

2022-2023
Davis, California

2023 ANNUAL REPORT

Congregation Bet Haverim

Our mission is to create a Jewish home where all feel welcome;
come as you are and know that you belong.



Our house is a home where we...

- come when we need to, as well as when we simply want to
- respect the teachings of our ancestors and the merits of our own wisdom
- work towards greater inclusion across race, sexuality, gender and ability spectra
- share in seasonal rituals and season-of-life events
- view our diversity of thought as a strength and not a liability
- prompt thoughtfulness and reflection across an array of educational offerings
- embrace and love our little ones (even when they're running around) and our elderly relatives (even when they're moving slowly)
- feel the comfort and security of true intergenerational connections
- bring and share our humanity with each other
- have thought-provoking conversations and often agree to disagree
- explore any and all aspects of Judaism

Priorities

The following six congregation priorities arose from work done by the Strategic Planning Committee in 2021-2022. These six mission points guide the work we do as a congregation.

Kehillah Kedosha (*Sacred Community*): Community & Connections

We provide quality opportunities for all partners of our congregation to interact while building stronger bonds with each other and throughout the community.

Tefillah & Ruach (*Prayer & Spirit*): Worship & Spirituality

We recognize that our Jewish traditions have deep historic roots which form the stable foundation of our practice today. We also affirm that evolving forms of spirituality can deepen our connection to Judaism and to each other.

Torat Hayim (*Living Torah*): Lifelong Learning

We are committed to ongoing learning and the study of Torah. We value intellectual depth, breadth, and rigor in a Jewish education for every stage of life.

Cheshbon HaNefesh (*Thoughtfulness*): Taking Stock of Who We Are

As the needs of our congregation and the Jewish community change, we are committed to listening, assessing, and learning from our experiences to make each partner's journey meaningful and relevant.

Tikkun Olam & Tzedakah (*Repairing the World*): Justice

We believe in purposeful action and thoughtful giving based on Jewish ethics. We are committed to the healing of our world at local, national and global levels.

Sukkat Shalom (*Shelter of Peace*): A Safe Place

We are committed to welcoming all who seek to learn about and participate in Jewish life to our Bet Haverim (House of Friends), and to creating a haven for diverse thought, experience, and relationships.

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A Letter from the Co-Presidents

Elisabeth Dubin and Robin Kulakow

Another rewarding, successful and challenging year is in the books (at least in terms of the timing of our fiscal calendar)!

I've learned at least one thing from being on the CBH Board of Directors since 2017; each year will bring a myriad of unforeseeable events, and we can only hope that most of them confer benefits as opposed to difficulties. The past year has naturally brought both types of "gifts," as I'll share with you here if you read on...

As you can imagine, we are still basking in the glow of a successful rabbinic search process. You've heard me say it before so I won't hammer it home with too much force, but I could not be more pleased with our new clergy, **Rabbi Jeremy Simons** and **Rabbi Bess Wohlner**. I regard them so highly as friends, humans and scholars, and I also believe they represent the best *shidduch* we could have made between a congregation and its religious leadership.

Given that the seeking and hiring of our rabbis technically happened during the last fiscal year, I will now focus on the experience of working with and learning from them this year! I believe the Board, as well as our Board Committees, can pat ourselves on the back for a highly collaborative year. **Robin Kulakow**, CBH Co-president, and I participated with our rabbis in the [URI Shallat Seminar](#) earlier this year. This was a workshop designed to help congregations in the first year of a transition in religious leadership, and it invited clergy and presidents from about fifteen congregations nationwide who had welcomed new rabbis this year.

What we all realized during this seminar was that we were ahead of the game relative to the other reform congregations we had joined for the online experience. Other lay leaders and clergy expressed various frustrations with each other during our breakout sessions, saying that they felt unseen or unheard by their leadership partners and wishing for more open and receptive lines of communication. Unlike those other teams, the CBH leaders and rabbis expressed optimism and the desire to grow together and to continue to help support each other's efforts. I was quite overcome by a sense of gratitude and by the certainty that, although our lay leaders and clergy may occasionally experience frustrations over budget shortfalls or over the desire for change to happen faster, we possess the gift of true collegiality and the sense that we will eventually get there, together. We trust each other, and that may be an uncommon thing.

This past year saw other transitions as well; although **Gan Haverim Preschool** has struggled with maintaining strong and cohesive leadership over the past several years, we feel fortunate to have discovered a gem among our lead teachers. Earlier this year we welcomed **Jennifer Heath**, first as an interim and now as a settled **Preschool Director**. If you haven't had a chance to meet Jen yet, you'll soon see why she instills so much confidence; her competence and determination are apparent, as is her passion for building our program and making sure that Gan Haverim is a true "Garden of Friends" for our youngest Partners and community members.

Our office is also experiencing change! **Pia Spector**, our current Executive Director, is moving on to other opportunities and we are on the cusp of welcoming and onboarding a new professional in that role. (Since the agreements are not inked yet, you'll have to stay tuned for further detail!) Suffice it to say for now that the entire Board is excited about the opportunities this new professional will offer our CBH operations. Our longtime bookkeeper, **Wendy Haworth**, is being promoted to a salaried position with a wider set of opportunities and responsibilities, and we congratulate her and thank her for her dedicated and heartfelt service to CBH since 2016.

Finally, since I had the opportunity to assemble and lay out this *Annual Report*, I got the unexpected pleasure of reading the Director and Committee Reports in detail. I imagine many of you will skim the following materials with interest, but having read each word, I can say I'm very proud of the work of all our committees—particularly the newest ones, who've attacked their mandates with particular passion. These include the **Countering Antisemitism Committee** (CAS), the **Sustainability Task Force** (STF) and the **Diversity Equity and Inclusion** (DEI) Committee (which I'm told met not once but twice each month to accomplish their myriad goals). Our **Fund Development Committee** showed us what was missing before its existence: a methodical approach to coordinating our fundraising goals throughout the year and over longer periods of time.

Our long-standing committees have also shown up for work, as you'll read in the following pages. The **Security Committee** continues to work hard at obtaining grants and implementing projects towards safeguarding our campus—by the time you read this, you may have also read the summer update from the group explaining in detail where we stand with our security plans and projects. The **Education and Youth Committee** works so thoughtfully with **Ardyth Sokoler**, our Director of Education and Youth, to make our programs shine; we have a thriving Hebrew School and Religious School thanks to this successful collaboration. Our **Israel Haverim** and **Israel Peace Alternatives** groups often provide and/or co-sponsor meaningful programming, and the **Social Justice Committee** meets regularly to ensure that CBH works

ever harder toward community stewardship and the creation of a just world for all members of society. We thank the **Ritual Committee** for working with our rabbis to refine our religious observance, and our **Partnership Committee** for all its work in creating the “signature events” that brought us together for fun and fellowship all year!

Although we recently reached some amazing milestones (a new record of over 300 Partner units and a packed Religious School roster), I would be remiss if I didn’t leave you with a dose of honesty about the challenges we faced this year and the ones to come in the future.

