

**Summary of Community Input**  
**CBH COMMUNITYWIDE EVENT ON RABBINIC TRANSITION**  
**February 24<sup>th</sup> and 28<sup>th</sup>, 2021**

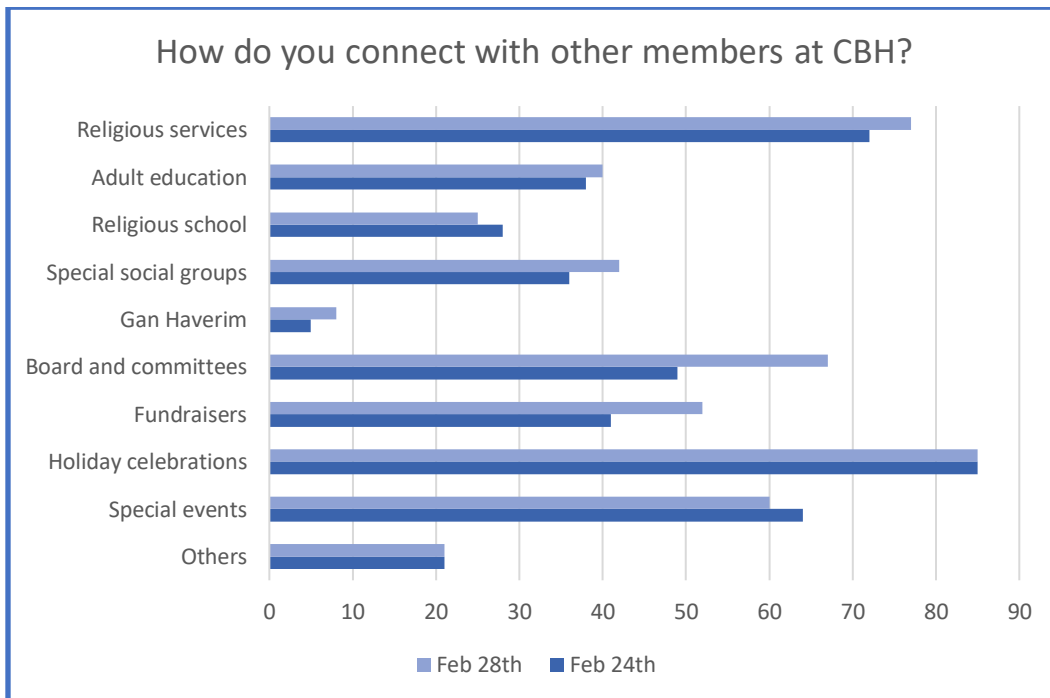
**OVERVIEW**

At the request of the CBH Board, the Rabbinic Process Team (RPT) convened the first in a series of community engagement activities to inform the preparation of a URJ/CCAR application to solicit candidates for a new congregational rabbi. As a congregation, we must respond to key questions about our vision for our future, goals, and the priorities we want to address in the next five years; describe who we are as a community, our core values and mission; and identify important qualities that we seek in a rabbi.

The goal of the community engagement process is to encourage members’ participation in order to invite diverse perspectives and interests. Publicity for the community event, in emails and through the E-tone, encouraged all members to attend and participate in these conversations.

**EVENTS PARTICIPATION**

The first Communitywide Conversation was held twice via Zoom, on February 24<sup>th</sup> and 28<sup>th</sup>, 2021 with a goal of maximizing participation. A total of 113 attended the conversations (representing approximately 40% of CBH membership). Half of the participants were longtime members who have been part of CBH for more than 20 years. About a quarter of the participants have been members between 11 and 20 years, and a quarter of the participants have been members for less than 10 years. Using a Menti.com tool, members shared that they connect with others at CBH through various programs and activities as shown in the graph below.



The communitywide event began with a short presentation about the key steps of the rabbi transition process and the importance of community engagement to inform the process. Participants were then asked to share a word or a phrase that describes how they feel about the rabbi transition using a word cloud exercise. Below are participants' input for both days.

Feb. 24<sup>th</sup>



Feb. 28th



## SMALL GROUP DISCUSSION

Participants were assigned to virtual small groups with hosts who captured answers to the question:

*What are your hopes for the future of our congregation as we consider opportunities for continuity, growth, and change?*

Participants shared both positive and challenging experiences they have as CBH members, and offered many ideas and opportunities for us to build upon. Members expressed their thoughts about the kind of rabbi that we hope to bring to CBH. The following seven key themes emerged from these small group discussions:

- We strive to be a welcoming, diverse, and inclusive community.
- We value and seek varied spiritual expressions and celebrations.
- It is important to invest and nurture connections among our members, Jews in the region, other regional organizations, and with Israel.
- We value diverse programming opportunities to meet the different needs of our members.
- We invest in our youth and future.
- Social action and social justice are an important pillar of who we are as a Reform Jewish community.
- We value and rely upon our volunteers and lay leaders.

