

CBH Board Annual Report

Dear Haverim,

We've reached the time of year when the partnership of CBH traditionally gathers to reflect on what we have accomplished during the past year and to review our priorities for the future. While we also have some annual business to do, including the election of new Board Trustees and a discussion of the 2022-23 budget, I would like to first reflect on our accomplishments.

First and foremost, we hired two new amazing rabbis, Rabbi Jeremy Simons and Rabbi Bess Wohlner. We are looking forward to their transition to the role of CBH spiritual leaders as our beloved Rabbi Greg Wolf settles into retirement and begins his emeritus status. We effusively thank all of the Partners who worked with incredible energy and "ruach" to make this happen: those on the *Rabbinic Processing Team*, the *Rabbinic Search Committee*, and the *Rabbinic Onboarding Committee* did us all a great service. We also want to thank all the Partners who participated in the listening sessions early last year which set the tone for the search and defined the expectations for our ideal new rabbis. This was truly a community effort that we can now celebrate with gratitude and pride.

In addition, we just experienced an amazing fundraising campaign catalyzed by Rabbi Wolfe's retirement and his goal of installing twelve beautiful stained glass windows to enhance our sanctuary for years to come. Thanks to the *Fundraising Committee* and the generosity of the Partnership at large, we raised about \$250,000.00 in just over 6 months, highlighting both the community's love for Greg and their belief in the future of CBH.

This past year saw other transitions as well; we hired a new *Gan Haverim Director*, Caren Wilkerson, as Rhoda Rohnstock retired from her long-time role as the leader of the preschool. The process of finding a new director to carry the torch wasn't easy, but we are proud of the way Caren has jumped in with enthusiasm and grace. We also have hired several new teachers; take the time to wish Caren and all at Gan Haverim a happy and productive year.

Our office is also evolving with the retirement of Doug Walter, prior *Office Manager*, who is recovering from a heart attack and seems to be healing well (knock wood!). Recently, our *Executive Director*, Pia Spector, conducted a job search and welcomed Johanna Melnick as our new Office Manager (pronounced "Joanna" for when you meet her in person)! Doug will be missed, and we are happy to see Johanna coming up to speed to fill those important shoes.

As part of our leadership as a Board of Directors, we have established several new committees: a *Diversity, Equity and Inclusion Committee* (DEI), headed by Cynthia Goldberg, to learn about and enact policies and programs that make CBH truly inclusive for all Jews in our region. We also established a *Countering Antisemitism Committee* (CAS), led by Harriet Gadisman, to educate and work with our Partnership and the greater community in the fight against antisemitism and other forms of hate. In addition, per the recommendations of the *Hate Incident Task Force*, we created a rapid-response team to react quickly to local hate incidents by providing information to our partnership and by releasing statements to the general community.

This past year also saw the initial fruits of our efforts to create a *Strategic Plan* for CBH. This year we worked on our mission and values to document where best to apply our efforts in the future. Next year we will continue to focus on the ways our physical campus can serve us better and support our mission as both a place of worship and center of community life.

Finally, the 2021-2022 year saw a reactivation of the *Security Committee* under the leadership of board member Carol Darwish. In collaboration with our executive director, the group commissioned a comprehensive vulnerability assessment performed by the Central California Intelligence Center. We are now aware of the experts' advice as to how to best improve our physical safety and security, and have been hard at work implementing new protocols and making some needed changes to our doors, locks, and exterior lighting. We surveyed you on your own thoughts and sensibilities about security on campus, and are currently putting together a report on those findings for the Partnership. Most recently, the Committee submitted an application for a sizable security grant from the federal government administered through the California Office of Emergency Services; this was made possible by the whole committee and especially the expertise in grant-writing volunteered by Shannah Whithaus.

So, what will the future hold? New rabbis, new energy, new friends and old ones, new traditions and revered ones, and the continued satisfaction of working together on the intentional community we share. Please be on the lookout for announcements about how to participate in shaping our future, particularly for the scheduling of a Community Design Workshop after the High Holidays (exact scheduling is dependent on COVID concerns at that time). The workshop will cover aspects of our campus including landscaping, security, and place-making.

