Dear Gateways Friends,

We’re humbled and proud to present the story of qualifications, and expertise for the individual to Jewish community to establish clear attributes, stakeholders and partners in the Greater Boston process during which we reached out to our many CEO appointment was the culmination of a yearlong completed an extensive search for our new CEO. The During this same period, we launched and centers in the Greater Boston area and beyond. schools, afterschool programs, and early childhood development workshops for over 35 supplementary team of 44 teen volunteers, and hosting professional our Sunday and b’nei mitzvah programs, training a schools, educating local and non-local students in approximately 100 students across our local day for approximately 100 students across our local day educational settings. Even in the face of COVID, we were able to harness the dedication, creativity, and passion of our educators and collaborators to succeed in reaching our students. You’ll read in the coming pages how we transitioned our services from in-person to online, providing direct supports to our students with diverse learning needs can succeed in Jewish education. This process will enable us to hone our focus on a bold future, to continue our role as leaders in the movement to ensure a meaningful Jewish education for all learners, and to reaffirm our commitment to the Gateways mission. We look forward to sharing the Strategic Plan with you when it is completed, and welcome your participation as we tackle new challenges and pursue new opportunities on behalf of our community’s children.

This work wouldn’t be possible without you. We remain forever grateful.

In partnership,

MICHELLE S. ALKON
President, Board of Trustees

TAMAR DAVIS,
Chief Executive Officer

HONORING THE FIALKOW STERNBERG, FREISHTAT, HUGHES, KAPLAN WEISSKOPF, AND RUDERMAN FAMILIES

On November 24, 2019, over 400 members of our community came together in support of an inclusive Jewish community for our annual Sweet Sounds Celebration. The evening was a chance to honor the Fialkow Sternberg, Freishtat, Hughes, Kaplan Weisskopf, and Ruderman families, who, through many generations, have given of themselves in service to the Jewish community and to our broader society. Their enduring contributions live on in many of the institutions central to our Jewish communal life in Greater Boston.

Together, our community was able to look back on the storied history of Gateways through the eyes of these incredible families. Throughout the course of the evening, we reflected on five core values of gratitude, empathy, compassion, acceptance, and innovation. Each of our speakers told incredible and personal stories of these family values, the importance of acceptance and being seen, and how Gateways stands at the intersection of it all.

Dylan Freishtat, our youngest speaker and son of Trustee Ethan Freishtat, made a poignant point about the work we do. In detailing his discovery of his own disability, Dylan said, “Now that I have been on both sides, feeling I was perfectly normal before and then feeling lesser than, I now feel it is so important to make sure to include EVERYONE in our community.” Dylan’s observation neatly captures our work past, present, and future—to ensure that everyone, regardless of need or ability, is welcome in our community.
Programs

Gateways delivers dynamic Jewish education programs in a specialized, small-class setting for students with diverse learning needs ages 5-18. Programs include TAGG (Torah, Avodah, Gemilut Chasadim at Gateways), the B’nei Mitzvah Preparation Program, and Mitzvah Mensches Learning Lab. Mitzvah Mensches Learning Lab, a group for our post B’nei Mitzvah students, underwent a restructuring in 2019-2020, which helped to grow participation in the program.

RE-PLAINING THE ROAD TO B’NEI MITZVAH

Ethan’s Story
When the pandemic shut down schools last spring, Ethan’s mother was concerned that online learning wouldn’t work for him. However, when it became clear that we would not be going back in-person soon, she decided to take a chance and give Gateways Online B’nei Mitzvah classes a try. Through his own efforts and with the dedication of his tutor, Ethan flourished online, mastering his Torah portion and the blessings, and continuing to learn more prayers. Now, Ethan’s sessions with his Gateways tutor are full of joy, and his mom feels at ease knowing that, in-person or online, Ethan can prepare for his bar mitzvah with confidence.

Anna’s Story
When Anna’s sisters had meaningful bat mitzvah experiences at their synagogue, Anna’s family wanted the same for her and signed her up for Gateways. Anna joined our b’nei mitzvah class and soon excelled, successfully learning to read in Hebrew. When schools shut down last March, Anna’s Gateways team wanted to keep up this momentum and to ensure that she could continue to study without interruption. Anna thrives on consistency, so she began meeting with her Gateways teacher every Sunday morning at 9:30, at the same time she would normally be in class. With this framework in place, Anna has continued to read Hebrew, and is beginning to learn how to sing prayers and chant Torah as well. Her family can’t wait to see her follow in her sisters’ footsteps and stand proudly on the bimah.