It may simply come down to money. Each year it gets harder and harder to balance the budget given that the cost of doing business (in the form of payroll, benefits, facilities maintenance, products and contract labor for projects, security, etc.) will continue to go up faster than our ability to collect revenue based on our historic methods. We want so badly to give our staff and clergy adequate program budgets to truly make CBH a place of stimulation, friendship and engagement, but it’s hard not to pinch the pennies. We want to maintain and improve our campus with energy and accessibility upgrades, but these don’t come cheap. This challenge will continue apace as the cost of living increases in our area of the world, and we will struggle to balance the need to increase our income with the desire to remain a “hamish” congregation that doesn’t ask for money every time you show up. We will likely experiment with different solutions to the issue, and we hope you support and bear with us.

I am ending my two-year stint as co-president of CBH, and my esteemed colleague, **Robin Kulakow**, will become the President for the next year. I will still be on the Board for an additional year as the “Immediate Past President” whose job is to be advisory to leadership and to share in high-level strategy and planning. I also intend to focus once again on the project types that lured me into CBH leadership over a decade ago, namely facilities improvements, strategic planning, and campus master planning.

Thank you all for letting me learn and hone leadership skills in a “safe space” where I felt comfortable speaking my mind, relying on my own intuition, and leaning into certain discomforts. This is a hard job for reasons most Partners will thankfully never get to experience, and I don’t regret a minute of my service to this community. Here’s to our mutual future and on building it together!

Elisabeth Dubin, CBH Co-President
(and Robin Kulakow, CBH Co-President)

Rabbis' Message

Rabbi Jeremy Simons and Rabbi Bess Wohlner

It was just about a year ago that we arrived in California with our two children—one who had yet to take her first steps—and our temperamental German Shepherd (Rabbi Simons' favorite kind). We, too, were finding our footing, attempting to lay down deep roots as a family, and to begin a new chapter in our careers. Almost immediately, it became clear that we were beyond blessed to be chosen to serve *Congregation Bet Haverim*. We were welcomed with open arms, generous support through many personal and professional challenges, and a warmth and authenticity rare to find. Your families have become our family and we are most thankful that our family has become part of yours.

As we navigated our first year, we approached it with a sincere respect and curiosity partnered with a desire to learn some of the traditions of this community. Of course, much was new just by our mere presence here. We also strived to bring some new and renewed experiences, such as:

Mazel Tots! our new young family community. Through it we celebrate the rhythm of the Jewish calendar with our youngest ones, teach them to love Judaism, and help them know this synagogue as a second home. A huge thank you goes to the Mazel Tots! Steering Committee: Sasha Manesh, Sara Kadoch, and Jessica Mausner.

Coffee + Conversation is our informal connection time with congregants. Occurring on the third Wednesday of the month at 10:00am, we gather for coffee, tea, bagels and other treats for a chance to discuss personal stories connected to various Jewish themes. At its core, it is an opportunity to engage in conversation and get to know each others' stories and histories more deeply. It's easily become a highlight for your rabbis!

Memory Care Shabbat is a short and sweet musical Shabbat service specifically geared toward those in Memory and Dementia care and their caregivers or loved ones. We gather in our sanctuary at 3:00pm on the fifth Fridays of the month. Thank you to Bernie Guyer who brought this idea to us with the support of Meryl Rappaport and Joan Sublett.

Repro Shabbat, in partnership with the National Council of Jewish Women, engaged over 75 individuals. Our very own Dr. Mitchell Crenin, who serves a sacred role as a Complex Family Planning Specialist, shared his passion for Reproductive Justice. We continue to be so grateful for the Torah he shared that night.

Israel through El Al is Rabbi Simons' speciality. He shared his full curriculum with our high school students and taught a one session teaser for our adult community.

Pride Shabbat allowed us to celebrate the diversity of identities within our congregation and reaffirm our commitment to LGBTQ+ inclusion, both to our partners and the Davis community. We thank our DEI committee for their leadership and support of CBH's inclusion efforts.

As we look ahead to another year together, we want to share some previews of what we have in store:

High Holy Days 5784* - Our Contemporary services will indeed be contemporary. Thank you to all who donated to our Prayer Book Drive, enabling us to purchase 100 copies of *Mishkan HaNefesh*, the machzor of the Reform Movement. For our evening services, we will be joined by one of our movement's most highly regarded musicians, **Dan Nichols***. Ask any of our students who attend *Camp Newman* and they will explain why we cannot wait to introduce him to you. We have much more in store for Elul, the month preceding the High Holy Days, so stay tuned!

New Partner Shabbat - Save the date for Friday, October 27 as we welcome our newest partners and celebrate our entire congregation.

Learner's Shabbat - On Friday, November 10 we open our doors especially to our wider Davis community to teach them about Judaism, how we observe Shabbat, and to create connections. We hope you'll join us!

Exploring Judaism - In January, we'll begin a three-month course in Judaism for those raised Jewish, those who found Judaism later, Jewish-adjacent folks, and those who wish to convert.

Shabbat Tzedek* - *Dr. Martin Luther King Jr. Weekend* is also known as *Shabbat Tzedek*, the Justice Shabbat. This year we will welcome Artist-in-Residence, **Marisa Baggett**. She will offer various opportunities throughout the weekend and will help us create our very own [Tzedek Box](#).

L'taken Social Justice Seminar - This February, we will chaperone a group of 10th -12th graders to Washington DC. This program is designed to both expose participants to a variety of public policy issues and explore the Jewish values that inform the Reform Movement's advocacy around these issues.

Kirtan Rabbi* - Coming in April, **Rabbi Andrew Hahn, Ph.D.**, will share a variety of tools introducing Jewish Wisdom. Kirtan Rabbi's music is characterized by great energy, passion and melodic flow. We are very excited to welcome Reb Drew for a meaningful Shabbat of song.

We feel so blessed to have the opportunity to be part of Congregation Bet Haverim. We end our first year forever grateful for the warm welcome and support we have received by so many. We are so excited for the future, starting with the plans and programs outlined above. We hope you will join us and – if you haven't met us yet – please reach out so we can get to know you personally.

L'Shalom,

Rabbis Jeremy Simons & Bess Wohlner

**Look for opportunities to sponsor!*

Message from our Executive Director

Pia Sieroty Spector

There have been so many changes over the last twelve months at CBH, none of which could have been realized without the commitment, dedication, and hard work of the CBH Committees, volunteers, Board of Directors and the dedicated CBH staff. Thank you to everyone who supported the educational and ritual programs, fundraisers, the enhanced security, who helped make High Holy Days run smoothly, and helped to onboard our wonderful new rabbis.

There are several things I am very proud of: hiring a full time security guard, working hand in hand with the Davis police department, and re-opening the campus after the pandemic closure. I want to thank the Security Committee for supporting staff and partner trainings and for the myriad of campus safety improvements they instituted, as well as securing a new grant allowing CBH to upgrade safety protocols.

