

**CONGREGATION M'KOR HAYIM**  
**STATEMENT OF COMMITMENT TO**  
**URJ'S "AUDACIOUS HOSPITALITY" INITIATIVE**  
**DECEMBER 2021**

The home page of M'kor Hayim's website states:

*We support the Union for Reform Judaism's Audacious Hospitality initiative which advocates a Judaism that is inclusive and reflective of a wide range of identities through a focus on Diversity, Equity, and Inclusion (DEI).*

In addition, the revised bylaws of M'kor Hayim begin with a preamble that includes this statement:

*Congregation M'kor Hayim is a Reform Jewish community that is welcoming and celebrates the diversity of modern Judaism by building an inclusive community, accepting members as they are, and encouraging personal growth through worship services, programs, and activities.*

To demonstrate our support for DEI, the Board of Directors commits to the following actions and perspectives:

**Audacious Hospitality (General)**

1. We see all gatherings as opportunities to connect community members and build relationships with one another.
2. The Membership/Welcome Committee makes sure new members know about all programs/services offered through our community and asks if there are any accommodations they need to fully participate.
3. Members of the board reach out to each member (both new and long-term) once a year to check in on them personally and to ask about any needed accommodations.
4. We strategically engage members from a variety of backgrounds to become involved as volunteers, Torah readers, program chairs, board members, etc.

**Interfaith Families and the Exploration of Judaism**

5. We explicitly welcome interfaith families and those who are new to Judaism on our website, in electronic communications, and on social media.
6. Ice breaker questions, such as those used at the beginning of a program or service, acknowledge that members or attendees may not have been born Jewish or may be part of a Jewish family but are not Jewish themselves.
7. We provide information about each Jewish holiday, with suggestions for how to celebrate.
8. We invite Jewish-adjacent individuals (people who are not Jewish but are in families or relationships with Jewish people) and those who are new to Judaism to share their stories, such as on a panel that highlights different religions or during programs or services.

### **Embracing Racial and Ethnic Diversity**

9. Our website welcomes Jews of all races and ethnicities.
10. We hold ongoing discussions and trainings about racial and ethnic diversity, white privilege and racial justice.
11. We incorporate traditions from global Jewish communities (e.g., Sephardic and Mizrahi) in our services and celebrations

### **LGBTQ+ Inclusion**

12. We clearly and warmly welcome those of us who are LGBTQ+ into our community.
13. We reach out to and have created partnerships with LGBTQ+ organizations in our community as programming partners.
14. LGBTQ+ members are given the opportunity to share their stories in our community's programs.

### **Disabilities Inclusion and Accessibility**

15. Our leaders are sensitive to the fact that disabilities may be visible or invisible, permanent or temporary, and be present from birth or develop later in life.
16. We discuss both existing and new ways we can make our congregation inclusive to those of us with disabilities.
17. Our speakers use a microphone when/if needed, even if they think they have a loud voice, and require participants to do the same when speaking to the group.
18. When/if needed, visual materials are in a large font for those of us with visual impairments. We provide large-print siddurim.