At the start of the Covid-19 pandemic, members of the clergy, senior staff, and lay leaders made sure that each congregant received a few phone calls just to say hello.

Our clergy have been there, by phone, video, and email, guiding families through loss, grief, and stress during this uncertain time.

Temple Israel’s Religious School and Tent programs have remained a constant; offering a place for students to connect with each other, find moments of peace, and continue their learning.

We curated a list of resources, in an effort to ensure that all who seek can access the support needed in these difficult times.


We are committed to promoting purchases from Black-owned businesses and recognize the unique challenges of safely accessing goods and services during these times.
TI HEROES, STORIES FROM THE FRONT LINES

ANDY LESSER GONZALEZ,
EMERGENCY CHILDCARE FOR CHILDREN OF ESSENTIAL WORKERS

RACHAEL FALK,
LICENSED CLINICAL PSYCHOLOGIST

FRANK FRIEDMAN,
EMERGENCY PHYSICIAN

JOEL SOLOMON,
MEDICAL DIRECTOR AT MCLEAN’S COMMUNITY REINTEGRATION UNIT AND A MEMBER OF THE NAVY RESERVES

Read their full stories at www.tisrael.org/TogetherWithTI
FIRST PART OF THE YEAR

- Shabbat of Musical Celebration with Josh Nelson, in honor of Cantor Einhorn
- Cantor Einhorn’s “Victory Tour” to Greece and Israel
- Wyner Museum Exhibit: *To Showcase a Brilliant Cantorate*
- Shabbat of Environmental Justice with the Honorable John Kerry
- Establishment of the Roy B. Einhorn Cantorial Endowment

THE “COVID PIVOT”

- Virtual Stepping Out, roasting and toasting Cantor Einhorn
- Virtual Qabbalat Shabbat honoring Cantor Einhorn, with surprise guests and stories never told before, celebrating the joy and delight Cantor Einhorn has brought to his work with the congregation
- Virtual Qabbalat Shabbat with Musical Guest Elana Arian, in honor of Cantor Einhorn
- Summer 2020 Insight issue, in honor of Cantor Einhorn
FIRST PART OF THE YEAR

The Search committee, having been meeting for a year already,
• Submitted its call for applications from interested cantors.
• Carefully reviewed all applicants
• Intensely interviewed them by Zoom
• Invited two final candidates for in person interviews.

One stood out whose resume, references, and warm engaging presence and uplifting voice greatly impressed the committee. Cantor Alicia Stillman joyfully accepted the offer to serve Temple Israel as our Cantor.

THE “COVID PIVOT”

• We had many plans to bring our new Cantor to Temple Israel to begin the process of meeting our members in person, plan for the future with our clergy and work directly with Cantor Einhorn to understand job thoroughly. Instead, we had to regroup and set our planning meetings online. Meeting in person would have to wait.

PLANNING FOR THE FUTURE

• Cantor Stillman meets virtually with the rabbi team to plan for the High Holy Days once a week.
• She has weekly orientation meetings with the cantor.
• Each upcoming B’nei Mitzvah family has spent time (virtually) with Cantor Stillman.
• The search committee morphed into the transition team and each member is hosting a virtual cocktail party for Cantor Stillman to get to know more members of the congregation.
• Many other gatherings will be happening for more of the congregation to be introduced to our new cantor.
• We will welcome Cantor Stillman at her first Shabbat with us on July 10, 2020.
FY20 BUDGETED REVENUE

Dues............................................................$2,385,000
Friends Annual Fund......................................$475,000
MASCO........................................................$1,360,036
Endowment.................................................$1,202,454
Other..............................................................$391,076
Total.........................................................$5,813,566
FY20 BUDGETED SPENDING

Living Judaism Together: $675,179
Discovery: $1,421,385
Dynamic Spirituality: $718,207
Righteous Impact: $913,454
Fundraising: $392,568
Shared Expenses, Building, and Admin: $1,721,560
Total: $5,784,500