Thank you to our Gan Haverim Director, **Jennifer Heath**, who has brought renewed energy to Gan Haverim after a difficult three years of pivoting due to the pandemic. Thank you to our Office Manager, **Johanna Melnick**, and our Bookkeeper, **Wendy Haworth**, for going above and beyond to serve CBH partners as well as support administrative and communications improvements. Thank you to **Ardyth Sokoler**, our Director of Education and Youth, for continuing to build strong, welcoming and creative religious and Hebrew school programs, and a big Todah Rabah to **Rabbis Wohlner and Simons** who, in their first year, have supported the staff and seamlessly become part of who CBH is and are showing us how we can grow and where we can go.

As CBH moves into the 2023-2024 fiscal year, I won't be part of the staff. I am very happy to say that I have set the stage, with the support of the Board of Directors, for a new Executive Director. I know that many of the systems I have put in place as well as improvements to the facility, the staff and vendors, will all serve to help smooth the way for the new executive director and CBH as a whole in the coming years.

Pia Sieroty Spector, Executive Director

Treasurer's Report

Steve Fineberg, Treasurer

Greetings CBH Partners!

As my first year as CBH Treasurer comes to a close, I would like to reflect on the state of CBH finances and the directions we are heading financially.

CBH ended the year with good financial footing in terms of assets accumulated, despite facing some new and unexpected challenges. The **Finance Committee** has been actively tracking our current budget and preparing the new budget for 2023-24. We have analyzed financial reports, addressed unanticipated expenditures and revenue shortfalls, and provided financial guidance to CBH staff.

A significant portion of our time and energy was dedicated to developing the upcoming year's budget. The committee invested considerable effort into rationalizing and reducing the expenses in our proposed budget to the lowest reasonable number; we assessed fixed versus discretionary expenses and judiciously trimmed discretionary items where possible. The resulting Board-approved budget reflects the reality of escalating expenses.

The most notable increase in our expenses was due to the addition of full-time security. Additionally, inflationary pressures have increased costs across the board, particularly in payroll, personnel expenses, insurance, utilities, and more. To mitigate the impact of inflation, we have invested \$200,000 of unrestricted assets in low-risk Treasury Bonds in order to achieve a moderate return on a low-risk investment.

This year's work included analyzing cost and funding options for security, forecasting Gan Haverim's financial performance, collaborating with other committees on potential funding for a solar project, tracking security grants, developing donor and gift acceptance policies, updating our **Capital Replacement Study** assumptions, and more.

Despite operating at an overall net loss for the year and dipping into our unrestricted assets to meet a budget deficit, we have maintained a cushion of cash as well as an **Operating Reserve Fund**, and we have continued to fund a **Capital Replacement Fund** since its inception. We have yet to be able to fund a **Capital Improvement Fund**, so that is a future goal.

Finally, we have reason to believe we will be successful at receiving a substantial sum of money from the Federal Government in the form of what's called an [Employee Retention Tax Credit \(ERTC\)](#). The credit was designed to reward businesses who retained their employees during the bulk of the pandemic. The effort to claim the credit is in progress, thanks to the work of **Amy Abramson** and **Pia Spector**, and is very likely to result in a series of payments to CBH over the course of the next fiscal year; our hope is to use these to “repay” the assets we dipped into to cover the shortcomings from the current year.

I would like to express my gratitude to the Finance Committee members; we have met monthly or more, and Amy regularly collaborates with **Wendy Haworth** (CBH Bookkeeper) to address accounting issues and implement practices that improve the transparency and efficiency of our financial operations.

The Finance Committee remains committed to closely monitoring the evolving financial picture and making necessary budget modifications in the coming year. On behalf of the Finance Committee, I thank you for your ongoing support of our Bet Haverim community. If you have any questions or require additional information, please don't hesitate to contact me at treasurer@bethaverim.org.

Steve Fineberg

Committee members:

Steve Fineberg (Treasurer/Chair)

Elisabeth Dubin (board liaison)

Amy Abramson

Steven Folb

Steve Cohan

Michael Bobell

Laurel Hassid

Marjory Kaplan

Pia Spector (Executive Director)

Gan Haverim Director's Report

Jennifer Heath, Director

I began my position as Interim Director in February, 2023; prior to that, I was a Lead Teacher in the Redwood Classroom. In my early weeks serving as the Interim Director, my focus was to make sure that the school's daily operations complied with all licensing requirements. I made sure to look over staff and students' files to make sure they were maintained and in order. I also took courses I needed to fulfill my role as Director. I also promoted my Co-teacher, Eliza, from the Redwood Classroom to be our new Outreach Coordinator.

I had the pleasure of getting to know the Sunshine and Redwood families during this transition. It has always been a goal of mine to build more community within the school, so scheduling my first Director/parent meet-and-greet was an opportunity for me to create partnership amongst the families. I also started a weekly newsletter to update the parents on what is happening in our school. During this time, I have been grateful to partner with Rabbi Bess who has been a great mentor and shares the same vision in creating community within the school.

In April, I gratefully accepted promotion to the GH Director position. It has been so rewarding serving in this role, and I have great visions and hopes for the future of our program. I have been working closely with the Sunshine classroom to help guide and mentor best practices of Child Development inside the classroom. Sunshine has struggled with classroom management and maintaining a structured schedule, so I have devoted my time to being an extra support in the classroom. I model the expectations I have for the classroom for it to run smoothly and maintain consistency. I have provided thorough schedules for them to follow, including Student schedules as well as staff.

I also implemented an online app called *Brightwheel*. The app gives parents access to sign their child in and out, provides many features like emergency text alerts, student pictures during the day, diaper tracking, and napping updates.

During May, I incorporated themes in our program for each classroom. These themes are intentional and geared towards the needs of the students.

Overall, I would like to thank everyone for their support and guidance as I took on the Director position. I have enjoyed this new leadership role and am excited for all the great things to come.

Safety

- Locksmith installed deadbolts for evacuation safe areas
- Ropes purchased for door barrier locks in case of an emergency
- Purchased *Brightwheel* for emergency messaging system
- Put together emergency backpacks for each classroom
- Scheduled with the staff and participated in an active shooter training course
- Incorporated walking ropes for students to use in case of an emergency evacuation

Current Staffing

- We have 5 teachers
- Sunshine welcomed our new Teacher, Crystal Hernandez into the classroom
- Eliza continues to support administrative work and teach in the redwood classroom
- I would like to hire a full time Teacher for Redwood

Enrollment

- School wide enrollment is at 34
- I want to continue our small student-to-teacher ratio and not max out the program
- 3 students are starting in Redwood for the summer months only, with two students starting full time for the school year
- Sunshine is welcoming 1 student for the summer and 4 new students for the school year
- We now require existing families to register in July for the upcoming school year
- My goal is to enroll more families to reach the goal of 24 students in Sunshine
- Would like to see 16 students in Redwood

Parent outreach

- Weekly Newsletters
- *Brightwheel* updates
- Parent outreach group with Jen and Marita
- Classroom invites for Jewish holidays

Tours

Tours are still active but have slowed from previous months as we approach the summer.

