

**Menschwork's Mission:** Menschwork, Inc. exists for the purpose of developing transformative program models, programs and resources that encourage men to take the bold, next steps in their journeys as empowered Jewish *mensch*s, men of spirit, compassion, integrity, dignity, responsibility and purpose in their families, communities and in the larger world.

**Menschwork's Core Values::**

- 1. Creating a Sacred Space**
- 2. Fostering Safety in Our Community**
- 3. Encouraging Our Growth as Jewish Men**
- 4. Making Diversity Matter**
- 5. Mentoring of Leaders**
- 6. Creativity in Our Programming**

**1. Statement of Purpose:**

- a. These guidelines are intended to honor Shabbat and chaggim, and Jewish practices and rituals, in a spirit of inclusiveness for all.
- b. These guidelines are aspirational.
- c. These guidelines seek to promote development of general intentionality.
- d. Prayer minimum components (sections 5-7) are meant to provide a baseline for comfort while leaving room to be creative and innovative.

**2. Shabbat and Chag Observance**

- a. No Menschwork programming is to take place on Shabbat and chaggim unless programming is designed for and is informed by Shabbat or Chag values and practices, including:

The Yamim Noraim (Days of Awe):

- i. Rosh Hashanah – two days and
- ii. Yom Kippur

Chagim (Major and Minor Festivals) including:

- i. Sukkot – first two days;
- ii. Shemini Atzeret;
- iii. Simchat Torah;
- iv. Tu B'Shevat;
- v. Purim;
- vi. Passover - first two days and last two days (days 1, 2, 7, and 8);
- vii. Yom Hashoah;
- viii. Shavuot – two days; and
- ix. Tisha B'Av.

- b. Online/streamed services and programming is permissible when deemed necessary due to circumstances because not possible to have an in-person program. The process and participants should respect the intention and purpose of Shabbat. The program leader(s) should request that participants not use photography/screen shots and other electronic devices while online. Participants should endeavor to minimize use of extraneous technology even though the service may be online (for example, not checking email, doing work, etc.).
- c. In furtherance of the intention and purpose of Shabbat and Chag, telephone usage and photography should be avoided in public areas on Shabbat and Chag.
- d. The goal is to create deep relationships without trappings of modern life.

### **3. Kashrut**

- a. If food will be served at a Menschwork program or event, it must either be: a) Kosher (with a hechsher, no specific designations) or, alternatively, b) dairy and pareve. Food should have no treyf ingredients. It is aspirational that both facilities and food options should uphold high ethical standards and practices, which includes eco- and ethical kashrut considerations.

### **4. Single Service**

- a. There shall be single community and tefillah for religious services, whether it be Shabbat, Chag, or other service. This does not preclude creative opportunities as we nurture and develop the core service, which could include separate groups for segments of the service.

### **5. Friday Night Services**

- a. Friday night services should include the following minimum components:
  - i. Welcoming
  - ii. Candle lighting
  - iii. Kabbalat Shabbat (selection of songs)
  - iv. Ma'ariv
  - v. Kaddish
  - vi. Kiddush
  - vii. Closing
  - viii. Transition to following activity/event

### **6. Shabbat Morning Services**

- a. Shabbat morning services should include the following minimum core components:
  - i. Selection from birchat hashahar and psukei d'zmira
  - ii. Barechu/Call to Prayer
  - iii. Shema and blessings

- iv. Torah service (including a minimum of three aliyot, each with at least three lines)
- v. D'var Torah/Torah study (either separate from or part of the Torah service)
- vi. Mishbeirach
- vii. Inclusive version of the Amidah
- viii. Inclusive version of Aleinu
- ix. Kaddish
- x. Transition to following activity/event

**7. Other Religious Services**

- a. Programming should include “placeholder” services as applicable depending on day of week
  - i. Mincha
  - ii. Ma'ariv
  - iii. Havdalah
  - iv. Weekday Shacharit