- Living Judaism Together: 12%
- Discovery: 24%
- Dynamic Spirituality: 12%
- Righteous Impact: 15%
- Fundraising: 7%
- Shared Expenses, Building, and Admin: 30%
Board of Trustees Members Term Ending in June 2023:
  Michele Fishel (second term)
  Elliott Gordon (first term)
  Ted Greenwood (first term)
  Ilisa Hurowitz (first term)

Leadership Council Members Term Ending in June 2023:
  Allison Hertz (first term)
  Rachel Kogan (first term)
  Shari Noe (first term)
  Dan Rabinowitz (third term)

We thank our Board of Trustees and Leadership Council members who are stepping down this year:
  Richard Kalish (Board of Trustees), Benjamin Stern (Board of Trustees), Valerie Zimber (Board of Trustees), Jill Hahn (Elected Leadership Council)

Respectfully Submitted by the Nominating Committee Members:
  Jessica Greenfield (Chair), Gary Pforzheimer, Tony Tauber, Jennifer Goldsmith, Ben Holtz, Susan Michaels, Lisa Gross, Marlene Yesley, and Dan Deutsch
First Part of the Year

- The Temple Israel Archives was awarded a grant from the Council on Library and Information Resources Recordings at Risk program to digitize several hundred recordings of sermons, services, lectures, and congregational events dating from 1934-1979.
- Digitization preparation for the grant was finalized, and the majority of the digitization has been completed.
- Drafted protocols for listening to the digitized audio recordings and capturing descriptive information that were also discussed with the committee.
- Continued to refine the workflows for preserving, organizing, and providing access to our physical and electronic collections.

The “COVID Pivot”

- Chris, the TI archivist, has been able to continue working on a large percentage of regular archives work remotely due to electronic records management infrastructure that was put in place in the last fiscal year.
- In addition, the archivist has been able to work remotely on digital processing and a collection development project.

Planning for the Future

- When the digitization and metadata curation for the CLIR grant project are completed, the recordings will be publicly searchable and accessible via two online digital libraries: Digital Commonwealth and the Digital Public Library of America.
- The Archives will also present public programs relating to the project at its completion.
- Create a manual for accessioning and processing materials in the archives that will meet current professional standards and help track, document, and provide access to our expansive collections of all kinds.
COMMUNICATIONS

Welcome! Click here to access all of our virtual opportunities to live Judaism together, even when we are physically apart!

JOIN US ON FACEBOOK!

FIRST PART OF THE YEAR

• Constant Contact – Salesforce Sync. This database integration allows us to run real-time lists and engage with our congregation in ways that are more relevant.

• E-blast Template Redesign. The new design is mobile friendly and features new interactive functions.

• Clergy Corner Podcast. Clergy sermons and Rabbi Zecher’s Shabbat Awakenings are now available every week as a podcast, available on Spotify, Apple Podcasts, iHeartRadio, the Temple Israel website, and all other podcast players.

THE “COVID PIVOT”

• A dedicated webpage with virtual participation information and related interactive content
• People have tuned in from 48 states and 89 countries to hear the comforting music and words of our clergy.
• Daily postings of virtual opportunities.
• In collaboration with other departments, a full integration of streaming experiences, including Zoom, Facebook Live, and Website Live Stream.
• Video, press, and print materials to tell the story of our collective experience during the Covid-19 pandemic.

PLANNING FOR THE FUTURE

• The development of an online High Holy Day experience.
• It’s hard to believe, but our “new” website is already five years old. In the next year, we will establish a redesign task force, use our website data together with benchmarking data to design a new website experience.
FIRST PART OF THE YEAR
- 100% Acceptance Rate! After intensive learning and support, all of our students in the Class of 2020 earned acceptance into an independent high school with excellent financial aid packages.
- Our alumni continue to thrive in high school, college, and beyond. Beacon is excited to celebrate with our high school and college graduates as they enthusiastically embrace their bright futures.