Goals

- Graduation ceremony for Redwood
- Classroom photos
- Music together
- Community outreach opportunity
- Providing professional growth for all staff members
- Team building opportunities
- Bringing in more day-to-day Judaism through Curriculum
- Opportunities for parents to be present for fun occasions

Report from the Director of Education and Youth

Ardyth Sokoler, MAEd

Education & Youth Programs are grateful for another successful year filled with vibrant moments of learning and community building. This year, we welcomed 18 new families and 30 new children (including 4 siblings) to our programs. While enrollment in many synagogue supplemental programs has declined since the pandemic, we have reached record enrollment with 110 students in our Religious School.

A very special thank you to our dedicated teachers and madrichim for their dedication and hard work. Our teaching staff reflects a diverse group of professional educators, community members, parents, and enthusiastic college students. Our teaching staff continues to remain stable resulting in a strong sense of collaboration and community.

The goals for our Education & Youth Programs this year included fully returning to campus in spite of lingering pandemic concerns as well as integrating principles from *Responsive Classroom* such as strengthening community in each classroom and offering developmentally appropriate engaging Jewish learning experiences. We were delighted to be able to return to offering snacks during both Hebrew & Religious School (what is Jewish learning without challah and grape juice), cooking and food experiences in the classrooms, and field trip enrichment opportunities. Teachers and madrichim learned about *Responsive Classroom* and set personal growth goals during our four Teacher Madrichim Inservice sessions, led by Ardyth Sokoler and Kristi Link-Crosier.

Our amazing Education & Youth Committee supported our work with their goals of welcoming parents fully back on campus (something that we were not able to do last year due to pandemic restrictions), warmly welcoming new families, and strengthening the sense of community for all of our families. We were able to reestablish our Room Parent Program with each grade having a designated parent with the role of building community by inviting parents to gather for synagogue programs such as F3 Shabbat or holiday events as well as supporting strong communication and overall involvement.

One of our most joyful accomplishments this year was the full return of our Purim Carnival with over 150 children in attendance and strong support from teen, parent, and grandparent volunteers. We were delighted to offer a wide array of games and activities, all of our usual carnival food, and a fun-filled bubble show. Our Family Service featured a wonderful family

friendly Purim Spiel, organized and led by Rabbi Wohlner and Rabbi Simons. Thank you to everyone for your support and helping us to fill our campus with Purim joy, laughter, love, community, and blessings.

Some of the curriculum highlights from this year include our *Torah Alive* experiences in the kindergarten and first grade classes where the stories of Sefer Breisheet (Genesis) and Sefer Shemot (Exodus) come alive as students enjoy costumes and step into the main characters of our Torah stories then work together to create a class art project panel for their Torah Wall. In second grade, our students learned about Israeli artists including Hanoch Piven, Yitzchok Mouly, and Jordana Klein then had the opportunity to emulate their artistic styles in original creations. In third grade, our Israel learning continued through a STEM unit as students learn about the importance of marine biology related to Eilat, robotic engineering in Tel Aviv, and urban planning in Beer Sheva.

Our fourth grade students enjoyed baking challah and volunteering at Grace Garden as part of their *Min HaAretz* Jewish food curriculum. One of the highlights of our fifth grade life cycle curriculum was the opportunity that our students had to narrate the different rituals and elements of a Jewish wedding as Suzanne and Aaron Nitzkin (parents of fifth grade student Jack) officially renewed their wedding vows with Rabbi Simons officiating. Our sixth and seventh grade students along with some of their parents were honored to learn from Dr. Kathy Glatter as she shared her family's Holocaust story during our Holocaust Remembrance Ceremony.

Our seventh grade students selected mental health as the focus for their Tzedakah Project this year. As part of their curriculum, students participate in Jewish text study of potential topics, learn about the work of nonprofit organizations, and send requests for proposals to organizations working to support their focus area. This year, the students received proposals and had presentations from Amcha (an organization in Israel supporting Holocaust survivors), Jewish Queer Youth, Yolo Crisis Nursery, and The Long Short Road (a Jewish organization supporting children, teens, and families).

We continue to work on strengthening our Teen Programs including Keshet and Confirmation (middle and high school Jewish learning), Madrichim Program (teen leadership) and our DRTY youth group. Although we continue to have active teen involvement, we are working on rebuilding and increasing involvement following the pandemic. We are also in the process of assessing and enriching the curriculum for our Keshet class. Thank you to Rabbi Bess Wohlner and Rabbi Jeremy Simons for teaching Keshet and Confirmation this year, to Lexi Nicodemus for her work as Teen Engagement Coordinator (DRTY), and to Kristi Link-Crosier for her work with our Madrichim Program.

We are very proud of all that we have accomplished, grateful for the support of our CBH community, and excited for continued possibilities for growth in the coming year.

Thank you to our wonderful teachers and madrichim:

Kristi Link Crosier, Madrichim Coordinator
Lexi Nicodemus, Teen Engagement Coordinator

Lora Barrett, Kitah Alef Teacher
Yuval Tal, Kitah Alef Assistant Teacher
Liberty Schubert, Kitah Bet Teacher
Amanda Richman, Kitah Bet Madricha
Harriet Gadisman, Kitah Gimmel Teacher
Julliana Shaffer, Kitah Gimmel Madricha
Chani Oppenheim, Kitah Dalet Teacher
Dan Tennenbaum, Songleader
Amanda Pochter, Preschool Teacher
Hannah Leibert, Preschool Madricha
Amanda Richman, Preschool Madricha
Kristi Link-Crosier, K/1st Grade Teacher
Rivka Keith, K/1st Grade Assistant Teacher
Naomi Paskowitz, K/1 Madricha

Owen Guyer, K/1 Madrich
Chani Oppenheim, Second Grade Teacher
Jake Rabin, Second Grade Madrich
Leah Stark, Third Grade Teacher
Hannah Guyer, Third Grade Madricha
Isaac Adelstein, Third Grade Madrich
Ella Rappaport, Fourth Grade Teacher
Allison Scher, Fourth Grade Madricha
Hannah Applebaum, Fourth Grade Madricha
Megan Wallace, Fifth Grade Teacher
Julliana Shaffer, Fifth Grade Madricha
Seth Browner, Sixth Grade Teacher
Noah Stark, Seventh Grade Teacher
Django Nachmanoff, 6/7th Grade Madrich

A special thank you to our Room Parents:

Amy Nitta
Scott & Kristen Judson
Elizabeth Griswold
Dana Goswick
Abigail Fruzza
Eleanor Curry
Hannah Mertens
Liz Bader-Natal
Sarah Rabin

Our amazing Purim Carnival Committee:

Sam Applebaum (Chair)
Ari Bader-Natal
Lora Barrett
Mark Drabkin
Kristen Gong
Naomi Scher
Amy Shapiro
Joanna Stone
Jessica Tucker-Mohl

Education & Youth Committee (EYC)

Suzanne Nitzkin, Chair

This past year, the Education & Youth Committee prioritized in-person programming that facilitated community building and family engagement. Working closely with Ardyth Sokoler, the Director of Education & Youth (E&Y), we had a busy year with many wonderful programs for children, teens, and families. This included:

Welcoming New Families Initiative

Throughout the year, new families were welcomed into our Congregation and Religious School by being paired with a current family that helped them find their way into our community and guided them to programs and activities. This past year, we welcomed 18 new families and 30 new children (including 4 siblings) to our E&Y Programs. Our Religious School grew to its largest numbers ever with 110 enrolled students! A huge thank you goes to Ardyth Sokoler for creating and supporting this growth.