The complete list of information shared in the small group discussions and captured by the hosts is grouped by these emerging themes in the attached two appendices. Follow up

comments submitted to the rabbi transition website are also summarized. It is important to note that comments provided are often applicable to more than one theme and represent aspirations for the future while acknowledging our strengths and challenges. The RPT is grateful to the volunteers who hosted and captured the small group discussion, and to our members who participated.

## WHO WE ARE AS A CONGREGATION?

### EXPLORING WHAT WE STAND FOR

- Synagogue should be an apolitical environment so that all are comfortable and welcome.
- What do we want to teach our kids? We need to answer this to determine our services, siddur choice, programming.
- Excitement and trepidation about the process - we're a diverse community - how do we take challenges and turn them into opportunities?

### OUR FUTURE

- Future is in the people that have not been here that long - as well as the people that don't belong
- Would rather have a very active and involved congregation of 100 than one that is floating along at 250 or 300
- This time is an opportunity for us to talk about creating a future that truly engages more people - skill needed in rabbi
- Strengths and weaknesses of community can be the same sometimes - sometimes we are trying to be all things to all people.
- Do we want to be all things for everybody or do we have a perspective on who we are and what we're about?

### BEING A WELCOMING COMMUNITY

- Demonstrate that we are a caring community
- **Keep a broad tent, egalitarian/inclusive nature.**
  - Inclusiveness
  - Remain open to everyone and become even more inclusive. Maintain being a welcoming, haimish place. "Big tent" is treasured.
  - We are a "big tent" in Yolo County and should recognize and keep that.
  - Wide tent. Make sure we are welcoming to Jews of color, LGBTQ (1)
  - Welcoming, safe. and inclusive for LGBTQ+
  - More welcoming to Jews of color and LBGTQ.
  - More accepting of LGBTQ. Is there a group? Some bullying noted. Differential based on gender - limiting?
  - Problems noted by Jews of color.
  - Congregation embraces and acts DEI at the table (Diversity, Equity, inclusion)
  - Embracing diversity: intermarriage Gay/lesbian couples, Jews of Color, disabilities
  - Acceptance of all individuals at CBH

- Welcome interfaith families and make sure they feel supported and engaged
- Embrace participation by non -Jewish participants (spouses)
- **Bridging the differences between groups and opinions**
  - Someone who is ready to take on the vast differences in political and religious beliefs, to help bridge our congregation.
  - Someone who doesn't call other Jews anti-Semitic for political beliefs about the Israeli Government.
  - I also would like to feel safe if I don't share in what feels like the mainstream political stance.
- **Thoughts about how we bridge our variety and diversity**
  - Viability of congregation. Because we come in so many flavors, we continue to find ways of staying together as a community
  - Gearing of events away from "Jewishness" is an issue. Being inclusive but still remain Jewish is important.
  - Less reliance on community fundraising as a priority versus bringing a family atmosphere and connection to the community
  - Gan Haverim is an open door for the rest of the community, fosters new members and welcomes Israelis into the synagogue.
- **Approachable and Haimish**
  - Continue : (Dan) Strengths are welcomeness, support and openness. Those strengths to continue.
  - Continue - very haimish. Feel always included, no matter how often or rarely show up. Warmth and belonging. Rabbi Greg brings this mode.
  - CBH - come as you are. All welcome. Not too many rules. Very fluid and comfortable. "Just come."
  - Main points - once connected, very connected. Haimish. Stay connected.
  - Uninviting. "Hey, everyone show up and help." And then, volunteers not needed. Make sure that new people are really welcomed.
  - For the majority of the congregation, this isn't that warm a community.
- **Engagement and welcoming opportunities**
  - CBH is an approachable congregation, and you can get involved and make a difference.
  - We have and should keep the approach that "Whatever matters to you, CBH is a place to connect." This is a positive opportunity in the congregation, and should be encouraged.
  - Grow: We don't always capture/take good advantage of some of the wonderful talents of congregants and new members. Find out more about new members' talents/interests as they join, and tap them.
  - We need to make more effort to welcome people better into our community. This would make us more vibrant.
  - Communication of members to each other and leadership
  - Need better communication and access point to know what is going on.