THE “COVID PIVOT”
- Despite the myriad challenges presented by the COVID-19 pandemic, the Beacon community of faculty, staff, champions, and a network of volunteers continues to deliver on its mission by providing ongoing, virtual academic instruction to the Class of 2020, guidance to our alumni, and financial assistance to families through the establishment of an Emergency Relief Fund.

PLANNING FOR THE FUTURE
- The Beacon community is looking forward to building upon our 15-year momentum by finding ways to gather virtually, continue the honest conversation of race, class, and equity in education with an even wider audience, and welcome the Class of 2021 this summer.
THE “COVID PIVOT”

• Quickly moved all services online and established an active virtual community with Daily Minyan, Qabbalat Shabbat, Torah Study, and Clergy Havdalah.
• Clergy communicated with families to ensure their virtual lifecycle services were special and meaningful.
• Clergy worked with Bar and Bat Mitzvah families to reschedule and reimagine services.

THIS YEAR, BY THE NUMBERS:

17 B’NEI MITZVAH
32 FUNERALS
21 BABIES BORN
9 CONFIRMANDS
17 CONVERSION STUDENTS
10 WEDDINGS
FIRST PART OF THE YEAR

• Dedicated core group of members gathered monthly for different activities.
• Cultural gathering group attended the Jewish Film Festival.
• Small group went on an educational walking tour of Jewish Boston.
• Hosted an evening with Rabbi Zecher which included dinner, interview, and stimulating conversation.

THE “COVID PIVOT”

• 50s and 60s make up large demographic virtual opportunity attendees, keeping the TI community active online.
• Creating cohort specific evenings of small groups and game nights.
• Encouraging cohort members to check on each other and provide support through phone calls and teleconferencing.

PLANNING FOR THE FUTURE

• Hoping to increase technology users within the cohort.
• Looking forward to developing cross-programming with other organizations to increase engagement in the many opportunities available at TI.
FIRST PART OF THE YEAR

- Puzzles and Pizza brought together more than 25 children of all ages and their parents to unplug, do jigsaw puzzles, and play games.
- Book Group met monthly, read many wonderful works of fiction and non-fiction, and engaged in animated discussions.
- Lunch with the Librarian enjoyed lunch and a movie in October and March.
- The library is the home of new coffeemaker, whose pods are compostable.

THE “COVID PIVOT”

- Ann also spoke to the sixth-graders about the history of Equal Marriage in Massachusetts, and the involvement of the Temple Israel community.
- Ann taught a TILLI class in June, via Zoom: “Bad Ass Jewish Men: The musical parodies of Mickey Katz, Allan Sherman and Randy Rainbow.”
- In April, the book group celebrated National Poetry Month, with a poetry reading by TI poets.

PLANNING FOR THE FUTURE

- The library committee and librarian would like to bring more activity into the library, physically and virtually, and continue to make it a central gathering space for the congregation.
- We look forward to highlighting the literary achievements of Temple members.
FIRST PART OF THE YEAR

• “Mah Norah Ha-Makom Ha-Zeh!” or “How Awesome is this Place!” exhibit began in 2016, and continued until January 2020. It can now be seen online at www.tisrael.org
• An exhibit honoring Cantor Einhorn’s 37 years at Temple Israel opened in January.

THE “COVID PIVOT”

• The “Awesome” exhibit was posted online, so members can enjoy it at any time.
• Panels of the exhibit honoring Cantor Einhorn were featured in the Summer 2020 Insight issue, mailed to all congregants.

PLANNING FOR THE FUTURE

• A new year, a new rotation of “How Awesome is this Place!”
FIRST PART OF THE YEAR
• Offered 38 classes with 650 total registrations, over 400 unique participants, and over 200 repeat participants who signed up for more than one class.
• Hosted 12 successful large-format community events, featuring guest speakers such as Bob Mankoff, Josh Nelson, and Secretary John Kerry.
• Partnered with over 20 local and national organizations on a variety of events and classes.