Welcome Back to Campus Event, September 18

Provided coffee and information table.

High Holy Days Programming for Families & Children

Supported a full return of in-person family programs for both Rosh Hashanah and Yom Kippur, including a joyful Erev Rosh Hashanah crafts program for younger children and a Yom Kippur Break the Fast family event at the park with Rabbi Seth Castleman.

Room Parent Information Meeting, October 16

After a few year hiatus, the EYC brought back our Room Parent Volunteer Program led by Naomi Scher and Jessica Tucker-Mohl. This program is an important avenue for bringing in over 10 new active volunteers into our E&Y Programs and future leaders of our CBH community.

Parent Back To School Gathering, October 30

Run by the EYC, parents were invited to learn about curriculum and programming from Ardyth, Rabbi Simons and Rabbi Wohlner.

F3 Support

Family First Friday Shabbat Greeters

Koffee Keshet

New this year, EYC created and hosted Sunday morning parent socials with coffee and nosh. They were a huge success! Thank you to Larry Rabin for making this happen.

Purim Carnival, March 12

For many kids it was their first full Purim Carnival and it was a blast! Our Purim Carnival was a huge success with more than 150 children in attendance and a campus bursting with Purim joy! We were thrilled to be able to offer a full slate of games and activities, a variety of delicious carnival food, and a well-received bubble show. Special thank you to Rabbi Wohlner and Rabbi Simons for organizing a family friendly Purim spiel during our Sunday Family Service. Tremendous thank you to the dedicated members of the Purim Carnival Committee listed in Ardyth's report above and an additional thank you to all the parents, grandparents, teachers, teens, and community members who participated with planning and preparations, volunteered at the event, and provided sponsorship support. Our campus was filled with Purim joy, laughter, love, community, and blessings!

B'nai Mitzvah Mentor Program

EYC members provided "lessons learned" support and personal mentorship to individual families as they planned for their services and events.

Davis Joint Unified School District (DJUSD) Advocacy

Continued to build our relationship and communication with Kate Snow, DJUSD Climate Coordinator, including organizing a meeting for CBH senior staff and board presidents to discuss how CBH and DJUSD can work together to improve, strengthen relationships and experiences for our Jewish families.

- Provided an "Excused Absence Sample Letter" for the High Holy Days for CBH families
- Supported families and facilitated meetings with DJUSD staff to respond to an increase in antisemitic incidents within our public schools
- Encouraged the accurate and timely posting of the "Calendar with Dates of Significance and Holidays" by DJUSD
- Supporting efforts on how antisemitism is discussed in the new 9th Grade Ethnic Studies Curriculum; thank you to Leah Hibel for her leadership with this

End of Year Teacher & Madrichim Appreciations

Organizing gifts for all of our amazing teachers and teen Madrichim.

Jewish Heritage Night at the A's Game, Tuesday, June 27 at 6:40pm

The EYC, Partnership Committee, and the Oakland A's would like to welcome CBH to the Coliseum for Jewish Heritage Night! Sit together with your CBH friends in our reserved section, and join with Bay Area Jewish groups for a pre-game celebration of Jewish Heritage. Each discounted \$40 ticket will include an A's branded Jewish Heritage hat, with partial proceeds benefiting local Jewish nonprofits. Thank you to Aron Katz for helping to make this happen! [Buy tickets online!](#)

Many of our families joined just before or during the pandemic, so providing them with experiences for the first time that strengthened their connection to CBH and our Jewish Community was our goal and we hope it was achieved! Thank you to Ardyth and all E&Y staff for helping our children and teens grow and learn over the past year. For more information about EYC or other Education & Youth volunteer opportunities, please contact Suzanne Nitzkin, Ardyth Sokoler, or any member of EYC.

Committee:

Suzanne Nitzkin, Chair (nitzkin@gmail.com)

Ardyth Sokoler, Director of Education & Youth

Sam Applebaum
Christoph Gumb
Kristen Gong
Ellie Payne
Larry Rabin
Amy Shapiro
Naomi Scher
Laurie Stillman (Board Liaison)
Jessica Tucker-Mohl

Diversity, Equity and Inclusion (DEI) Committee

Cynthia Goldberg and Ilana Golin, Co-chairs

The CBH Diversity, Equity, and Inclusion Committee was newly formed in 2022. Meetings began in July 2022 and we met twice a month for the first 10 months. Recently we have changed to meeting once a month as a complete group to leave time for small project based teams to meet as well. We began with Cynthia Goldberg as Chair but in April 2023 we added a co-chair, Ilana Golin.

The charge of this newly formed committee is the implementation of the [DEI Report](#) submitted and accepted by the CBH Board in May 2022. There are 40+ recommendations for how CBH can look internally at its own practices regarding inclusiveness and belonging in a diverse Jewish community. We selected several recommendations to work on as starting points and we worked to create a shared vision by creating a DEI committee mission statement.

In addition to the usual team-building discussion for any newly formed group, we have tried to make our work easy for CBH partners to know about. We are using our CBH DEI committee [webpage](#) to hold all documents we have created. We have also created a [group email address](#) for our own use and to offer partners an easy way to connect with us. (So far we have had a handful of emails, some with questions/ requests/concerns and others supporting our work.)

In October 2022, we completed our first project which was to draft a *DEI Statement* for the Board to approve and to be used to guide our growth as a place where everyone who wants to be here feels they belong.

In January 2023 we rolled out a document called *Come As You Are- Know You Belong*. This summarized our congregational commitment to responding to a wide and diverse range of ways folks connect to their Jewishness as well as a commitment to collaborate on future changes to ensure each person knows they are valued.

Beginning in January, our “Communications Small Team” began rolling out monthly messages (also placed on our webpage) regarding general DEI topics and information about the varied historically marginalized subgroups within our community (LGBTQIA Jews, Jews of Color, Jews with disabilities, and Jews in Interfaith families). Our idea was to provide an introduction to the concerns and resources on topics related to our work. These were coordinated with the office and usually distributed via the *Etone*; all are housed on our [DEI webpage](#).

DEI Nutshell Calendar 2023

September 2022 – Shabbat Shuvah (Sept 30) – DEI presentation as part of service

January 2023 – Come as you are- Know you belong. This is our DEI pledge.

February 2023- Jewish Disability Awareness and Inclusion Month

March 2023 – Passover- Welcoming the stranger

April 2023 – National Autism Awareness Month

May 2023 – Pride/LGBTQIA related

June 2023 – Jews of Color/Juneteenth and the Jewish community – to be published soon

Other Projects, summarized:

[Taste of Israel \(April 2023\)](#) - DEI created an Israeli Diversity Trivia quiz and staffed a table on the topic of diversity in Israel at this event.

