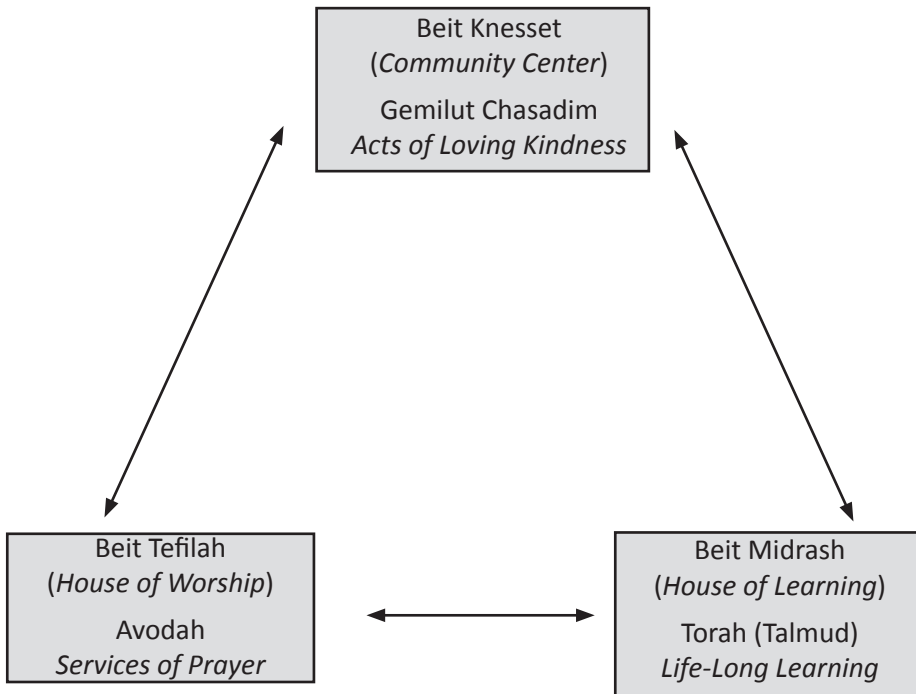


In closing...

The full, updated Tikvah 2020 document will be distributed to the congregation in March. It was, and continues to be, a community-wide process. We thank everyone for all the work that got us here and we count on your participation to shape our community's future.



Our vision of OZ in 2020 can be represented figuratively, as a set of structures that are interconnected and mutually reinforcing. Working together, these structures promise to nurture and sustain a vibrant Jewish community for future generations. The above image diagrams these structures.

Ohavi Zedek Synagogue


TIKVAH
2020
Building our Future

GOALS BOOKLET: Who We Are

January 2013

Where Everyone is Welcome!

At Our Heart...

Ohavi Zedek Synagogue is a vibrant, creative, egalitarian congregation where everyone is welcome. We strive to meet the worship, educational, and community needs of our members and neighbors, and to ensure that all members feel that they belong. Ohavi Zedek is Hebrew for "Lovers of Justice." We seek to live up to our name by recognizing that justice grows out of our values of loving-kindness, self-respect, and mutual support.

Our Mission

Judaism teaches the value of three aspects of our spiritual path: Torah, Avodah, and Gemilut Chasadim. At Ohavi Zedek, we bring these aspects into our worship, our study, and our role in the community.

- Talmud Torah, the study of Torah, is life-long learning. We respectfully engage the tradition of our sages and, together, shape it for our own time.
- Our Avodah, our devotion, is found in our celebration of Shabbat, the full range of festivals throughout the year, and in daily services.
- We support and strive towards Gemilut Chasadim, the sharing of loving-kindness. This is expressed through concrete programs, as well as through a standard of personal interaction. Everyone is welcome, including Jews of all backgrounds, as well as non-Jews partnered with Jews or those searching for a spiritual path.

One Synagogue, Three Houses

To fulfill our mission, we envision our synagogue as being a house of prayer (Beit Tefilah), a house of learning (Beit Midrash) and a community center (Beit Knesset).

Beit Tefilah (House of Prayer)

- We seek joyful, engaging and meaningful forms of prayer and meditation that meet the diverse needs of our community. We cherish the ancient Hebrew of our prayers and are committed to teaching the tradition as well as creating new forms of worship.
- We seek to increase the number of people attending our varied religious services:
 - Kabbalat Shabbat on Friday evening (including a folk service once a month)
 - Shabbat Morning Service
 - Shabbat-in-the-Round several times each year
 - Quarterly, family-friendly Shabbat morning services
 - Daily evening minyan

Beit Midrash (House of Learning)

- We seek to engage young families, teenagers, and adults in educational experiences that deepen their understanding of their own Judaism and its place in the larger world.
- We seek to help our Hebrew School students and their families develop love for and commitment to life-long Jewish practice and communal identification.
- We seek to strengthen the links between formal and informal Jewish education in the lives of our young people.
- We seek to promote lifelong learning through adult education that includes both

Jewish and secular topics, and promotes intergenerational connections.

Beit Knesset (Community Center)

- We seek to make OZ a social center that fosters friendships and joy between Jewish families, inclusivity for our elders, and opportunities for our youth to participate fully and equally as valued members of a caring community.
- As "lovers of justice," our goal is to be recognized as a center of social justice that fosters fairness and peace in relationships within the congregation, in the local community and beyond.
- We seek to deepen our ties to other religious organizations to create an interfaith presence in northern Vermont that realizes the values of our varied spiritual traditions.

Foundation

To achieve these goals within the three houses, we must further strengthen OZ's core relating to leadership, finances, and facilities. Within each of these three areas, we recognize the need to set ambitious yet achievable goals.

Our Goals for Leadership

- We aim to maintain vibrant, synergistic leadership by continuing to nurture a staff passionately committed to fulfilling the synagogue's mission.
- We seek to create and sustain a highly engaged board team that works closely with committee chairs and that inspires increased volunteer leadership and participation by the congregation.

- As our Senior Rabbi retires after 25 years of service, our goal is a careful rabbinic search and a smooth transition that actively involves the congregation.

Our Financial Goals

We seek fiscal sustainability and stability through:

- Growing our endowment and membership
- Finding additional revenue sources that fit within the framework of the three houses
- Balancing expenditures to revenues to help ensure opportunities to future generations.

Goals For Our Physical Home

- We will continue to improve the physical condition of the synagogue building, with emphasis on creating a state-of-the-art kosher kitchen and new classroom space.
- We will create a process that determines future use of the undeveloped land to the east and north of the building. This will involve determining the future of Fern Hill Senior Living Center which will revert to Ohavi Zedek's ownership after our contract with HUD ends in 2020.

Our vision of Ohavi Zedek in 2020 can be represented figuratively, as a set of structures that are interconnected and mutually reinforcing. Working together, these structures promise to nurture and sustain a vibrant Jewish community for future generations. See next page.