THE “COVID PIVOT”
• 16 of our 17 scheduled spring classes were able to move online to Zoom within a few weeks.
• 4 new classes added during remote work, including yoga, cooking, philosophy, and Hebrew.
• Increased participation online - two of the new classes had over 50 people register for each.
• Creative programming like Tikkun Zoom Shavuot, which offered 25 hours of learning on Zoom.

PLANNING FOR THE FUTURE
• Converting to a hybrid learning model, with options for participating both virtually and/or in-person as it becomes safe to do so.
• Continue to expand on the variety of topics and teachers.
• Expanding the timing of classes and events with a mix of morning, afternoon, and evening options on both weekdays and weekends to increase availability.
This year, RYFTI officially became the social arm of the Tent, we had an incredible cycle themed Fall Kallah, and welcomed RYFTI alumni Ari Zimmet as our new advisor.

Continued planning our Clergy Weekend, had virtual community time playing trivia, and enjoyed (distantly) visiting with clergy as they drove by our homes to celebrate the seniors.

RYFTI Board continued to be a course option on Monday nights at The Tent with over 25 teens signing up to participate.

RYFTI Alumni Havdalah Zooms have been a consistently grounding and energizing hour of joy in the week. Many of our youth group’s alumnae haven’t seen each other in years and our Havdalah services have provided an opportunity to reconnect, share space and support one another in these times.

Looking forward to creating new RYFTI traditions and finding ways to connect in person and virtually.
FIRST PART OF THE YEAR

• The Tent welcomed Fallon Rubin, Education Program Manager as the new leader of the program.
• We introduced the new trimester system, created new community traditions, and offered library hour and art studio as alternative class options.
• The Tent offered classes in text, social justice, cooking, art, science, history and more!

THE “COVID PIVOT”

• The Tent didn’t skip a beat in transitioning to a virtual third trimester. We ran our course teaser night and students have been participating in two classes for virtual learning every Monday. Nine courses continued virtually during the third trimester.

PLANNING FOR THE FUTURE

• We are looking forward to incorporating virtual learning to enable all teens to participate in our program.
• We will continue regular check-ins between students and staff and between students each week.
• We will continue creating more opportunities for teens to engage and connect with each other and our incredible team of educators in a variety of ways.
OPEN DOOR CLASSES

THE FIRST PART OF THE YEAR
Open Door classes are for people exploring and rediscovering Judaism, including classes devoted to the basics of Judaism including Taste of Judaism, Introduction to Judaism, and Becoming Jewish. Living Judaism classes are geared towards different demographics and cohorts within our community such as our Adult B’nei Mitzvah cohorts, Modern Couples, Big Jewish Questions, Tough Questions Kids Ask, and Bursting with Joy! Birthing Class.

THE “COVID PIVOT”
The Open Door courses were quickly changed to fit a virtual format. Through the hard work of our teachers and the members of the Adult Education Department, classes continued through the pandemic, and even group Shabbat Dinners were hosted!
FIRST PART OF THE YEAR
• Shabbat Squad empowers Riverway community members to host their own Shabbat dinners through leadership training, relationship building, and Jewish learning, reaching 83 people.
• The Riverway Shabbat monthly gathering was always buzzing with energy. It attracts people throughout the Boston area for prayer, song, and social connections.
• Riverway gathered together to explore challah through a braiding workshop, creating dough, and doing a mini-text study together about the Torah of bread.
• The Riverway Project welcomed the Jewish holidays with joy! It held a sweet Tu Bishvat Seder, with texts and songs focused on our role in preserving our Earth. For Purim, Riverway held a Pre-Game before the TI’s Purim Against Humanity.