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## CONTINUITY

- The community has changed but our programs/practices have remained as they always have been
- There isn't an evolution - everything is the same as it has been before

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## THE ROLE OF MUSIC

- Keep music as a part of our congregation and incorporate into services, cultural events, etc.
- Shabbat Singers working with Bob as co-musician. Get mix equipment so we can broadcast via Zoom all over the world. Sharing on Zoom.
- Grow music in programs.
- Continued emphasis on music.

## SPIRITUAL DIVERSITY

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### A VARIETY OF OBSERVANCE STYLES AND PATHS TO SPIRITUALITY IS DESIRED

- We have multiple styles of spirituality represented in the congregation.
- Weekly participation in services needs growth by community. Different reasons why people do not participate.
- Continue having Saturday minyan.
- Conservative/traditional religious opportunities in addition to reform.
- Religious services could be more condensed.
- Modernization of services: Currently archaic -- want more connection to what is happening in the world. Important that services engender a feeling of hope.
- Looking for inspiration and ways to be drawn into the synagogue. More engaging services that inspire us spiritually. (2)
- Services more engaging and inspiring - religious experience.
- Have more spiritual programming. Kol Hanefesh and more of that. Meditation. (3)
- Given a lot of leeway on spirituality by different rabbis for services, meditation, music, etc.

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### IDEAS ABOUT HOW TO EXPAND SPIRITUAL PRACTICE AND DIVERSITY

- We bring in other guest rabbis. We see different spiritual diversity. Input from other professionals.
- Add community-based monthly religious events outside of traditional Fri/Sat services.
- High holidays – member has been very involved, helped to start 2nd service years ago. Music is so important. Kids leading the service.
- Consider what siddur we use, that conveys what we want to teach our kids. Have a mix of services to address different needs.

- Re-imagine services with youthful appeal.
- Think about schedules to accommodate the variety of needs of different members. e.g. Sunday morning service is warm and inviting, and families attend. This competes with attending Fri. night services. Should have Fri. night service option more like Sunday a.m. service.
- Open the rabbinic search to a variety of learning institutions, not just Reform.
- We should have a female rabbi -- that was very exciting to one group.

## INVESTING IN CONNECTIONS

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### OUTREACH AND CONNECTION WITH JEWS IN THE REGION

- We need to figure out how to bring more people into the temple.
- Reaching out to Jews not connected to CBH.
- Engage non-partners from Yolo County.
- The future of CBH is the new people and those yet to join.
- Can we partner with other synagogues to better understand how/why they shrink or grow?
- Question - are less Jews participating at the synagogue than before?
- Can CBH be the hub?
- Are there ways we can impact our community beyond our campus? (I think this was about engaging people to participate more broadly, both for our members and potential members)
- Stay connected to the Jewish Federation and other local congregations. Encourage outreach.

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### CONNECTIONS TO OTHER COMMUNITIES IN THE REGION

- Focus on community - both the CBH community and the larger community.
- Keeping CBH well respected in the larger community.
- Davis as a community has many strengths.

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### OUR RELATIONSHIP AND CONNECTION TO ISRAEL

- How shall we address Israel as a congregation? This will be important for how we sustain ourselves as a congregation.
- More support for Israel.
- Israel - sensitivity towards and stay out of politics.
- Bridge Israel-focused groups.
- A safe conversation about the Israel and Palestinian people.

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## PROMOTING MULTIGENERATIONAL CONNECTIONS

- The congregation is multi-generational, and I want to find ways to get to know all ages. Havurot from different generations or same age
- Like CBH in that it is multi-generational. People of all ages. Really good that teens stay involved.
- Someone who will add multi-generational programming, e.g., wine and cheese before services.
- Much of our leadership, like Rabbi Greg, is nearing retirement age so we need a culture that fosters continuing that strength. L'Dor V'Dor.

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## CONNECTING BEYOND RELIGIOUS SCHOOL

- If you don't have the religious school kids - there is no inspiration.
- Small and intimate is appealing but it's also hard because I expected to feel taken care of and I haven't.
- Nice that CBH is small and intimate, but the opportunities for connections haven't happened.
- Temple could do more to facilitate new havurot because they help to connect people. Member expressed they had a challenge when they made their own havurah. Some families were CBH members and others weren't. If CBH helped create havurot of our members, that would help.
- Socializing, social functions that bring people in, other ways to entice engagement.
- Activities for empty nesters.
- Active men's group.
- Women's group.
- Activities for people without kids.
- More attention should be paid to senior issues. We have many programs for kids, add programs to help grandparents and seniors feel comfortable. More activities for older people or who don't have kids to motivate them to join.