Finally, I, Mitch Singer, would like to thank all of the Partners and the Board for giving me the honor of their trust as a leadership figure these past two years. I must say that I never imagined I would be a Co-president of a synagogue, yet it has been one of the most fulfilling experiences I have had. The best part was meeting and working with so many of you, the Partners. I got to meet extraordinary people and learn their stories over our shared efforts the past two years. It has brought me closer to CBH, to Judaism, and to so many of my new colleagues. While my term as Co-President is ending, I will still be on the Board as "Immediate Past President" and will continue serving on several committees. My final advice to those who are still reading this is to get involved to whatever extent you are able; CBH has something for everyone, and if you don't know of a committee you'd like to serve on, talk to any board member or committee chair to see how you can plug in. Ask about forming a havurah, get to know the people and families that make CBH such a special place. I promise you will not regret it.

L'Shalom,

Mitch Singer, outgoing Board Chair and Co-President
(and Elisabeth Dubin, Co-President)

Gan Haverim Annual Board Report

Caren Wilkerson, Gan Haverim Director

Overview:

My journey with Gan Haverim began in December 2021. Since that time, it has been a whirlwind of ups and downs, trials and tribulations, but most of all it has been a rewarding experience that I am happy to play a lead role in.

When I began the classrooms were still combined in one classroom and we were having a significant amount of Covid cases on a weekly basis. We were also in the process of trying to hire new teachers and we are still in process of hiring quality teachers for our amazing program.

Shortly after Rhoda left, a few of the long-term teachers became unhappy and quite disgruntled with my leadership and soon after gave notice.

One of my leadership styles is to involve all teachers in every aspect of the classroom by giving them individual opportunities to shine and be their best. Although I am here to support and mentor my teachers, I do not do the work for them. Instead, I allow them to share their ideas and collaborate together and figure things out as a team. I noticed that when I let the teachers, who often didn't have a voice in the past, flourish and truly become who they were meant to be we had an amazing team and one that I am quite proud of.

The ECE field is not a very lucrative field and teachers typically don't last long; whether teachers find another position, make more money, move somewhere else or simply decide this field isn't for them, finding and retaining qualified quality teachers is very challenging. Many schools are having a hard time finding and keeping teachers. With that being said, my goal remains the same to search for and hire loving, caring, quality teachers who will fit well with our program style. I continue to keep ads on Indeed and post teacher vacancies at the local colleges and Early Childhood Resources. I am determined to continue to create a dynamic team that is dedicated to our program.

Although we continue to be short staffed, **we are never out of state ratio**. I often have to step into the classroom to help cover lunches, etc. In addition, we utilize Child Care Careers to help be in ratio and cover vacations.

Redwood has been opened on a regular basis for a few months now and it has been very successful. Teacher Jennifer is an amazing hard-working teacher who has taken the lead and created an amazing platform in her classroom. Having the two classes split has been one of the best things we could have done and I am glad that I decided to take a chance and see how it played out. It is amazing! I am looking forward to having the Redwood class full of new faces in the fall.

Sunshine class is thriving more each day since the Redwood children have moved back to their own classroom. The children more space to spread out and are now playing with children of their own age and same ability.

I am excited to see what will take place this fall when are classrooms are filling up with more children and our community is growing with more families.

Although we are sad to say goodbye to Rabbi Greg, and all of the fun we had during Shabbat Circle, we are anxiously awaiting the arrival of the new rabbi's and their children to GH.

Staffing:

We currently have only 5 teachers. Two of which are full-time and the other 3 have varied hours due to school schedules. We have lost several teachers since I began due to various reasons. Two teachers that I hired quit without notice due to family issues. One teacher resigned due to health reasons; another teacher resigned to work as a substitute for the school district. Two other teachers left for different career opportunities. No matter the reasons they have moved on, I have taken it as an opportunity to create my own dynamic staff by mentoring and coaching current staff and hire passionate, positive and hard-working teachers who want to make a difference in the lives of children and families. My goal is to hire staff who can work a more regular schedule (something day to day vs. only certain days or hours.) I understand and believe in teachers going to school while working, however in GH we need teachers who can be more flexible with their work schedule so we can accommodate the needs of our school.

Enrollment:

We currently have 32 children enrolled in our program. Enrollment has fluctuated due to Covid scares, Covid closures, parents wanting a more academic approach for their child and one dis-enrollment due to severe aggressive behavior. We will be losing several children from our Redwood class in the coming weeks and months as children prepare to go off to kindergarten.