THE “COVID PIVOT”
• Rabbi Gubitz and Emily Rogal, Riverway network weaver, are constantly checking in one-to-one with community participants.
• Seder Squad adapted into virtual Passover-themed events like a 30s + 40s Happy Hour, A Passover Bake Off, and Prince of Egypt movie night.
• We’ve created new small groups since going virtual: Couples Club, Riverway Book Club, Rosh Chodesh Group, and Chaverai: Words with Friends which partners and supports people who wish to learn and grow with another person from the community.
• We celebrated the holiday of Lag B’Omer by hosting a campfire singalong! Rabbi Gubitz was joined by two other musicians and 40 community members for a night of classic folk and camp songs.

FUTURE PLANNING
• The Riverway Project is looking forward to experimenting with new ways of gathering. And we can’t wait until we gather again, joyfully, in person.
MEMBERSHIP & ENGAGEMENT

FIRST PART OF THE YEAR
• Gathered as a community at many social events including monthly Shabbat dinners.
• Since July 2019, Temple Israel has welcomed 213 new members ranging from 2 to 81 years old, and hailing from 5 different states.
• Welcomed and integrated new members into the Temple Israel community while continuing to encourage participation and attendance for established members.

THE “COVID PIVOT”
• Clergy and senior staff members reached out to all congregants to check-in on their families and see what Temple Israel could do to help them during these difficult times.
• We continue to engage with congregants through regular phone calls and emails from staff and leadership.

PLANNING FOR THE FUTURE
• Temple Israel will continue to reimagine ways to gather as a community that are welcoming, enjoyable, and accessible to all.
THE FIRST PART OF THE YEAR: HIGH HOLY DAY CONVERSATION GROUPS

• High Holy Day Conversation groups gathered regularly to explore the themes of the High Holy Day season. Lay led, this pilot initiative reached 60 people. Gratitude to Karen Victor, Frank Friedman, Marcy Bienen, Jim Barron, Helen Kolsky, Michael Kerstein, Marli Porth, and Stephanie Meyers for leading our groups.

• There have been four other small groups throughout the year. Small groups are lay-led gatherings that create space for members of our community to build deeper relationships, have meaningful conversations, and engage in relevant learning. The topics varied from the Intergenerational Women’s Group, led by Valerie Zimber and Marli Porth, Dad’s Group, led by Andy Rosen and Josh Segal, 35 + Conversation Group, led by Andrea Bullock and Ben Reichman, and the Sunday Morning Conversations Group, led by Marcy Bienan and Juli Coraor.

THE “COVID PIVOT”

Since going virtual, Temple Israel has put together several small groups including the Poetry Small Group, Podcast Small Group, the Riverway (20s and 30s) Celebrate the New Hebrew Month Group, and the Riverway Book Club. Each group helps foster leaders in our community, creating connections based on lively conversations and deep reflections.
FIRST PART OF THE YEAR

- At 98 children, The FJECC Preschool is fully enrolled this year, with many families taking advantage of extended afternoon hours until 5:30 p.m. and early morning hours from 8:00 a.m.
- Proud recipients of two “parent choice” awards!

THE “COVID PIVOT”

- Staff have been creating hours a week of magical FJECC “virtual” content that is both creative and meets the needs of our mixed-age, diverse group of learners.
- FJECC chosen by voters of the Boston Parents Paper as a 2020 Top 5 “Family Favorite” Preschool.

PLANNING FOR THE FUTURE

- Even if we can’t hug them yet, we look forward to being able to teach our students in a way that enables spontaneity, open-ended play and learning while together in the not too distant future.
FIRST PART OF THE YEAR

- Last spring, Temple Israel applied for the national 2019 Non-Profit Grant program. We received the maximum amount awarded to applications. Temple Israel will be using this grant money to invest in hardening facilities in strategic areas as well as increasing cyber security.
- Improved lighting in the Chapel.
- Installed new carpet in 1st floor Education Wing and FJECC Assistant Director’s office suite.
- Modernized the Nessel Way elevator.
- Improved the Nessel Way brick sidewalk and side entrance.
- Repaired retaining wall in the courtyard.
- Performed feasibility study for solar panels.
- Performed feasibility study for Variable Frequency Drive.
- Engineering plans for replacement of five roof top units.