## OUR YOUTH, OUR FUTURE

- **Youth engagement as a priority**
  - Connection with youth and student population.
  - Focus on our kids, child centered.
  - Encourage continuing programs for young families and children. Keep fostering those programs.
  - We should have more "kid events" apart from religious school to bring the community together, and more child/student-centered events to connect us to the larger community, such as Tikkun Olam.
- **Programming and connection to synagogue post religious education program.**
  - Bar mitzvah classes feel very connected.



- Shift in culture to have teens continue. (2)
- Improve: Where do you go after Bar/Bat Mitzvah? How to reconnect/engage with CBH at that age? More opportunities in that area.
- Rabbi engage in teen time of outside of formal education.

## PROGRAMS

### BUILDING A SENSE OF COMMUNITY AND CONNECTIONS WITH COMMUNITY EVENTS

- Big events/small events; wine and cheese before services, oneg afterwards.
- Give options to people.
- Like the concept of havurah.
- Keep the spring fundraiser and Gala together. Brings in the larger community.
- More experiences and community events off campus (Woodland, Vacaville...)
- Ongoing community activities that have repetition. Overall opportunities for connection.
- Bring back community events that were successful historically to ensure welcoming new members.
- Sisterhood, progressive dinner, food fair type of programs to re-engage tenured members and introduce new members.
- Lots of things going on in pockets. No coordination. Need "someone in charge". On the other hand, all over the place is charming.

### GAN HAVERIM

- Add more Jewishness to Gan Haverim to welcome Israelis.

### ADULT EDUCATION

- Adult education could maybe push people to learn more than where they may be at this point (examples of social justice and Israel issues). "Push" means challenge people.
- Social intellectual interests.
- More adult Jewish education.
- More opportunities for broader adult education, specifically Jewish knowledge. Member stated some of the Torah/Talmud/philosophy-type courses she had proposed to teach were rejected as "too intellectual".

## SOCIAL JUSTICE/SOCIAL ACTION

- Re: growth - social action happens in pockets. Not congregational wide. Would like to see wider participation in social action. (3)
- Call a news conference to spread information on social action in CBH. Sacramento wide. Bigger presence.

- Do more social action and have it more visible in the community as a means of outreach.
- Connection of social action and unaffiliated Jews. Social action committee does a lot. These activities are not known to the larger Davis community.
- More social justice. More visibility.
- Social justice piece is very important - and I would like to see that as something that is really important to community.
- Jewish community with opportunities for involvement in social justice activities (2)
- More social action.
- Social justice action.
- More opportunities for Tikkun Olam/social justice work. More hands-on.
- Additional comments wanting more involvement in social action. Means a lot that Rabbi Greg has participated in local protest marches, etc.
- Use spirituality to inspire social activism.
- Environmental concerns should be part of the framework in how we approach things as a congregation.
- Continue: Mitzvah Meals, promotion of generosity. This is COMMUNITY in action.

## OUR RESOURCES

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### PROMOTING AND LEVERAGING VOLUNTEERISM

- I appreciate "many hands make light work" in that we have so many talented musicians and lay leaders who can lead services.
- Find the balance between paid staff and volunteers to maximize member involvement.
- Opportunities with board and professional staff - there are opportunities on lay side.
- Talent from members, harness it more effectively so that more members will come to the campus to engage.
- Passover Seder heads it up: have team work well with volunteers for the future.
- Opportunity to volunteer and impact change for our community.
- Don't depend just on the rabbi to do certain things. Have more varied education programs and be able to use lay leaders to lead them.

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### LEVERAGING AND SUPPORTING STAFF AND OTHER RESOURCES

- Continuity: CBH needs to survive, be financially viable, maintaining good array of staff and facility. We need a growing number of members.
- Relationships with all executive staff is important - ED, Rabbi, etc.
- Rabbi assistant needed (not volunteer).
- Large sums of money needed for grounds, programming, staff, clergy team.
- Add Programming Coordinator to ensure community engagement for the programs.

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## OUR CAMPUS

- Always keep the redwoods.
- 2nd screen on the left so we have a screen on the right and one on the back.
- Larger social hall for more people.
- Better use of our campus.
- Utilizing all of the grounds for congregating- indoors and outside.
- Larger space for Torah study.

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## ACCESSIBILITY

- **Would like to continue to share via Zoom, broadcast, the silver lining of Zoom.**
  - Streaming membership. Share services and events.
  - Zoom idea is excellent for all ages, really find a way to make this happen in a sophisticated way. Look for someone who fits in.
  - Zoom offers an opportunity to create services.
  - More online programs - larger platform in future COVID has helped expand where people have "come from" and that is wonderful. Procure better broadcasting equipment.
  - Continue to utilize technology to connect with partners who have difficulties attending in person.
- **Sliding scale partnership fee** structure to encourage lower income members.