Ziv’s Story
For Ziv, the shift to online learning was an unexpected gift. In-person b’nei mitzvah classes had sometimes been challenging for him after a long day at school, and being able to attend Gateways from the comfort of his own home eased Ziv’s anxiety and allowed him to focus on his preparation. He became more engaged in his lessons, beginning to smile and crack jokes. At the end of his sessions, he started telling his tutor, “I can stay on longer if you want!” The success of students like Ziv has inspired us to think creatively about how we can bring online learning techniques into the future of the Gateways b’nei mitzvah experience.

Jewish Education Programs

GATEWAYS ONLINE

To make the shift to Gateways Online during 2020 possible, our Jewish Education Program staff worked tirelessly to transform their physical materials into digital ones and to work collaboratively with all our families. Ultimately, every student who participated in Gateways’ Jewish Education programs in 2019-2020, whether in person or online, received high-quality, compassionate support, and joined in our caring community.

While no two Gateways b’nei mitzvah look the same, one thing they all share is the dedication of our staff, who work to provide every student with a rewarding and special b’nei mitzvah experience that is tailored to them. This commitment was more evident than ever in this past year, in which we celebrated four b’nei mitzvah, while successfully shifting our ongoing B’nei Mitzvah Program classes online.

THE SLIFKA DAY SCHOOL INCLUSION INITIATIVE

The 2019-2020 school year marked the third year of the Slifka Inclusion Initiative, a grant-funded project to provide students with significant learning and/or behavioral needs with the support required for them to successfully integrate into Jewish day schools. The two participating pilot schools are Solomon Schechter of Greater Boston and MetroWest Jewish Day School. When COVID-19 made remote learning a necessity, Gateways worked with educators at both schools to find creative ways to adapt their models of inclusive education to home learning environments for many different families. In this way, the Slifka Initiative was able to serve the whole school community, fulfilling its wider aim of fostering a school culture that welcomes inclusion and recognizes how it benefits all learners.

RESILIENCY AND RESHAPING OF DIRECT SERVICES

Despite unimaginable changes to what school has looked like in this past year, Gateways’ Day School Program has continued to provide direct support services in Jewish day schools, making it possible for children with diverse learning needs to access a Jewish education even in the midst of a pandemic. When COVID-19 shut down the day schools in March 2020, roughly 70% of students continued with support sessions remotely. Meanwhile, Gateways therapists participated in dozens of hours of additional training, seamlessly reshaping the way they provide supports.

EMMA’S STORY

After working with Emma*, a student at Rashi, for two years, Gateways speech-language pathologist Amy Freedman was suddenly forced to figure out how to continue her work remotely. Emma has language challenges, and often looks to the examples of her friends for cues about expectations in the classroom. With these cues abruptly gone, and new technologies in place, Emma now faced additional barriers to her learning, and her support team worried that her interventions would be less productive via teletherapy.

Emma’s team quickly began collaborating to restructure these supports, working gradually to adapt her to new systems. At first, Amy’s online sessions with Emma simply focused on helping her learn how to manage Google Meet and access classroom assignments. Then, Amy began working to reintroduce content. Once Emma’s team established these new systems, she flourished. There were unforeseen advantages to the remote structure, too. The flexibility of remote scheduling allowed Amy to hold sessions during Emma’s most productive times, even outside of the regular school day. In addition, Amy discovered that communications with Emma’s teachers about curriculum were more constructive, since many materials were posted online. Through the collaboration and creativity of her Gateways and day school teams, not only has Emma had all her language needs met this year, but she has gained important skills in additional areas, becoming a better self-advocate and a more independent learner.

*Name has been changed for privacy

This year, our therapists and learning specialists supported 100 students across seven day schools, providing a total of almost 4,000 hours of individualized and group support.
Peer Development Initiative

CELEBRATING THE VALUE OF INCLUSION

The Gateways Peer Development Initiative aims to build a more inclusive Jewish community where everyone feels a sense of belonging. These programs enable youth and teens to become champions of inclusion throughout our community.

Teen Volunteer Program

Every year, exceptional high school students from all around the Greater Boston area join our teen volunteer program, where they are trained to work directly with Gateways students as aides. In 2019-2020, 44 teen volunteers participated, receiving weekly training and supervision from Gateways staff. When our Jewish Education Programs moved online last spring, the teen volunteer program became especially crucial, as these phenomenal teens took on new responsibilities and provided comfort for students in the transition to online learning.

Jewish Teen Funders of Greater Boston (JTFGB)

In 2019-2020, Gateways and Hebrew College forged a new partnership that allowed neurodiverse students to participate together in an inclusive board for the local chapter of the Jewish Teen Foundation. This inclusive board, which met bi-monthly, chose to focus on gun violence prevention, raising over $7,000 for Sandy Hook Promise. As part of the innovation, Gateways is currently working with JTFGB staff and the national office of the Jewish Teen Foundation to draft a guide for other communities to replicate the inclusive board model.