BUILDING & GROUNDS

THE “COVID PIVOT”

- Remotely scheduling vendors and completing all preventative maintenance tasks related to mechanical systems and fire/lifesaving systems in the building.
- Custodians managed property on a day-to-day basis completing building checks, cleaning interior and exterior perimeters, and addressing repairs while also supporting Beth Israel and Fresh Food Generation.
- The events team continues to reach out to families and external organizations about hosting their future events at Temple Israel.

PLANNING FOR THE FUTURE

- Maintaining necessary infrastructure and upgrades.
- Upgrading the security with the Federal Grant allowances.
- Continue to work with the Board of Trustees to plan and request Capital Budgets for future Fiscal Years.
TECHNOLOGY

FIRST PART OF THE YEAR
• Upgraded network infrastructure including router, switches, and an overhaul of the WiFi.
• Launched staff helpdesk system that allows for streamlined ticketing and inventory.
• Centralized antivirus software.
• Upgraded live streaming equipment for outdoors Qabbalat Shabbat, as well as inside Levi and the Sanctuary.

THE “COVID PIVOT”
• Increased equipment turnover needs (more powerful laptops needed).
• Individual audio equipment for Clergy.
• Greater need for online services.
• Flexibility and Innovation on provided services.

PLANNING FOR THE FUTURE
• Upgrade as many laptops as possible to meet the user needs.
First Part of the Year

- Shabbat dinners twice a year for day school students and their families.
- Clergy and education staff visits to local day schools.
- Engaging day school students through Justice League & Tent programming.

The “Covid Pivot”

- Day school families participated alongside religious school students in virtual programming.
- Held a virtual day school family Shabbat gathering with blessings for the students and their families.

Planning for the Future

- Continued connection to the Temple Israel day school student community.
- Re-establishing the day school parent committee to brainstorm new initiatives the community can take on.
FIRST PART OF THE YEAR

• Launched After-School @ TI which included pick-up from elementary schools in the area, early drop-off at Temple Israel before religious school, assistance with homework, and snacks.
• Welcomed 17 new member families who joined Temple Israel in participate in religious school.
• Expanded Pre-K & Sandbox Program from two 8-week sessions to a full year-long program alongside the religious school.

THE “COVID PIVOT”

• Turned the religious school from an in-person school to a virtual religious school in 48 hours.
• Launched virtual ‘vacations’ for continued learning during spring break.
• Created religious school summer programming for June and July.
• Reached out to 300 of our students ages 3-13 for one-on-one Zoom check-ins with their classroom teachers.
• Record-breaking attendance and engagement with virtual programming.

PLANNING FOR THE FUTURE

• We look forward to learning and growing together - in any and every possible way!
• Continuing to respond to the ever-changing needs of our community, meeting our members and students where they are, and ensuring that every child is supported as they build a robust and joyful Jewish identity.
DEVELOPMENT

FIRST PART OF THE YEAR

• Increased participation in the Friends Annual Fund by 8%.
• Launched a successful #GivingTuesday initiative.
• Moved to paperless acknowledgements when possible to save resources and be more environmentally conscious.
• Launched the Roy B. Einhorn Cantorial Endowment and raised nearly $3 million.

THE “COVID PIVOT”

• Reimagined Stepping Out in an online format; we Stepped Online to raise money for the Friends Annual Fund and honored Cantor Einhorn.
• The Annual Charity Poker tournament was moved online and raised $3,000.

PLANNING FOR THE FUTURE

• We are most looking forward to gathering in person for our Stepping Out in 2021.
FIRST PART OF THE YEAR
- Expanded to year-long programming with 22 study groups, 12 “Lunch and Learn” speakers, 5 field trips, a speaker series on Redemptive Justice, and a Chanukah party.

THE “COVID PIVOT”
- Formed TILLI technology assistance committee.
- Enrolled 82 students into the spring Study Groups that met via Zoom.