## WHAT WE ARE LOOKING FOR IN A NEW RABBI

- Talented leader knows how to be appealing to many different groups of people.
- Seems we have a secular and a religious community. Are there ways to bridge this? New rabbi should recognize that both interest groups exist and foster these diverse interests.
- Must be recognition that rabbi needs to appeal to different groups.
- Rabbi should be willing to work with other religious groups in the community (as Greg has.)
- Rabbi who is a true leader - not be as amenable to other people stepping in and taking the leadership role.
- Congregation needs to understand that the rabbi is the leader - other people can give recommendations but then the rabbi has the final say.
- Leadership brings people together. New Rabbi should be the Temple leader and have authority to make decisions.
- The Rabbi is not at the core of CBH's leadership and we have an opportunity.
- Works well with volunteers.
- Rabbi who can connect with teens, relate to diversity.
- More female leadership/ female rabbi/ FEMALE RABBI!!!. (3)
- Rabbi who can be their true self.
- A rabbi with a sense of humor.
- Leadership/Rabbi continues to participate as community leadership/participant.

- Davis community is a win.
- Someone who is ready to be active. Leading with Action in our community as a community leader.
- Someone who stands strong against racism and ill treatment of any other people for who they are. Pro-human rights internationally.
- Someone who has a background with activism. Someone who is on board and ready to push social and racial justice action.
- Temple is currently set up in a way that the rabbi is not at the core of how the temple operates.
- New rabbi needs to be able to handle antisemitism in the town, and diplomatic to deal with community differences.
- Having a musical Rabbi (currently) is wonderful + comes with a musical wife.
- Keeping all the moving parts together. Leadership is well described and all keep respect for each of the moving parts

### COMMUNITY PROCESS

- How many different perspectives are we going to have in going through this process - how will we listen to everyone? Could be a hard process.
- How do you define what is inspiring to a diverse population?
- Need to be patient. Difficult year. (2)
- Davis is part of a self-contained community. Just being in Davis is being in a community.
- Should new rabbi help define our future? Or, do we want current partners to define the future?
- Want a feeling of excitement at CBH in contrast to the current feeling of tiredness.
- Interim Rabbi helps with the continuity, but may not be a good choice overall ---- Interim Rabbi (2)
- Allows congregation to celebrate current rabbi and welcome the new rabbi.
- Positivity and excitement - leadership is maybe stale and uninspiring mailed in don't feel inspired by events, etc.

### POST MEETING QUESTIONS/COMMENTS

- My understanding is that there are many overlaps between "Reform Judaism" and "Reconstructionist Judaism;" Reconstruction includes many of the social action and spiritual activities we've discussed. The ordination process is different and there are separate rabbinic colleges. Question: Can CBH consider/hire a Reconstructionist Rabbi (within the URJ hiring protocol)? Just curious.
- Last night when I spoke with the Board members and said we should make sure we're welcoming to LGBTQ+ Jews, I was asked why I thought it wasn't welcoming. So, in my answer, I forgot to praise the all gender bathroom in the social hall. That's excellent. I would also like to praise Kristi Link-Crosier, who didn't miss a beat when my child changed her name and gender.

- We have two process questions: (i) whether or not we should have an Interim and (ii) whether or not we should look outside the pool of rabbis who were ordained by Hebrew Union College (the Reform seminary). The three of us believe that we should have an interim and that we should look outside the CCAR/HUC world. We can explain why that is the case during the conversation.

## WHO WE ARE AS A CONGREGATION?

### EXPLORING WHAT WE STAND FOR/STAYING STRONG

- In the beginning, our goals were in a way simpler. Observe the Jewish year, educate the youth. Now we need that and more social benefits.
- Keep the keva and kavanah - both the ritual and the "why?" -- routine vs. intention the fixed tradition as well as the curiosity and questioning.
- We need soul searching and consideration to know how to have relevance when many choose not to be affiliated.
- What's the secret sauce for meeting everyone's needs?
- A voice for Jewish values. Locally and nationally. Our voice is important.
- More organized congregational help. Bikur Holim to help people in need.
- Do we stay a part of the Reform Jewish Community? How are our finances?
- Congregation to remain vital and active.

