

TAS Working Groups

Members and non-Jewish partners are encouraged to consider volunteering at TAS. Besides one-off opportunities, we also have Working Groups at TAS one can join that are tasked with carrying out the activities and undertakings that feed the ongoing health of the congregation. Working Groups are ongoing entities expected to work collaboratively to develop and implement a work plan and corresponding budget which must be approved by the management team board. They work more or less independently from the board and their Chairs are elected by the congregation at the Annual General Meeting.

Here are the working groups at TAS:

Bikkur Cholim (Caring)

This working group works closely with the Clergy to outline the responsibilities of a Bikkur Cholim working group, define clear lines of communication to and from the Rabbi, and a method to track any and all contacts with the sick and the homebound.

A Bikkur Cholim working group is an essential component of our sense of community and its members' well-being and feeling cared for during times of need. The group is tasked with ensuring that a mechanism is put in place to ensure that people who are ill in the hospital or hospice or are homebound are receiving phone calls, in-person visits and support.

Clergy Liaison

The Clergy Liaison Working Group serves as a liaison between the Board and the Clergy as well as, to make the Clergy aware of any issues that they may not normally be aware of, as well as, to prioritize duties as seen by this group or the Board. The Clergy Liaison Working Group meets regularly to ensure and promote an open line of communication regarding expectations to and from the Clergy. If no issues are pressing, the group will meet at least twice a year.

Education

The Education working group has historically been the group that evaluated and drove policies on Education at Temple Anshe Sholom. By working with the Rabbi and Educator, this group identifies curriculum and programs that inform and help congregants express their Judaism in some capacity.

The group is committed to raising Reform Jews whose identity is firmly grounded in Torah and Jewish texts and connected to Israel, our history, culture, language and traditions. The group may look at potential changes to curriculum, policies, fee structures, salaries, timelines, and eligibility of students and structure of the Religious School program. We engage in outreach and creative ways to attract new families to our Religious School. Fundraising has also become an ongoing focus.

Social Action

This working group undertakes projects and other activities that enhance the welfare of society, both Jewish and Non-Jewish. This working group performs actions of Tikkun Olam.

Succession Planning

The Succession Planning working group focuses on the identification, development and mentoring of *leadership and governance skills* among the Temple's volunteer members serving on the Board of Trustees and the Working Groups and Task Forces. By intentionally cultivating leadership, TAS is investing in today's and tomorrow's leaders, using the new governance model (2019) as a framework for building members' confidence and support for aspirational leadership at TAS.

This group requires members with expertise in technical skills and soft skills plus experience in training, team building, mentoring, etc. so consultants (defined here as a part of a family unit who is a non-Jewish partner) are also welcome and encouraged to serve on this working group but voting is reserved for members only.

Membership

The purpose of the Working Group is to oversee the dues commitment structure for new and existing members, develop a marketing campaign(s) including social media and manage our welcoming introduction to new members.

Marketing & Income Generation

The Marketing and Income Generation working group is responsible for marketing the Temple's programs and services to members and to the Jewish community at large and to generate income for TAS through creative initiatives. Members consider the most appropriate marketing vehicles and channels and marketing messages to connect with audiences. The group creates on-going and one-off fundraising events, researches and identifies grants from appropriate foundations and creates in a robust planned giving strategy. This group approves and streamlines marketing and fundraising efforts by other Temple groups.

Finance & Budgeting

The role of the Budget and Finance working group is primarily to provide financial oversight for the Temple, which includes budgeting and financial planning, financial reporting, and the creation and monitoring of internal controls and accountability policies. The group has established the pricing procedure for space rentals to outside organizations; and monitors membership dues collection.

Ritual

This working group meets Task Force will meet from time to time at the request of the Rabbi to consider a variety of both broad and specific issues related to religious services and synagogue protocols.

The group offers guidance to the Temple's ritual leadership who seek to educate the congregation, and gauge its temperature on certain matters before instituting changes.

Building Maintenance (“House”)

The Building Maintenance working group is responsible for overseeing the maintenance of the Temple building and grounds including but not limited to conducting an annual audit of anticipated repairs and infrastructure upkeep; procuring estimates, selecting contractors and overseeing contracted work. The group systematically approaches each area of our building with a preventative maintenance plan that also identifies potential issues. By maintaining our external and internal infrastructure effectively, we can keep our occupants safe and healthy, which is the first priority of the group. All work supports our Capital Plan (building audit).

Cemetery

The Anshe Sholom Working Group provides oversight, maintains grounds and make decisions based on knowledge of burial laws and regulations and in accordance with the Reform Jewish faith. All procedures followed will be in accordance with the regulations as outlined by the Ontario Bereavement Association (OBA). The by-laws of Anshe Sholom Cemetery are reproduced in the Appendix form of the TAS bylaws 2022. To accomplish its goals, the Cemetery utilizes three separate accounts that are independent of the Temple’s operating account and, to some degree, fall under the Provincial Cemetery Act.

Israel Engagement (inactive)

The purpose of the Israel Engagement working group is to educate the Temple Community about Zionism and Israel; cultivate an enduring love of Israel and a commitment to its well-being and; liaise with ARZA Canada ensure that the temple community is fully engaged in their work.