zoom, and Andy Goldberg for moderating.
- For further information on our activities, please contact co-chairs Martin Brauer and Andy Goldberg. The team meets monthly, and we have many projects for YOU to work on.

Inclusion Committee

The following Actions have been taken May - July 2022:

- A generous Ruderman Foundation Grant was awarded for \$1,000 to address mental health using therapeutic arts for adult congregants. Three programs will take place from September 2022- June 2023. Participation in Sensory activities and gaining self-care skills will help address personal mental health and well-being. The first Workshop is scheduled for December 4th, which will be led by Sara Roizen, Art Therapist. The second and third workshop, to be developed, are tentatively scheduled for mid-winter and spring.
- Presently In the works: An application to the Fund for the Future is being submitted this week to bring in a speaker to Beth El for an interactive in-person presentation. Dr. Susan J Noonan will share her thoughts on the struggles of caregivers and friends of those who have mental illness, and how close friends and family members can help others who experience mental health disorders. Date to be determined, hoping for some time mid Fall after holidays.
- Future programming was discussed that would include coordination with other synagogues in the area, collaboration with NAMI, and other speakers focusing on mental health.
- Specific methods to interface with other Beth El committee members were discussed. Roberta and Carrie will attend the next Scheduling meeting for Committees (August 7). They plan on developing a “tip” sheet to advise other committee members to be used before scheduling meetings/events. It is proposed that this will develop into an ongoing use of the expertise of the Inclusion Committee in an “advisory role” for specific matters related to inclusion.
- Written reminders will be provided, via BBoards and the website, to refresh congregants’ awareness of accommodations available in the sanctuary, (e.g. hearing aids),
- Discussion of continued support for remote/hybrid zoom and livestream to provide accessibility for congregants unable to attend in person.

COVID-19 Support Services From CJP:

If COVID-19 has affected someone you know financially, the [CJP WarmLine](https://www.cjp.org/warmline) (1-800-CJP-9500) may be able to assist. With one phone call or by filling out a simple online form, trained Warmline counselors can begin to help navigate available services across the Jewish community. [JewishBoston.com](https://www.jewishboston.com) also has additional information about community resources during the COVID-19 crisis. Anyone feeling overwhelmed with sadness, anxiety or stress, or who wants to harm themselves or others, can access the mental health, emotional support and suicide prevention program Call2Talk by dialing 2-1-1, calling 508-532-2255 or by texting C2T to 741741.

Covid-19 volunteer opportunities:

Our community rises to the current Covid-19 challenge! The JCRC, Jewish Family & Children's Service, and others offer many volunteer opportunities. If you’re able to help, please take a look at their websites:

www.jfcsboston.org/Volunteer/Volunteering-at-JF-CS

www.jcrcboston.org/covid-19/

Thanks to everyone for your wonderful work! If I've missed anyone's Tikkun Olam efforts at Beth El, please let me know. We'd like to share the news with the community! If something here interests you, and you don't see contact information, let me know and I'm happy to connect you.

L'shalom,

Allison Alter, VP, Tikkun Olam tikkunolambethel@gmail.com [Beth El's Tikkun Olam web page](#)