### BEING A WELCOMING COMMUNITY

- CBH should be welcoming to all people.
- Likes warmth, friendliness and closeness of CBH community.
- Warmth and inclusiveness.
- The hamishkeit – a sense of family, that kind of community.
- "Haimish" and "Egalitarian". We value equal participation – a value the architects reflected in our Sanctuary design. Continuing this is harder with larger congregation.
- Ethos of welcoming/mixing/celebrating different views instead of creating tension.
- Embrace our diversity and increase it.
- Continue tradition of inclusiveness and diversity. Only synagogue in Yolo.
- Inclusivity - how do make sure that everyone feels welcome? Especially when people are in need.
- Reflecting diversity of members on website will increase comfort and acceptance.
- Big tent. Welcome all Jews - but watch out - inaction for fear of offending. Importance of social action.
- Welcoming Jews by choice - very accepting.
- Welcoming to non-Jewish spouses and family.
- Interfaith families - we could be even better, even more approachable.

- More interfaith programs or opportunities. making it more approachable.
- CBH operates in a religious diverse context. Continue to address diversity within community. within Jewish community and larger.
- Connect people who have differing interests - school age, adult ed, religious in a way that people don't feel left out.
- Find ways that will work for everyone, to bring diversity of people to choose to affiliate with a strong, vibrant community.
- Finding ourselves in larger world. Inclusive. Need to listen to all political viewpoints. Seem to have only one acceptable political view.
- We need to remember that we are an umbrella community/congregation for many different views – religiously, politically – we try to serve *all* of our congregants. A very tricky thing for a rabbi.
- Some have left the congregation because they didn't feel comfortable in their experience that it is a heavily liberal congregation, and their views are not respected.
- On the other hand, some people have never joined because of their discomfort with CBH positions, because they identify as more progressive than what they find at CBH – including in relation to politics.
- How do we attract new members who are often coming for life events, and onboard them in welcoming orientation?
- Ilana Golin young mom new member; joined because of Gan Haverim and is looking for Keva (ritual) Kevannah. Fixed and intentionality.

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## THE ROLE OF MUSIC

- Both for a rabbi and services, want continuity including: -warmth -inclusiveness - instrumental music.
- See more music in our services.
- Music, arts to bring us together. Such a mixed community yet Israeli art, theater, food bring us together.

## SPIRITUAL DIVERSITY

- Increased energy and engagement around our religious services.
- Understand community desire for Reform/Conservative/Reconstructionist/Renewal religious observation - do not limit ourselves to only Reform.
- Huge diversity in religious education, interests, activities, spirituality. Should continue serving all of these many interests/needs.

- Like diversity of religious services that we offer. We should continue to have diverse alternative services offered, but not by eliminating traditional services part of the time. Traditional services, by definition, happen every week.
- Appreciate multiple options for religious observance.
- Look at the renewal movement - capture some of the new energy, bring it here.
- Openness to bring new things to community. For example, Kol Hanefesh. Diversity in spiritual practices.
- Conservative vs. reform - where do we land?
- Increased energy and engagement in services for Fri/Sat.
- Continue to have all the Shabbat services we now have.
- More participation in the spiritual realm of the congregation. Not particularly drawn these past years. Opportunity for new directions.
- Renewal Style- meaning to service ----- more relevant ----- less rote recitation.
- Have less rote, more creative, spiritual services with elements of renewal, meditation, music.
- Services - how do we make them something that more people attend. and how do meet the diverse needs?
- Shabbat- more people participating to ensure there is a minyan.
- Services: share intentions, meaning - that's when it clicks for folks (style can bring it home).
- Warmth, inclusiveness, instrumental music.
- Not comfortable with spirituality currently.
- Use transition for more spiritual connections.
- Second and third shabbats - more spiritual - sermons, etc. different types of services.
- Musically lead religious services.
- Keep Rabbi Seth's Meditation Group.
- Meditation to continue and grow.
- Keep Torah Study.

## INVESTING IN CONNECTIONS

### OUTREACH AND CONNECTION WITH JEWS IN THE REGION

- Is there a way to collaborate with Hillel more?
- Hillel connection needs to be nurtured.
- Hillel connections important.
- Hillel partnership to nurture future leaders and educators.



- Continue and strengthen connection with UC Davis and Sacramento Hillel completely doable with new director. 2x
- Two Chabad houses on campus. Could reach out and make connections.
- Young professionals now have Moishe House in Sacramento - we have nothing specifically for them.
- What more could we do to market ourselves to the broader community, as part of outreach. Balance with security concerns.
- There may be young families who aren't as observant, don't feel inclined to adopt CBH as a home...it would be great to discover how to tap into that.
- Is there any way to reach out to non-members/unaffiliated folks to find out what might interest them, bring them in?
- CBH as a safe haven (especially from anti-Semitism).

