**Inclusion of People with Disabilities at Temple Sinai**

**Strategic Plan**

**March 2016**

**Our VIsion**

At Temple Sinai we work with people and not for them. We do everything we can so that people can come to any program or service that “tickles their fancy”. When people come to Temple Sinai they can get everywhere in the building and can hear everything that is being said. We have an inclusion fund in place to support accommodations as they are needed. All participants at temple activities are encouraged to share with us their accommodation needs. All of our children have a meaningful B’nei Mitzvah experience. We reach out to others when a member becomes disabled or a member adds a disabled child to his/her family. As a result of our work, Temple Sinai is a leader in the inclusion movement.

**Strengths We Build On:**

* Enthusiasm, creativity, vibrancy and sensitivity of congregants
* Amazing, focused clergy
* Long-standing culture of acceptance
* Great outreach to members by our B’racha and Membership Coordinator

**Our Aims for 1 Year from Now:**

* Every Mostly Musical service includes invitations, ASL interpreter, quieter service option (if needed)
* Survey of members to identify disability-related completed
* Possibility of Inclusion Fund has been discussed with Development Committee
* Transportation to all services provided to members who need it
* All staff, volunteers, clergy, religious school students have received training
* Parent-to-parent social network to disseminate info on disability resources established
* Technology, fidget toys incorporated into all services
* Communication plan completed and implemented [Includes statement about availability of accommodations is on all temple literature, Membership application asks for accommodation requests, regular information sharing using different temple communication streams]

**Our Aims for 6 Months from Now:**

* Discuss with WoTs the transportation needs of people with disabilities and ask them what support they can offer to solve this problem.
* Create survey to discover members disability-related needs
* Create statement about inclusion and accommodations to include in all temple literature
* Review training needs across the congregation: staff, clergy, educators, board, volunteers, congregants.
* Create list of potential Did-You-Know messages about inclusion for the newsletter
* Form a marketing/communications sub-committee to meet with Evelyn Pierce to develop a communications plan.
* Ask Neshama Center to take on the replication of the Sensory Sensitive Service so that we are offering it every month.

**Our Aims for 1 Month from Now:**

* Taskforce meeting scheduled
* More people representing a wider constituency are invited to participate in meeting
* Talk to Barry Rudel about potential grants
* Discuss assessment of “departments”
* Talk to Alison Karabin about ways to collaborate w/ JRS
* Assign people to take on different tasks:
  + Auditory
  + Rose Garden
  + Communications
  + Fund Development
  + Transportation plan
  + Religious School

**People already on-board to work on Task Force:**

Joan Stein

Mimi Botkin

Ellen Solomon

Anne Alter

Marsha Baumfield

Barbara Milch

Mike Gordon

Lisa Lederer

Mara Kaplan

Alison Karabin

Lynn Rubenson

Betsy Levine Brown

Nancy Glynn

Reesa Rosenthal

Delilah Picart

Terry Kennedy

Leonre Wisdiloe

Monica Cellio

**Members to ask to be more involved:**

Nancy Gale

Frank Schwarz

Deb Taylor

Rita Pollock

David Pollock

Kelly LaBelle

Lauren Coblenz

Evelyn Pierce

**Staff and Clergy that needs to be involved with the implementation of the plan:**

Rabbi Gibson

Rabbi Gorban

Canter Berman

Deborah Fidel

Barry Rudel

Judy Mahan

Debbie Haber

Marilee Glick

**People and organizations that we can reach out to outside of Temple**

Carol Tabas

Judy Cohen

Shelly Christensen

Joan Charleston

Ed Frim

Terry Steinberg

Edie Mensher URJ

Friendship Circle

Jamie Stern

Sheryl Grossman