Teen Madrichim

During 2019-2020, Gateways’ Teen Madrichim Program served educators from three supplemental Jewish schools, training them to empower high school aides at their schools to work with students with diverse learning styles. Through programs like these, Gateways continues to pursue our goal of spreading inclusive practices to all Jewish education settings.

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When the COVID-19 pandemic shut down schools in March 2020, teachers experienced a flurry of emotions, from denial, to confusion, to utter disbelief. But one common reaction that long-time educator and Prizmah leadership coach Jane Taubenfeld Cohen was hearing over and over again from teachers in her orbit was worry about how they would reach students with diverse learning needs. These are the students who already faced additional barriers to learning before the onset of a global pandemic. These are the very kids for whom Gateways exists. Jane reached out to Gateways to ask for help. Within days, Gateways staff began to collaborate with the Prizmah Center for Jewish Day Schools to develop a learning session that would provide educators with a host of strategies for inclusion and instruction in a remote context. The resulting webinar was a deeply collaborative endeavor that included a speech-language pathologist and behavioral specialist from Gateways and a local day school teacher. Each presenter spoke to the different academic and behavioral reasons students may struggle online and offered practical tips and tools to support student learning. The session was a success, with approximately 90 day school educators from the Greater Boston community and beyond in attendance. Gateways’ behavioral specialist was even asked to run a follow-up session for a school in Montreal.

More than anything, what the success of this webinar revealed was that one session would only begin to scratch the surface of this newfound and ongoing need. Gateways staff soon began working to extend these remote learning supports beyond the day schools, offering a webinar and multiple workshops geared towards supplementary school educators, and organizing communities of practice for supplemental school directors to share strategies. Gateways reached out to parents as well, coordinating a webinar and discussion in September on how parents can support their children’s learning at home. Ultimately, through our close ties to others in the local community and our flexible approach, Gateways was able to continue working to meet this professional development need over the rest of the year.

Gateways provided a total of 420 hours of coaching and trainings across 33 supplemental schools and 8 preschools in 2019-2020.
BUBBE, SABA, NONNA, GRANDPA, ABUELA: OUR NAMES ARE AS VARIED AS OUR GRANDPARENTING STYLES

A Gateways Grandparents Event

On February 3, 2020, Gateways convened an intimate group of grandparents at the home of former Gateways Trustee Arlene Bernstein. The event featured speakers Rabbi Laura Geller, author of Getting Good at Getting Older and one of the first women selected to lead a major metropolitan synagogue, and long-time Gateways supporter Dr. Ruth Nemzoff, author of Don’t Roll Your Eyes: Making In-Laws Into Family and Don’t Bite Your Tongue: How to Foster Rewarding Relationships With Your Adult Children. Rabbi Geller and Dr. Nemzoff led the group through an interactive discussion on how grandparenting today differs from in the past, and how grandparents can better balance their lifestyles with those of their children and grandchildren.

Our Parenting with Purpose Program entered its third year in 2019-2020, and included programming on the topics of reducing parenting stresses, with Carla Naumberg, PhD, and conscious parenting, with parent coach Cindy Kaplan. After our March event was cancelled due to the COVID-19 pandemic, Gateways organized a two-part series for June 2020, titled Parenting in a Pandemic, which featured speakers Dr. Nora Friedman and Dr. Benjamin Raby, who answered questions related to mental and physical health during COVID-19. As we move forward, Gateways is committed to continuing the Parenting with Purpose series and building connections among the parents in our community.

Parents & Grandparents

BUILDING A COMMUNITY OF PARENTS

A Gateways Parenting Speaker Series

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Above and left: In January 2020, community members gathered for a Parenting with Purpose workshop on conscious parenting, with parent coach Cindy Kaplan (above, left)
Gateways is proud to partner with day schools, community schools, preschools, and congregations throughout the New England region to help foster an inclusive Jewish community.