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#### CONNECTIONS TO OTHER COMMUNITIES IN THE REGION

- Big shoes to fill. Multifaith clerical relations are good. As diaspora Jews, need to communicate with others - what we are as Jews.
- Involvement with greater Davis community -PR that there is a Jewish group in Davis and we are open to everyone. CBH ready to provide support to the community.
- Illustrate ourselves to the broader community as diverse, and understanding of the diversity of the Jewish community. (eg. photo project).
- Continued engagement in our greater Davis community. Expanded connectivity and opportunities for us to get to know each other.
- Connecting to different communities in Davis. Anti-Semitism seems to be growing -- scary. How to deal with it?
- Multifaith participation by rabbi. Need to continue, for example with problems in Muslim community.
- Increase CBH engagement in the bigger community. Larger community.
- For the future – continue to be inspired, connect the many different groups in the community.
- Create fewer silos? Mix into one community more often - not just in the same events, but real connections.

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#### OUR RELATIONSHIP AND CONNECTION TO ISRAEL

- Challenge - Israel - how do sensitize people who have different opinions to still empathize with each other.
- More unified voice on Israel taking into consideration the existential needs of Israel.
- Careful not to have everyone agree on issues like Israel. Respect for everyone's opinion.

- Did not feel safe to state opinion on direction of Israel previously. People need to feel safe on opinions on Israel without us falling.
- Israel! (ran out of time to elaborate on the details but emphasized the importance)

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#### PROMOTING MULTIGENERATIONAL CONNECTIONS

- Make more of opportunities to mix generationally. Kids need surrogate bubbes/zaydes in many cases.
- Nurture the congregation as a family, make more of opportunities to mix generations.
- Integrated experiences and conversation between generations - on topic of Israel, being Jewish, etc.
- Celebrations are great -- They are multigenerational, fun, informal time to visit. A way to celebrate common traditions.
- Cross-generational opportunities to share community.
- Continue to deliver monthly family services and inter-generational ones.
- Group agreed on more intergenerational opportunities so we can all stay connected.

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#### CONNECTING BEYOND RELIGIOUS SCHOOL

- More single activities are needed, to help meet other people. (Singles services? Speakers?)
- "Mixed Doubles" - group for interfaith marriage/relationship to meet each other, share ideas/concerns/situation. (in Montreal - Rabbi starts a group discussion like this)
- Also address needs for seniors. for example, help for seniors with benefits and services.
- Very interesting programs needs to continue. Work to keep "older" people around after children's b'nai mitzvot.
- There are challenges present to engage in an ongoing vital way with adults without young children.
- Congregation needs to increase focus of drawing people in, especially after children are grown. What does it take to keep people engaged?
- There are challenges present to engage in an ongoing vital way with adults without young children.
- Difficult when children have grown --- increase things for older children. Need more adult opportunities.
- Get to know each other better. Once children grow up, harder to get together. Harder to connect and that is missed.
- Maintain connections after kids go through the religious school and b'nai mitzvah process.

## OUR YOUTH, OUR FUTURE

- How could we reach more young families, especially those who are interfaith? Be aware of special needs. How to reach unaffiliated?
- Why are families not joining CBH or choosing to go to Sac.?
- More connections between various groups of young people. staying connected through the years to college and beyond.
- Bring in young people --- importance of outreach -- younger, diverse, broader community-- Develop community.
- Nurturing place for kids.
- Focus on young families and teens. Welcoming.
- More family shabbat dinners would be good.
- It would be good to know what's relevant to our teenagers. They are the next generation. It's important to know. what they're looking for. What would make them want to be involved?
- Summer camps and fun activities bring young people in.
- We should expand our campership funds and encourage attendance at Jewish summer camps.

## PROGRAMS

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### BUILDING A SENSE OF COMMUNITY AND CONNECTIONS WITH COMMUNITY EVENTS

- Suite of synagogue offerings.
- Continuity of a broad range of activities over time.
- Continued Torah study- people enjoy it.
- Don't let go of what we've had in the past that are treasured as we move forward. Even if attendance is small, don't let certain activities go.
- Would like a Jewish Film study/discussion group.
- We have a group interested in services, and another group interested in secular activities. Our holidays and events bridge these 2 groups.
- Holiday celebrations to bring people together.
- Bring people together outside of services - Adult education, havurot, progressive dinner.
- Resurrect Progressive Dinners.
- More social interaction on campus when allowed.
- Missed activities this year and hope they resume.
- Shared meal events when it is safe again.

- Opportunity to gather in community/meals after services for people who can't participate the entire time.
- Create brotherhood and sisterhood groups -- in addition to smaller intimate groups -- recognize there are 2 types of groups that are essential.
- Where to find Judaica items? Gift shop gone. Changing demographics.
- Services at senior living and Atria is very important.
- More elderly outreach, get to know more seniors in our congregation. Check in on them.
- Increased support for mourners.
- Some new programs would be helpful.