[Mezuzah Project](#) - This goal has become much more complicated that it appeared on the surface. The original idea was to add additional lower-mounted mezuzot to allow children, disabled folks, shorter folks, etc., to be able to see and touch the mezuzot on important doorways. We have been slowed by extenuating factors, including cost. We are hoping to work through this goal by the coming High Holidays.

[Easy Shul/ Partner Profile](#) - We have a small team working with Pia on exploring the new *Easy Shul* software and how it captures useful (mostly demographic) information about partners. One consistent area of concern for us has been the current dearth of demographic information we have on our Partners that could be helpful in planning, programming, staffing, resource development, etc. We now have three intersecting/overlapping areas to work with- the *Easy Shul* questionnaire, the Partner Profile Forms that will be completed this summer, and an upcoming survey we will be implementing that comes from the Sacramento Jewish Federation to update the profile of the entire Sacramento regional Jewish community.

[Welcoming Each Other at CBH](#) - A [two-page handout](#) that offers ideas on how to greet and meet new people in a way that is respectful and avoids microaggressions. This is just being shared now and will be used in the HHD greeter training for this fall. It will be shared with staff, committee chairs, leadership, and educators to share with their various groups.

The DEI Committee is: Cynthia Goldberg (co-chair), Allison Goldsmith, Ilana Golin (co-chair), Gil Mohtes-Chan, Lori Raineri, Mitch Singer, Bob Smith, and Laurie Stillman.

Partnership Committee

Bonnie Berman and Eliana Kaimowitz, Co-Chairs

The Partnership Committee practices “Audacious Hospitality” in our support of current partners and outreaches to all who wish to strengthen connections amongst our Jewish community.

Audacious Hospitality is the Reform Jewish Movement’s approach to creating a sense of belonging with a focused effort on Racial Equity, Diversity and Inclusion. We also support efforts through subcommittees, such as the Caring Committee, Mitzvah Meals, etc.

This year we redefined our mission to focus on providing cross-generational events with seasonal themes designed to be outreach opportunities and touch points with current and potential Partners. As CBH welcomed a record number of Partners this year, we delivered welcome bags to new households and created official CBH Name Tags for new Partners as well as for our many b’nai mitzvah youth. In our ambassador role, we also reached out by phone and email to invite new partners to quarterly community-wide “Signature Events” and ensured they are signed up for our eTone newsletter.

Our committee held four very successful Signature Events designed to be accessible multi-generational community builders open to all. These events included a Summer Picnic in the park, Fall Sukkot Food Truck evening, Winter Hanukkah Hike around the greenbelt, and a Spring Taste of Israel gathering just this April. The events were all well attended and we received feedback that participants enjoyed these activities. We look forward to higher attendance as word spreads about the events going forward.

We want to highlight the individual efforts of Danielle Newberry, a long-time Partnership Committee member, who was instrumental in creating a Young Family Havurah this last Fall. If you would like to join a havurah, please contact Danielle (danielle@dcn.org)

Our committee is small and mighty. We hope to be able to increase the number of activities, events, and programming we use to support stronger connections in the community. We invite anyone interested in building community to join us. If you have any questions about the Partnership Committee please contact Eliana (eliana.kaimowitz@gmail.com), or Bonnie (bonnieberman@yahoo.com).

Committee members: Eliana Kiamowitz (Co-Chair), Bonnie Berman (Co-Chair), Danielle Newberry, Diann Kramer, Allison Goldsmith, Carla Levin

Security Committee

Carol Darwish, Chair

In 2022, the Security Committee secured \$150,000 in federal grant monies in the form of a Nonprofit Security Grant Program award to implement security infrastructure. The grant, once we are given the approval to disburse funds, will provide fencing and driveway gates on Anderson Blvd, as well as bollards and landscape boulders to prevent vehicle intrusion. We have contracted with a local consultant for the administration of the grant, to be paid from the grant monies.

We also applied for state grant funding in the form of the 2022 CSNSGP (California State Nonprofit Security Grant Program) for additional upgrades to the campus, but unfortunately did not receive an award that year. Still, the Committee plans to resubmit the application in 2023 to the state and, if needed, in 2023 to the federal program. This application includes upgraded camera and surveillance equipment, new secure entry door with intercom for the office, a new fence and coded gate at Gan Haverim, replacement non-climbable fencing around the parking lot, and a portion of funding dedicated to paying for contract security guard(s).

CBH has employed an unarmed Security Guard on the campus since Fall 2022. The committee provided feedback on the location of the guard during the beginning and end of services. In addition, the committee advised the posting of his phone number to be used in case of emergency.

We met with an expert from Hillel who provided general feedback to security measures on the campus not discussed in the *Vulnerability Assessment (VA)* from 2022. We met with the new director of Gan Haverim, consulted on the implementation of safe rooms, and provided feedback to ED for the installation of additional locks to the areas to be used for safe rooms. We purchased straps and locking mechanisms for the preschool classroom doors.

We provided feedback to the ED for the installation of locks on the electrical panels on the campus, per our VA recommendations. We provided feedback to ED for the securing of the door to the choir loft, which was completed. We conducted assessments of the camera system and campus doors.

We commissioned the crafting of new signs for our buildings by local volunteer Richard Berry to label the buildings (classrooms, Social Hall, Office, Sanctuary) to permit easier navigation of our

campus by emergency personnel as recommended by the 2022 VA. *No Trespassing* signs were installed on the campus to address issues with unhoused people on campus.

Circulation paths at egress doors behind the ark were cleared, and visible labeling with signage and tape in the area were installed to decrease the chances of re-accumulation of obstacles.

We installed emergency “stop-the-bleed” kits in the Office, Social Hall, and Sanctuary on the walls and placed smaller kits in both preschool classrooms. Per our recommendations, our ED has purchased *Narcan*, which is now available on the campus in the first aid kit in the office to be used in case of an opioid overdose.

We held three in-person *Stop the Bleed* training opportunities for approximately 30 individuals provided by NorthBay Medical Center (Tyler Johnson) and UCD (Justin Singh). We promoted online training of *Situational Awareness* and *Active Shooter* training provided online by the *Secure Community Network*. In conjunction with the ED, we held an in-person training for staff and members on *Situational Awareness/Active Shooter Response (HighCom)* and Usher/Greeter training by Laurie Stillman and Shmuel Nightingale for over 75 individuals. We have secured a training opportunity with *Entry Point* for usher/greeter training for the 2023 High Holidays.

The Security Committee sponsored an Oneg in February 2023, providing set up/clean up/snacks.

Discussions throughout the year focused on policy development for armed security on campus during High Holidays, locking of Sanctuary doors during services, addressing Unhoused people on campus in coordination with Sandy (City of Davis Outreach Coordinator), grant funding application and collecting bids and estimates for work for projects listed under three grants.