KEY PHILANTHROPIC PARTNERS:

- Schools & Partners

PARTICIPATING DAY SCHOOLS
- Ba’Al Yaaqov of Boston
- Epstein Hillel Academy of Gann Academy
- JCCS, Boston’s Jewish Community Day School
- Maimonides School
- MetroWest Jewish Day School
- New England Hebrew Academy
- Solomon Schechter Day School of Greater Boston
- Solomon Schechter Day School of West Hartford
- Striar Hebrew Academy of Sharon
- The Rashi School
- Torah Academy of Yeshiva of Brooklyn
- Yeshiva of Flatbush, Brooklyn, NY
- Jewish People’s and Peretz Schools, Montreal, Canada

PARTICIPATING COMMUNITY & CONGREGATIONAL JEWISH EDUCATION PROGRAMS
- Congregation Beth Elohim, Acton
- Beth El Temple Center, Belmont
- Temple Israel, Boston
- Temple Beth Zion, Brookline
- Temple Chabi Shalom, Brookline
- Kehal Braira Sunday School, Cambridge
- Kerem Shalom, Concord
- Temple Chayai Shalom, Easton
- Temple Etz Chaim, Franklin
- Temple Ahavat Achim, Gloucester
- Temple Beth Torah, Holliston
- Temple Isaiah, Lexington
- Temple Emanuel, Marblehead
- Temple Shalom, Medford
- Congregation Beth Shalom of the Blue Hills, Milton
- Temple Israel, Natick
- Temple Aliyah, Needham
- Ahavas Achim, Newburyport
- Congregation Dorshei Tzedek, Newton
- Keshet Newton, Newton
- Temple Emanuel, Newton
- Temple Shalom, Newton
- Temple Kol Tikvah, Sharon
- Temple Israel, Sharon
- Temple Sinai, Sharon
- Temple B’nai Brith, Somerville
- Keshet School, Somerville
- Congregation B’nai Torah, Sudbury
- Congregation Shirat Hayam, Swampscott
- Temple Emanuel, Wakefield
- Boston Area Jewish Education Program (BAJE)’s Waltham
- Temple Beth Israel, Waltham
- Congregation Or Aitd, Wayland
- Temple Beth David, Westwood
- Temple Shir Tikvah, Winchester
- Temple Tifereth Israel, Winthrop

PARTICIPATING JEWISH PRESCHOOLS & EARLY LEARNING CENTERS
- Temple Israel Early Learning Center, Boston
- Aleph-Bet Childcare, Cambridge
- Jewish Preschool of Lexington, Lexington
- Temple Emunah Preschool, Lexington
- Temple Israel Early Learning Center, Natick
- Temple Beth Shalom Early Learning Center, Needham
- Gan Aliyah, Needham
- Gan Shalom, Newton
- JCC Early Learning Center, Newton
- Nevavim at Keshet, Somerville
- Temple Shir Tikvah Preschool, Wayland
- Gan Elohim, Wellesley

We extend our sincere gratitude to those listed in this report who have chosen to support Gateways: Access to Jewish Education, including 100% of our Board members. This donor report is reflective of gifts made in FY20 (July 1, 2019 – June 30, 2020). We have made every effort to recognize our donors correctly. Please excuse any typos and omissions. Direct any corrections or concerns to development@jgateways.org.
Thank you for your generosity!
In a year of significant challenges across the community, Gateways carefully managed both assets and expenses to ensure that pandemic-related losses in revenue did not limit our ability to provide much-needed services.

**EXPENSES:**
- Program Service Expenses: 1,490,640 (64%)
- Fundraising Expenses: 413,174 (18%)
- Management & General Expenses: 420,328 (18%)
- Total Expenses: 2,324,142 (100%)

**REVENUES:**
- Program Service Revenues: 361,388 (18%)
- Fundraising Revenues: 1,178,602 (58%)
- CJP Support: 512,766 (25%)
- Investment & Other Revenues: (3,397) (0%)
- Total Revenues: 2,049,359 (100%)

**Net** *(274,783)*

*We were fortunate to receive a Paycheck Protection Program (PPP) loan in May 2020 to help offset these losses - the loan shows as a liability for FY20 but is expected to be fully forgiven within FY21.*

**THE GATEWAYS BOARD OF TRUSTEES 2019-2020**

Michelle S. Alkon, President
Nora Friedman, Chair, Education Advisory Committee
Dara Grossman, Clerk
Cindy Kaplan, Vice President, Development
Sasha Meyerson, Chair, Nominating Committee
Barbara Posnick, Vice President, Finance/Treasurer
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Ellie Shrage, Vice President, Governance
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Michal Pullman, Student Services Financial Administrator
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Rachel Sommer, Administrative Coordinator

Jenni Karp, Trustee
Debra Hellman, Trustee
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Jaimie Ballon, Learning Specialist
Zachary Barr, Tutor
Stephen Bober, Coach
Marla Colarusso, Coach
Miriam Diamond, Coach
Marlene Dodyk, Coach
Naomi Dreyer, Teacher
Miriam Fein, Learning Specialist

**YEAR-ROUND STAFF**

Mia Hyman, Educational and Behavioral Specialist
Elianna Mentzer, Communications Assistant

**FINANCIAL REPORT**

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