As of now, we have an extensive wait-pool list with over 30 children on it. Once we are fully staffed, I will be able to enroll many children from the wait-pool list into both the Redwood and Sunshine programs. We already have many families with siblings who are enrolling over the next couple of months and will likely be at or close to capacity by fall or end of the year as long as we are able to hire and train quality teachers to fill teaching positions.

Families:

Although we had a bit of rocky start with some of the families, we are beyond all issues and are working together to make GH the very best it can be. As with any school, when teachers leave, parents worry and need reassurance that things will be okay and that their children will continue to be safe and well cared for. I have strived to have an open line of communication with my families and want them to feel at ease about asking questions or bringing up any concerns. I take parent concerns very seriously and have done my very best to keep families happy and worry -free when it comes to our program and the wellbeing of their children.

In an effort to help put families at ease and create a stronger line of communication, my colleagues Pia and Ardyth along with a couple of devoted parents created a parent forum. We have used this parent forum to communicate more effectively with the families and to allow a bridge from one family to another. So far it has been very successful! We had a parent zoom meet and greet where I was able to show the parents the classrooms so they could have a better idea of what kinds of exciting things their child was doing daily.

In addition to the meet and greet we have begun monthly newsletters with help from Ardyth via MailChimp. The parents have been very pleased with the newsletters and it received a 97% open rate. Parents have worked together and have had their own meet and greet at the local farmer's market which I am told was very exciting! My goal is to plan additional events where families can come together with other families. Some ideas are picnic at the park, a day at the farm and hosting a family dinner night. Parents have been very receptive to all of the new changes and have commented on how happy they are. I look forward to continuing to make more positive changes and new ways for families to be involved.

Jewish Enrichment:

In February of 2022, we were fortunate enough to have Kristi Link-Crosier join GH as our Jewish Enrichment Coordinator. Kristi has volunteered and worked for Jewish organizations since college and has a passion for creating hands on meaningful Jewish crafts, activities and experiences. Kristi and her family have been members of Bet Haverim for several years where she also works as a Sunday School Teacher.

Having Kristi as part of our team has been absolutely amazing. She has brought so much fun and excitement into celebrating Jewish holidays. The children, teachers and families are all so pleased with the Jewish Enrichment Activities and look forward to each new month and each Jewish Holiday and are always eager to learn more.

I honestly can't say enough good things about the Jewish Enrichment aspect of our program. The activities are well prepared and organized making it simple for the teachers to use in the classrooms especially on busy days. We are so thankful for Kristi's amazing talents and creativity and look forward to keeping her in our program.

Administrative Goals:

- My goal is to hire and train quality teachers for our amazing program.
- Continue to mentor and coach our current teachers to help them reach their true potential.
- Create opportunities for family/community involvement (picnics, get togethers, open house etc.
- Create opportunities for teachers to gain new techniques and knowledge in the field of ECE
- Enroll more families and continue to keep a wait list
- Collaborate with my colleagues and seek advice as needed
- Be more assertive in my actions and be a stronger leader for GH

BUILDINGS & GROUNDS,

Elisabeth Dubin, Chair

At CBH, our buildings and grounds are integral to the functions of our community. As we start to make more and better use of our physical campus in the wake of a global pandemic, facilities issues are reemerging as a major piece of our strategic and operational planning.

During the pandemic, the Building and Grounds Committee was able to complete a major exterior lighting campaign paid for by the Department of Homeland Security grant. The improved lighting was intended to address security liabilities highlighted in a Vulnerability Assessment done several years ago and updated last year by the California Central Intelligence Agency.

We also have been putting out reminders that as soon as it is prudent to do so in person, we'll resume planning for our community design workshop(s) geared toward creation of a Campus Master Plan. A "charrette" is a guided exercise — a collaborative planning process that harnesses the talents and energies of all interested parties in a community to create a shared vision for the future. We will want to hear your voice and know your thoughts about our physical campus, including aspects of security, safety, aesthetics, nature/landscaping, accessibility, and sense of place.

Other projects on our radar: the design of a community engagement art project for the street-facing side of the Holocaust Memorial Wall, redesign of the parking lot and landscaping, and renovation of our Social Hall bathrooms! Building and Grounds is always looking for new members who have skills to contribute in the building trades, engineering, construction, landscaping, planning, design, and project management. Please join us! It's rewarding and your skills are sorely needed.