Communications were sent out to the Partnership regarding the Security Survey results and we are in the early stage of planning a campus wide activity to discuss security and campus improvements.

Committee composition:

Michael Bobell

Alan Brownstein (until April 2023)

Carol Darwish (chair)

Elisabeth Dubin

Maurice Hollman

Shumel Nightingale

Jaime Ordonez

Shannah Whithaus

Additional attendees: Pia Spector, Rabbi Simons, Rabbi Wohlner

Israel Peace Alternatives (IPA)

Sarah Pattison, Chair

- October 20, 2022, co-sponsored presentation by Daniel Sokatch, CEO of the New Israel Fund, speaking about his book, "Can We Talk About Israel" at Cong. B'nai Israel (in person and virtual).
- Dec 3-6, 2022, publicized J Street national conference (virtual).
- January 18, 2023, presented Rabbi Jeremy Simons speaking on "Contemporary Israel Issues via El Al", co-sponsored with Israel Haverim (in person and virtual).
- February 14, 2023, presented Shira Ben-Sasson Furstenberg, Associate Director of New Israel Fund Israel: "The Struggle for Equality, Democracy and Religious Pluralism in Israel" (virtual).
- March 28, 2023, co-sponsored with Social Justice Committee a roundtable discussion of Thomas L. Friedman's recent column in the New York Times: "American Jews, You Have to Choose Sides on Israel" (in person and virtual).
- April 2023, posted on the IPA page of the CBH website: joint statement with Social Justice Committee: "Solidarity with Israelis for Justice and Equal Rights."
- April 21, 2023, co-sponsored Israel Shabbat at CBH with Israel Haverim, with speakers Tony Tanke and Shimrit Braun Kamin of the New Israel Fund (in person and virtual).
- May 3, 2023, co-sponsored presentation by Nadav Tamir, Executive Director of J Street Israel, "Israel's Crisis of Democracy" at Cong. B'nai Israel (in person and virtual).

Active IPA members this year: Sarah Pattison (chair), Tom Pattison, Douglas Walter, Diane Jacobs Moore, Walter Sherwood, Ernst L. Biberstein, Libby Renkin

Israel Haverim

Barry Klein and Tony Tanke, Co-Chairs

Israel Haverim is a CBH affinity group dedicated to promoting and supporting Israel as a Jewish homeland and spiritual and cultural anchor of Jewish life. This past year we co-sponsored events, lectures, and other activities related to our support of Israel. These included Israel Independence Day and Holocaust Memorial Day events with other CBH groups, together with Hillel of Davis and Sacramento and with UC Davis Aggies for Israel and Davis Faculty for Israel. We are also leaders in the fight against antisemitism in our community and nationwide.

Ritual Committee

Mark Joske, Chair

The Ritual Committee has been actively working with our new Rabbis to ensure our members have the best possible spiritual experiences here at Bet Haverim. We continue to look for innovative ways to enhance everyone's experience.

What does the Ritual Committee do?

The Ritual Committee works as an advisory body to the Rabbis and helps develop policies for the rituals and observances of the synagogue, the promotion of such practices, and the enhancement of the values of Jewish living.

Typical functions include but are not limited to: ensuring major holidays are properly observed, especially High Holidays; keeping the campus Kashrut policy; reviewing and suggesting appropriate prayer books; and looking for and implementing ways of enriching services to attract more participants. The committee also may work in partnership with the Education and Youth Committee or the Adult Education Committee on issues that may overlap.

This year we handled questions regarding how best to hold services (virtual only, hybrid or in-person only). Hybrid seems to be the best way to reach most participants even as we begin to put COVID in the rearview mirror. Last year's trial Photography Policy for B'nai Mitzvahs was extended and we discussed potential Bimah policies for wearing a Tallit for an Aliyah as well as reserving the first Aliyah for a community member during a B'nai Mitzvah. The committee also brought more order to start times for Friday night services due to ongoing confusion that continued to result in some showing up early or missing the service.

I encourage anyone who has interests in these items to join us and add your voice to these discussions. We would love to have as wide a representation as possible so that we can best meet the needs of our community.

Members: Merry Draffan, Ken Firestein (board liaison), Mark Joske, Roy Kaplan, Virginia Lantry, Shmuel Nightingale, Hallie Morrow, Eileen Spoth

Social Justice Committee

Roy Kaplan, Chair

2021-2023 Focus Areas

Immigrant Justice

Partnered with 3 churches SJC and CBH sponsored an Afghan family of 6 who came to Sacramento as part of a World Relief sponsored Interfaith Group Neighbor Team. CBH Partners have donated items to furnish the apartment and cash donations to help with the apartment.

Housing

SJC has supported Vera Sandronsky in her work with the Interfaith Housing Alliance working towards more affordable housing in Davis. Participates in Celebration of Abraham and Interfaith Housing Group “Rock the Block” for home repairs.

Cosponsored event Nov. 17 with Leah Rothstein on Housing Justice.

Environmental Justice

Supported CBH Sustainability Taskforce and marched with High School students on walks for climate change.

Religious Action Committee (RAC CA)

Actively supporting Climate Tzedek project, a multiyear advocacy for various climate related bills coming to our legislature.

Food Insecurity

Cosponsored with Hillel a food and winter clothing drive. Supported Heart of Davis efforts to assist unhoused with food.

Antisemitism

Encouraged CBH Board to develop the Countering Antisemitism Committee to be an active “pro-semitic” voice in Yolo County and reach out to other groups and faith communities on the issue of antisemitism.

Meets monthly on 4th Wed a 7 on zoom, ALL ARE WELCOME

Committee members: Roy Kaplan (chair), Alan Brownstein, Ken Firestein, Cynthia Goldberg, Marc Schenker, Walt Sherwood, Vera Sandronsky, Michael Hirsch, Nancy Lazarus, John Katonah, Steve Jacobs, Dianne Moore, Johannes Troost

Sustainability Task Force (STF)

Johannes Troost, Chair

*You are not obligated to complete the work, but neither are you free to desist from it (2:21).
— Pirkei Avot, Mishnah*

Mission

Man-made climate change presents an existential crisis that continues to alter the existing habitats of life on the planet. It leads directly to resource scarcity which affects poor and undeveloped regions first but also doesn't spare the affluent, Western world of which we are a part. Resource scarcity leads to civil conflict, war and chaos. As Jews, we are commanded to both prevent new and repair the existing damage.

The Sustainability Task Force develops and improves our ongoing action response to address the climate emergency. The STF's mandate is to:

- Plan projects and policies to reduce our CBH Campus carbon footprint and bring them to the Board for approval and implementation
- Highlight said projects and policies in our educational programs to inspire our young people by modeling positive action in the face of daunting realities
- Establish benchmarking methods to gauge progress toward these goals
- Consider ways to inspire partners to examine their individual behaviors when not on our campus (this is currently a secondary goal we'll tackle in the longer term)

The STF also specifically aims to promote the key elements of our faith that provide the moral and spiritual impetus to move us to action for sustainable living in face of Climate Change.