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### GAM HAVERIM

- Gan Haverim is a great opportunity for young families to join CBH/get good education. How much PR is there?

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### ADULT EDUCATION

- Expand on our great foundation with more adult-oriented opportunities for discussion about what it is to be Jewish - local, in the US, in Israel.
- More of a scholarly approach is good for the future, rabbi can fill a need for bringing a deeper questioning.
- Education on Israel and being Jewish in the world today starting in preschool up to Adult Education; A rabbi who gives us food for thought.

### **SOCIAL JUSTICE/SOCIAL ACTION**

- Social action volunteer opportunities should be better publicized.
- What are our responses to anti-Semitism etc.? Where we stand is really important.
- Programs for hard times.
- Social justice. Building on current work to be expanded.
- Social justice/Involvement in the world.
- Social justice/action work on issues including and beyond Jewish concerns.

### **OUR RESOURCES**

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#### PROMOTING AND LEVERAGING VOLUNTEERISM

- Encouraging more volunteerism; ways to encourage more people and new volunteers; expand volunteer pool.

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## OUR CAMPUS

- I want to modernize the physical campus to be a better example of green building practices! Solar panels, composting, reduce disposables in the kitchen, etc.
- What should our campus look like? Open place to gather, have a cup of coffee? 3x
- Better understanding of finances now overall in the congregation. Opportunity to find stable place without panic.

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## THE BOARD

- There's the rabbi...and there's the Board. We need to be mindful of the interplay, and which roles and responsibilities lie in the Board's hands. Is the rabbi leading the Board, or the Board leading the rabbi? Particularly in relation to issues of diversity, political inclusion.

## WHAT WE ARE LOOKING FOR IN A NEW RABBI

- Greg is an excellent pastor in that he knows everybody, good pastor. Very important to continue to have that.
- Importance of an overtly and consistently welcoming rabbi -- knows everyone's names, interests, recent life events.
- Importance of a consistently welcoming rabbi – remembering everyone's names, interests, recent events.
- Want to see more than being a good pastor in the future - need depth to religious study and services.
- A rabbi who's scholarly, makes us listen, learn and think.
- The Rabbi a very important part of education, bringing us together.
- Rabbi can be a catalyst for a new type of energy.
- Rabbi who is willing to let other people do the work and take the lead...not control everything.
- Rabbi who allows others to contribute...who doesn't have to control everything.
- Rabbi who doesn't have to control everything - who invites others to participate.
- Rabbi who is comfortable.
- Leadership that can welcome and embrace many views and helps the members to listen to each other.
- Rabbi that will bring us together.
- Rabbi who sings. Rabbi with a good voice. Rabbi, cantor and a hot tub.
- Cantor
- Consideration of a cantor. Is it feasible considering finances?
- Continuity does not need a rabbi for cohesiveness.

- Direction good in religious school. School has improved. New rabbi to work well with school principal.
- Bring in more youth ----- bring in young adults.
- Rabbi meets with Gan Haverim. In a silo. Improve integration of GH and CBH.
- Offer services.
- Provide solace.
- Saying kaddish ----- Make services relevant so it won't be difficult to reach a minyan.
- Have Rabbi to meet individually with partners.
- Both for a rabbi and services, continuity, including: warmth, inclusiveness, instrumental music.
- Robust administrative ability to manage needs of the congregation.
- We also need a rabbi with a clear vision.
- Provide leadership within our community to teach others about issues that matter to Jews.
- Voice of the Jewish community - demonstrating values and ethics.
- The rabbi is the face of our congregation to the broader Davis/Yolo community. Whatever his views are will (at least in part) be received as the views of the congregation.
- Rabbi will need to be a voice - in the community. Needs to be prepared for the challenges. The rabbi needs to be able to balance their individual positions (including on Israel) and bridge that with a divergence of views, even Republican/Democrat, conservative/liberal.
- How do we make everyone feel welcome and still make sure the rabbi has a sense of integrity with their personal views?
- For the rabbi, considerations of what comes into sermons, into choices of which events to attend. Given time constraints, to attend a program that isn't within their greatest interest, and yet would be important to those congregants who are preparing the program, it sends an important message of validation, inclusion (this is not a board role).
- Good pivot during COVID.
- Someone to bring us back together after COVID.

## COMMUNITY PROCESS

- Flexible vision for clergy leadership- may not be one person, could be a coordinated team.
- The acknowledged challenge of finding a rabbi who can manage so many different elements, how hard it is to be everything to everyone- feels very hard.
- We need soul searching and consideration to know how to have relevance when many choose not to be affiliated.