PLANNING FOR THE FUTURE
- Broadening participation to Temple Israel membership.
- Educating membership in technology use for registration and learning needs.
- Host fall study groups with topics including Frederick Douglass, Palestinian Stories, Jewish Angelenos, The Brain, Jewish Pirates, and Contemporary Jewish Theologians, Ingrid Bergman, and Personal Writing.
TIKKUN CENTRAL'S CORE BELIEFS

We strive to have a righteous impact in the Temple Israel and broader community.

We are invested in our work with one another and value multiple ways to act for righteous impact.

We do our sacred work through a Jewish lens.

Our work for justice is built and strengthened by the connections between individuals and within and across communities. These relationships depend on honesty, openness, and positive intent.

We accept the responsibility to understand injustice through various historical perspectives.

We are committed to cultivating future leaders.
TI CARES BY THE NUMBERS

THIS YEAR, TI CARES CONTINUES THE FOLLOWING INITIATIVES

• Delivered jars of honey and messages of hope to congregants who have lost a loved one in the past year.
• Sent condolence cards to members when they experience a loss.
• Organized meal trains for those who have had surgery, are experiencing an illness or a difficult life cycle.
• Created and delivered Purim baskets to members who were unable to easily leave their place of residence.

THIS YEAR, TI CARES LAUNCHED THREE NEW INITIATIVES

• **Kibbitzing Companions** matches TI families and children with older members who are not able to get out of their homes and into the community.
• **Welcome Notes**, a light-touch welcome to new members of our community, communicating that Temple Israel cares about them.
• **Connecting in Quarantine**, many have found themselves isolated at home or in care facilities. TI Cares matched members to call, text, and email those looking for connection.

TI CARES BY THE NUMBERS

- 5 people impacted by Kibbitzing Companions
- 10 Households received meal trains
- 23 Mishloach Manot Purim bags delivered
- 57 Quarantine Connection Volunteers
- 58 Honey Jars delivers
- 69 Welcome Notes sent
- 80 Condolence Cards sent
- 82 Acts of Kindness Army Volunteers
- 94 Households experiencing isolation reached
- Over 300 TI members touched by TI Cares
DIVERSITY, EQUITY, AND INCLUSION

• We’ve provided expert-led Diversity, Equity, and Inclusion training opportunities for our professional staff, Board of Trustees, school communities, and our full Temple Israel community.
• Tikkun Central’s Racial Justice Initiative continues to provide lay-led opportunities for transformative learning and engagement as well as strategic input.
• Temple Israel recognizes that this novel coronavirus pandemic disproportionately impacts our community members of color, the disabled community, and the immigrant community. We are committed to our Diversity, Equity, and Inclusion work now more than ever.

“Our goal is a culture shift, an awareness that summons behavior change. Let us envision the kind of community we can be. To alter the landscape of implicit bias is a practice just as compassion, matter-ness, justice, learning, and nurturing the spirit are. They are all tied together as part of what it means to be connected to and responsible for one another within the Temple Israel orbit and beyond. It is embedded in our mission and values and intrinsic to Judaism.”

- Rabbi Elaine Zecher, Yom Kippur Sermon 5780

“We need to understand how we perceive, judge, and possibly make others feel less than comfortable in our midst, by our words, our actions, inactions, or innuendo. One of the things I have learned through our work on Implicit Bias is that this effort is never completed.”

- Marc Maxwell, Board President
Temple Israel’s Immigrant Justice Team’s focus is in support of all people seeking safety and security in the United States, specifically joining with other faith communities and activist groups to form the Boston Immigrant Justice Action Network (BIJAN) in support of immigrants caught in detention and deportation roundups.

- **70** individuals or families safely housed
- **185** bonds paid
- **1,000** hearings attended
- **800,000** dollars raised
- **Countless** rides given, phone calls made, and relationships built

During Covid-19, our work became more important than ever. People in detention are experiencing heightened health and safety risks, and those in the community face shortages of basic needs. The Immigrant Justice team is continuing it’s work with BIJAN focused on advocacy and interpersonal support.
FIRST PART OF THE YEAR COVID-19: COLLABORATING WITH GOVERNMENT LEADERS

Healthcare Reform:
- October 600-person Action with Senate leaders, and Secretary Sudders.
- Held in-district meetings with 23 Representatives.