Countering Anti-Semitism Committee (CAS) Annual Meeting Report

Harriet Gadisman, Chair

At the request of the CBH Board of Directors, the Countering Antisemitism (CAS) Committee was formed in March 2022. **Our Charter is to work with Bet Haverim and the Davis Community to educate people, to create awareness, to generate familiarity and understanding of who we are as Jewish people, and to reduce antisemitic sentiments and incidents in Yolo County.** Our committee presented a program called “Countering Antisemitism” on May 26 for the members of our Congregation. The hybrid event included the 2021 statistics for Harassment and Violence against Jewish people from the Anti-Defamation League (ADL), a Berkeley Hillel film overview of Antisemitism, our personal experiences in the Davis Community, and slides about antisemitic occurrences on campus at UC Davis. We spoke about concerns related to the proposed Ethnic Studies Curriculum for Davis Schools, and our intention that Jewish people are not just represented as “White privileged”, or “victims of the Holocaust.” We will be working with administrators in the Davis Schools to address some of these issues. We also presented information at our first event on trends on Social Media, “Goyim Defense League” and other White Supremacist groups, and conspiracy theories on the far Right and Left. We suggested ways to counter antisemitism, including; educating ourselves

Fund Development Committee **Bonnie Berman, Chair**

Committee members: Bonnie Berman (Chair) Marjory Kaplan, Jodi Liederman, Jeff Steele, Michael Bobell, Pia Spector

This is the inaugural year of the Fund Development committee. Our goals were to support the financial objectives of our congregation and its Board, prepare an annual plan for soliciting funds, and offer assistance in raising funds along with the Board. We would develop policies and procedures to support our efforts, and practice good stewardship of funds we receive and appropriately thank the donors who gave them.

The Fund Development committee was involved in reviewing the initial concept by the Farewell Celebration committee for the **CBH @ 60 campaign and celebration**. The campaign has exceeded expectations and raised almost \$250,000 to date. The Farewell Celebration in coordination with the office staff established gracious and consistent methods to thank our many donors. We hope all of our donors appreciated their cards, emails and letters of appreciation.

The FD Committee agreed that our **Fund Development Policy** was not providing the guidelines we need for our current practices and failed to outline how we thank our donors. Therefore, we collected past policies and looked at various resources like the Tent and URJ for current and relevant policy language that would work for us. We chose to keep it simple and relevant and make sure we captured the egalitarian culture at CBH while still promoting the importance of fundraising to support our many important programs and services and to keep us financially sound.

For the policy, we discussed how to define the roles and responsibilities of the board, FD committee, partners, and clergy and staff including the coordinating/hub role of the Executive Director; types of gifts; how gifts can be designated; gift acknowledgement; donor recognition; and confidentiality issues.

Our goal is for the Fund Development Policy to provide guidance and coherence to our fund raising. We will revisit the policy continuously to ensure compliance, or consider changes to accommodate practical realities. We now have a final draft of the policy which is in the review stages and will soon be presented to the board.

The committee looked for ways to promote our **Life & Legacy Program** and educate partners about the ease with which they can revise their will or change the beneficiary on an IRA with a simple percentage bequest. Articles featuring the stories of partners leaving legacies were featured in the E-Tone. Individual discussions also took place with partners who are deciding how to leave a legacy. The overall goal of the program is to build an endowment that will help ensure a strong and bright future for CBH.

We welcome new members with experience in sales, marketing, or fund development, or with an eagerness to engage with our membership on a meaningful level.

Partnership and Shalom Y'all Annual Report

Raychel Kubby Adler, Chair

PARTNERSHIP COMMITTEE

Members: Chair Raychel Kubby Adler, Danielle Newbery, Diann Kramer, Bonnie Berman, Joan Sublett, Sam Applebaum, Rabbi Greg, Allison Goldsmith, Pia Spector, Joan Sublett, Scott Weintraub, Stephanie Moss, and Eliana Kaimowitz

Charge: The Partnership Committee practices Audacious Hospitality* in our support of current partners and outreach to anyone wishing to build a better connection with our Jewish community. We also support efforts through subcommittees, such as the Caring Committee, [Mitzvah Meals](#), and Shalom Y'all, (*see below*). Our mission is to work as a team to provide cross-generational community-wide events and programs, outreach, and annual touch points with current and potential partners.