2021-2023 Goals

- Review CBH campus energy, water, and recycling practices that can be addressed by low or no cost actions to address the impacts of climate change
- Solicit, review, and assess bids for a campus wide CBH energy assessment and make action recommendations to the CBH Board of Directors
- Solicit, review, and assess bids for solar installation on the CBH campus, and make action recommendations to the CBH Board of Directors

2022-2023 Accomplishments

Campus Greening

October 2022, STF met with our rabbis to review the STF charter and discuss opportunities for engaging our congregation in efforts to reduce campus Greenhouse Gases (GHGs).

Collaboration with other faith and community organizations

- March 2023, Grace Garden: Rabbi Simons presided over a tree planting ceremony at Grace Garden at the Methodist Church across from CBH. Two orange trees were planted to commemorate the CBH partnership with the Church in promoting and sustaining a garden whose produce contributes to food security for Davis and Yolo County.
- April 2023, STF initiated and coordinated the *Trash Talk* Webinar for our congregation, which became a city-wide joint venture with the *Yolo Interfaith Alliance for Climate Justice*, the City of Davis, and *Cool Davis*. The purpose of the event was to provide households with an opportunity to learn more about new recycling laws, the City's recycling program, and sorting our recyclables into appropriate carts.

CBH Campus Energy Use Audit

- In 2022, STF created and implemented a plan to provide the CBH Board with recommendations for a campus wide energy audit.
- Solicited contractors, reviewed bids, presented recommendation to CBH Board
- Contract signed with Apollo Energy, work completed spring 2023
- Arranged for PG&E to conduct in-depth campus-wide energy audit and inventory; report will be presented to CBH in June, 2023
- Results will be compiled into a holistic view of campus energy use; we will then create an energy action plan for electrification and reduction of our energy consumption.

CBH Campus Solar Initiative

- Created and implemented a plan to provide the CBH Board with recommendations to install a photovoltaic array (solar panels) to reduce campus Greenhouse Gas (GHG) emissions and significantly improve our operational budget by reducing energy costs.
- Solicited contractors, reviewed bids, presented recommendation for a contract with Citadel Solar and Roofing, a well-rated contractor who also provided the lowest bid, to the CBH Board.
- Contract reviewed and approved by the CBH Board.
- Solar “interconnection” application was submitted to PG&E for project approval prior to April 14th 2023, the qualifying deadline for NEM (Net Energy Metering) 2.0 rates - in short, we obtained a significantly better rate structure for CBH for the next 20 years than if we had missed that deadline.
- PG&E has approved the application. Project start date pending final financing plan approval by the CBH Board of Directors.

Task Force Members: Mark Berman, Elisabeth Dubin (board liaison), Michael Hirsch, David Miller (z'l), Aaron Nitzkin, Walt Sherwood, Lynn Simon, Johannes Troost

Countering Antisemitism Committee (CAS)

Harriet Gadisman, Chair

Our mission is to counter antisemitism in its earliest stages as well as to respond to its virulent manifestations.

The CAS Committee of Congregation Bet Haverim was formed in 2022 in light of the dramatic increase in antisemitic incidents and hate crimes directed at Jews throughout the United States. Organizations like the Anti-Defamation League (ADL) have documented these crimes including acts of extreme violence and murder. It is difficult to forget the chants of neo Nazis and white Supremacists in Charlottesville, Virginia: “Jews will not replace us.” Our Partners are aware of this growing threat to our community’s well being as evidenced by these disturbing events.

Davis and Sacramento are not immune to these incidents. In late August, a large banner was hung over Highway 113 that read, “The Holocaust was an anti-white lie.” In early September a swastika was displayed in a classroom on the Sac State Campus as well as on J Street nearby. Swastikas were found in the bathrooms of Alder Hall (a residence hall on the UC Davis campus). More recently, Jewish students were harassed with “Heil Hitler” salutes and swastikas in Davis elementary schools, at Davis Senior High School, and in Sacramento State University classrooms. These are only a few examples.

Put simply, the Jewish community in Yolo County feels more vulnerable than it has in recent memory. Accordingly, CBH is taking steps we never thought we would have to take to provide security to our synagogue and families. We will be fencing our campus for the first time. We have hired security guards to patrol our sanctuary, offices, religious school and preschool. We have installed bright lighting so that our campus is safe at night.

The CAS Committee hopes to move beyond these direct security measures. Our goal is to connect with civic and religious groups throughout Yolo County to create a cultural soil in our community in which antisemitism cannot take root. We have so far presented to the Yolo County Courthouse Bench/Bar Committee, the newly forming Hate Free Davis Together group, and the Yolo County Ecumenical Ministry Group. We hope to meet with more groups to discuss who we are as Jews, why Jews feel vulnerable and threatened, and how our entire community can learn from each other and work together to prevent antisemitism from festering in and poisoning our society and polity.

We sponsored a teen event at CBH called *Being Jewish on a College Campus*, with a panel of five UCD Hillel Students who spoke about resources and services on a college campus, ways to find other Jewish students, celebrate holidays, and what to do in case of an antisemitic incident.

Our CAS Committee members are in continuing dialogue with members of the Davis Unified School District leadership, including Superintendent Matt Best, the Climate Coordinator Kate Snow, and the Interim Associate Superintendent of Instruction Troy Allen. We engage in our meetings on topics including the new Ethnic Studies curriculum and response to hate incidents. We also propose a positive curriculum related to Jews (beyond current Holocaust Education).

At our committee's request, 20 teachers have taken the ADL Anti-Bias training called *Breaking Down Bias*. DJUSD will also be hiring an Ethnic Studies coordinator who will work with us on creating a positive climate for Jewish, Black, and LGBTQ students in the Davis Schools.

Members:

Alan Brownstein, Harriet Gadisman (Chair and Board Liaison), Janet Meizel, David Siegel, Leah Hibel

Fund Development Committee

Bonnie Berman, Chair

This is the second year since the creation of the Fund Development Committee.

Our goals are 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 develop policies and procedures to support our efforts, and practice good stewardship of funds we receive and appropriately thank the donors who gave them.

Our updated *Fund Development Policy* was approved by the board. This built on last year's work, reviewing past policies we made 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. A final draft of the policy was passed in January 2023.

Promoting our *Life & Legacy Program* and educating partners about the ease with which they can revise their will or change the beneficiary on an IRA is an ongoing effort. We have enlisted our rabbi emeritus, Rabbi Greg, and he has been supportive and an active participant. Keep your eye out for more information about how you can safeguard CBH's future with a simple bequest.

We hope you've already contributed to our Spring Appeal! We are excited about generating 100% participation at CBH in our newest 'un-fundraiser.' Please show your support by making a donation! We are also involved in coordinating with the Sustainability Committee and Finance Committee on a new Solar Initiative that will make significant strides in CBH becoming a more sustainable campus and save significant energy costs each year. Attend our Annual Meeting June 11th to hear more about this effort.

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.

Members: Bonnie Berman (Chair) Marjory Kaplan, Jodi Liederman, Michael Bobell, Pia Spector