Focus on Refounding:
- GBIO is re-organizing to better reflect the full diversity of Boston and bring greater power to bear for a more just society.

COVID-19: COLLABORATING WITH GOVERNMENT LEADERS
- Met with Governor Baker and Attorney General Maura Healey.
- GBIO clergy and leaders acted toward protection for renters and homeowners, expedited, safe decarceration, and healthcare reform.

AND NOW, GBIO ASKS “HOW ARE YOU?”
- How are you affected in this pandemic? What common issues cry out for remedy? As always, we’re ready to listen. And together we will act.
First Part of the Year

- Former Secretary of State John Kerry gave a powerful talk at our Shabbat of Environmental Justice, which was followed by a Green Marketplace with representatives from 14 climate related organizations.
- Rabbi Dan Slipakoff prepared written testimony to the Massachusetts Legislature in support of a carbon pricing bill that was presented on his behalf by a Green Team member.
- Temple Israel contracted with a composting company to make all programs involving food are “zero waste.”

The “Covid Pivot”

- The Green Team virtually celebrated the 50th Anniversary of Earth Day and participated in the virtual learning marathon on Shavuot.
- The Green Team developed a Postcard Project that enables congregants to combine their reminiscences of and thanks to Cantor Einhorn with a commitment to live more sustainably. It is now accessible on our website.

Planning for the Future

- Temple Israel is one of the “greenest” reform congregations in the country and the Green Team will provide mentoring and guidance to congregations around the country.
We rededicate ourselves to Temple Israel’s history of engagement in the fight for racial justice in greater Boston and the United States with a multiyear strategic and community-wide effort to pull our congregants together and challenge ourselves to participate. We seek to learn, build relationships, and change in ourselves and our families, our community, and in the world around us. We know that in the words of Pirkei Avot, “We are not expected to complete this work; but neither are we free to abandon it” and in the words of Rabbi Hillel, “if not now, when?”

**This Year We Had Four Focus Areas:**
1. Economic Justice: Purchasing & Investing Power
2. Criminal Justice Reform
3. Civic Engagement: Voter Suppression
4. Diversity, Equity, and Inclusion

**Notable Achievements:**
1. FAIN Award for our Economic Justice: Purchasing and Investing Power Initiative.
2. Creation of Black-owned business shuk to support businesses during the COVID-19 Pandemic.
4. Supported TI in the hiring of Diversity, Equity, and Inclusion consultant Yavilah McCoy.
5. Launched working group focused on combating voter suppression.
FIRST PART OF THE YEAR

• The Village launched the brand new Havdalah Playspace, operating twice monthly throughout the winter on Saturday afternoons where dozens of families gathered to play, explore, and snack with Temple Israel.
• The “Rainbow Room” was given a functional makeover, making the space more fun for babies and toddlers and more accessible and practical for busy parents and caregivers.
• In collaboration with the FJECC and the Religious School, the Village hosted a Chanukah Celebration with over 70 families.
• The Village launched a sleep training group, led by Baby Sleep Science, for new parents at Temple Israel in February and March.

THE “COVID PIVOT”

• The Village hosted three community programs every week including Tot Rock Shabbat led by a member of the clergy with song and dance, TGIS led by Wayne Potash, and a weekly Sunday night Happy Hour and Trivia night where parents gather to connect, kvetch, and unwind.
• TGIS had the highest attendance with 36 families on our first Shabbat morning.
• 20 families joined for the Virtual Village Seder and End of Passover Celebration.

PLANNING FOR THE FUTURE

• It takes a Village to raise a family - and our Village exists at Temple Israel, whether on Zoom or in any space where we gather. Next year we will continue to have fun and support each other as we raise our littles!