* [Audacious Hospitality](#) is the Reform Jewish Movement's focused effort on Racial Equity, Diversity and Inclusion work.

OUR YEAR IN REVIEW

New CBH Partner Name Tags: To welcome us back to campus and prepare us for the arrival of our new Rabbis the Partnership committee created a beautiful board to hold a name tag for every adult partner. The tags are tasteful and magnetic so they don't damage clothing and they are easy to read. Partners can add a nick name or pronouns to their name tag. Please wear yours with a smile next time you visit CBH. We also put out baskets with reminder signs around campus so that people don't walk off with theirs.

Seasonal Partnership Committee events

FALL

- **Sukkot Food Truck** did not happen this year due to COVID protocols. We also attempted to have a Fall Partner Picnic but it also didn't happen due to COVID protocols. Both events will return this year!

WINTER

- **Hannukah Hike** with donuts, hot cocoa and coffee. 45+ partners chatted and stretched their legs while walking the North Davis Greenbelt, stopping occasionally for trivia questions. We tried our new Name Tags for the first time! Very positive feedback from this event. Join us in December 2023!

SPRING

- **Progressive Purim party** – *inaugural event*. Had 2 routes that provided festive opportunities to socialize and nosh. We got useful feedback for improvements to this event. Satisfaction was high so we think it's a "Do Again!"

SUMMER

- **Partnership Picnic!** Keep your eyes peeled for details.
 - **July ONEG host** - Partnership will be hosting an ice cream social Oneg in honor of the arrival of our new Rabbis!
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SHALOM Y'ALL a *Partnership subcommittee*

Members: Jan Meizel, Merry Draffin, Janet Saunders, Danielle Newbery, Diane Kramer, Joan Sublett, Stephanie Moss, Raychel Adler

Charge: Identify new partners (each person takes 2-3) and take responsibility for welcoming them. Deliver a welcome basket, meet in person at least 1x per year. Try to introduce the new member/s to compatible other members. Follow-up phone call to make sure certain CBH things are in place: receiving Etone, listed in directory, know when services are, etc. Plan one event for all new people to meet each other and the subcommittee.

Our Shalom Y'all team in conjunction with the Partnership committee welcomed 20 new member families and individuals to CBH! We are thrilled that approximately three quarters are young families moving to our area and one quarter are more senior partners choosing to retire here or join family members already living in the area.

Mitzvah Meals has a new coordinator Stephanie Moss. Thank you to Joan Sublett who helped SO many partners through some tough times. This group provides meals for partners experiencing illness, injury and recovering from surgeries, and they are volunteers who usually like to cook and bake!

New young family havurah – shout-out to Danielle Newberry for single-handedly corralling 8 young families into a meet-up to begin creating haverot. Thanks Danielle! Interested? Contact [Danielle](#).

Ritual Committee

Mark Joske, Chair

In attendance: Rabbi Greg, Hallie Morrow, Ken Firestein, Eileen Spoth, Mark Joske.

Topics discussed:

1. Follow up from a Board discussion regarding name tags for greeters and board members: The committee agreed on “Welcome to Bet Haverim” and that it would be nice if those hosting Oneg’s also wear one.
2. The committee calendared Yizkor dates for 2022/2023 and we will review them with the new rabbis
3. We also compiled a list of items/topics to discuss with the new rabbis once they are settled in. Likely in July...

Security Committee 2022-2022- Summary for Annual Report

Chair- Carol Darwish

Members –Michael Bobel, Alan Brownstein, Elisabeth Dubin, Pia Spector, Shanna Whithaus

The Security Committee spent the fall planning for high holiday services and obtaining a Vulnerability Assessment by the California Central Intelligence Center. Assessment occurred in August. Report of results was received in December. Vulnerabilities in the CCIC assessment were prioritized by the committee and being addressed in that order

Throughout the year, committee members attended training sessions on topics such as Situational Awareness, Responding to Active Threats, Stop the Bleed, Security and DEI, Security Grant Information sessions and others. Online training activities were promoted to the congregation. In person staff training on security was planned, but then postponed until the fall due to staffing issues.

Pia has joined InfraGuard and is in communication with Sacramento area Synagogues. She receives communication from them on a regular basis. She is working with an analysisist to assess our computer network system. Website has been updated to improve privacy and cybersecurity for the board of directors.

A member survey was sent to the congregation to determine perceptions and opinions of security on campus. Results have been analyzed and we are in the process of communicating those results back to the members. Two additional members have recently joined our committee for the 2022-2023 year.

Inquiries into hiring of armed security and access control on campus were made. Pia reviewed the insurance policy for CBH with the lens of armed security on campus. The BOD tasked the committee for a plan for hired security. Letter was drafted to advise BOD re: committee recommendations re: security. Desktop security cards were developed and hung on the wall of all interior spaced. Security Information card was developed and laminated for the Sanctuary pews.

Campus landscape has been trimmed/pruned to standards that promote visibility on campus. Panic buttons have been tested and ongoing plan for testing every 6 months was put into place. Additional mobile panic buttons have been obtained for some of the teachers with the plan to increase the number we have on the campus.

CalOES Security Grant for 2022-2025 cycle was submitted to secure funding for multiple projects. Preparation for grant application with included obtaining estimates for multiple projects.

SOCIAL JUSTICE COMMITTEE. Annual Meeting 2021-2022

Roy Kaplan, Chair

Committee Members: Roy Kaplan, Ken Firestein, Cynthia Goldberg, Marc Schenker, Shoshana Zatz, Walt Sherwood, Johannes Troost, Vera Sandronsky, Michael Hirsch, Nancy Lazarus, John Katonah, Nancy Lazarus, Alan Hirsch, Alan Brownstein, Greg Brucker, ZSteve Jacobs, Dianne Moore. ALL ARE WELCOME to zoom in 4th WED at 7 pm

SJC has met monthly and virtually since last year.

We have 10-15 active members and over 80 receive our emails and communications

FOCUS AREAS:

RACIAL JUSTICE - Sponsored 3 Educational Programs in Fall 2021 and 2 in 2022 and 1 small group 21 day program meeting weekly to discuss readings, videos and other materials.

DIVERSITY, EQUITY and INCLUSION- Encouraged CBH Board to set up taskforce to do URJ Assessment of our congregation DEI led by Cynthia Goldberg and Mitch Singer which has developed short and long term recommendations and reported to CBH Board in May 2022

HOUSING- SJC has supported efforts led by Vera Sandtronsky in Interfaith Group and signed on to several letters going to Davis City Council

ENVIRONMENTAL/CLIMATE- Supported CBH effort to develop a short and long term plan for our synagogue to minimize our environmental impact. Led by Johannes Troost and we have 3 members on the Sustainability Taskforce

IMMIGRANT JUSTICE- Worked with Sacramento based NGOs supporting Afghan resettlement with provisions and funds for the families. Hope to help with Ukrainian resettlement in 2022. Coordinating with Hillel on these programs.

RAC CA- We work with RAC CA in lobbying our local elected on upcoming bills selected by RAC CA and we support Every Voice Every Vote a national non partisan initiatives. Regularly lobby our Senators and Congressman by phone and email on social justice legislation

RACIAL JUSTICE SHABBATOT- Led by Rabbi Greg we have helped support the Friday night services dedicated to various social justice issues

ANTISEMITISM- Social Justice Committee asked CBH Board to establish an Antisemitism Taskforce which is now up and running to educate our partnership , our local community and work with other faith communities to proactively mitigate or prevent hate crimes in our community

CRIMINAL JUSTICE- Sponsored an educational program on Restorative Justice, moderated by Ken Firestein

Our goal for the 5783 is engaging more partners in campaigns and time limited projects, and for CBH to be seen in Davis and Yolo County as a strong advocate for social justice. We are hopeful our new Rabbis will get engaged in these efforts.

Rabbi On-Boarding Committee

Michael Bobell, Chair

The Rabbi Welcome/Orientation Committee began meeting monthly in the Fall of 2021 to identify and map the activities that would be necessary to help our new rabbis relocate to the Davis area, learn about Congregation Bet Haverim, our practices and traditions, and plan activities that allow our new rabbis to meet our partners and for our partners to meet the new rabbis.

To provide an initial warm welcome to CBH, we created a Kudo-Board, an on-line greeting card and many partners participated, writing about their excitement in having them join us in the summer. We also sent Mishloach Manot that was well received, especially by their children. An Orientation Binder that included all of CBH's history, policies, committee structure and community resources was sent.

Bob Smith took the lead in providing relocation assistance and worked closely with Rabbi Wohlner and Simons in helping to find daycare, housing, and material needs in their first few weeks in the Davis/Woodland area. He will continue to assist in finding community resources after they relocate. The Committee is grateful for the generosity of all our partners who provided housing and daycare leads, who loaned numerous necessities, including a Prius, to allow Rabbi Wohlner and Simons and their children to not live out of a suitcase until their moving van arrived and also to Josh Zeldner of Z Specialty Foods and Lorin Kalisky of Upper Crust Baking for their generous donations to the Rabbi's Welcome Basket.

Currently, we are working with lay leaders to facilitate the needed communications to plan the first services and Torah Study sessions in July.

During the summer, we will hold different events for our partners to meet the rabbis and later in the fall or early in 2023, we will hold an installation ceremony. The committee will be seeking partner participation in roles such as greeters at services and events, and folks to host informal home gatherings to help the rabbis meet our partners and help partners meet each other.

We want to thank Janet Saunders and Alexander Watson for their assistance to the Committee. We also want to thank Rabbi Wolfe, Pia and Ardyth for their many conversations with Rabbis Wohlner and Simons, helping to orient them to our congregation and our traditions and practices.

We are grateful for the opportunity to work with Rabbis Wohlner and Simons and our community to create a smooth transition to CBH's next chapter.

Michael Bobell
Orit Kalman
Sarah Pattison
Meryl Rappaport
Pia Sieroty Spector
Bob Smith

EXECUTIVE SUMMARY and ANNUAL REPORT

Diversity, Equity, and Inclusion at Congregation Bet Haverim A Closer Look – Spring 2022

DEI Working Group: Cynthia Goldberg, (Chair), Alexander Watson, Aron Katz, Gail Gutierrez-McDermid, Gil Mohtes-Chan, Laurie Stillman, Mitch Singer, Natalya Eagan-Rosenberg, Roy Kaplan, Rabbi Greg Wolfe

The following report represents a 16-month endeavor by the Diversity, Inclusion, and Equity (DEI) Working Group to assess the CBH environment and campus through a DEI lens, with the purpose to bring the results to the attention of CBH leadership to enhance the inclusiveness of its partners and visitors. This work was carried out by using URJ Guidelines and Material from their Audacious Hospitality program. Audacious Hospitality is the Reform Jewish Movement's focused effort on Racial Equity, Diversity, and Inclusion (REDI) work. This project focused on four subgroups of the Jewish community - Interfaith Families, LBGTQQ members, Jews of Color, Jews with Disabilities, - as well as the overall practice of 'Audacious Hospitality' (going beyond mere welcoming of the Jewish Diaspora at CBH). This report represents the combined results of the a "Self-Audit" with respect to DEI efforts at CBH.

For simplicity, the DEI@CBH Working Group recommends that CBH...

- Publicly endorse and publish a DEI statement, committing CBS to these URJ DEI values
- Create a Board Committee, DEI @ CBH Committee, to oversee the implementation of recommendations, provided in this report.
- Support creation of a CBH partner database with an eye to maintaining privacy while gaining a clearer view of who is CBH, so we can see our partners more clearly.
- Support creation of a Communications/Outreach Coordinator staff position to help coordinate how partners and CBH communicate with each other, other Jewish organizations and the community at large.
- Create a Library /Books Working Group to manage our current book and resource collections.
- Update all printed/text/visual forms and materials to be gender neutral and inclusive,
- Create an Event Checklist that provides consistent reminders to program leaders, with an eye to DEI.

We propose that the first two items on this list be voted on promptly by the Board, such that the remainder of the work can begin. This includes the set-up of a DEI committee and the adoption of a "CBH DEI Statement" that can be published and placed on the CBH Website and related locations. While this report contains many suggestions, we propose the DEI Committee use this report as a guide to implement the reforms suggested, within the structure of CBH. By establishing the DEI Committee, the Board will send a strong signal to our community that

these issues are important to us, and everyone's voice shall be heard. We suggest that initially, this DEI committee be Chaired by Cynthia Goldberg, and have Mitch Singer as the Board Liaison. Other members of this small committee will be selected from all CBH partners expressing interest in this ongoing DEI work.