URJ ETHICS ACCOUNTABILITY TASK FORCE

The Task Force is charged with responsibility for oversight of the work to foster a culture of protection, accountability, responsibility, and safety in URJ work and program spaces. This includes implementation of the recommendations in the Ethics Report and collaborating with Movement partners to foster the same culture within all Reform Movement spaces.

Shelley Niceley Groff, Chair
Missy Johnson, URJ General Counsel & Vice President for People, Culture and Risk Management
Sara Charney
Liz Dunst
Michael Freidman
Bob Heller
Marisa Kaiser
Susan Friedberg Kalson
Robin Kosberg
Blair Marks
Ziva Raney
Hank Rouda
Steve Weitz

Work Teams have been formed under the auspices of the Task Force to focus on particular areas of work and activity. Important perspectives and experiences are reflected among the members of the work teams, including victim/survivors, clergy, congregational professionals, URJ North American Board members and other lay leaders, and individuals with varying experiences within the Movement.

CONGREGATIONS WORK TEAM

This team focuses on supporting congregations to foster a culture of accountability, respect and safety within congregations, including but not limited to development and adoption of congregation ethics codes.
CONGREGATIONS

Steve Weitz, Team Lead
Amy Asin, Staff Team Lead

Len Bates                Marisa Kaiser
Lisa Borowitz           Alyse Kirschen
Ruth Cohen              Rabbi Janet Liss
Michael Davis           Rabbi Jan Offel
Patti Dorsen            Sam Rubin
Gila Hadani             Cantor Elizabeth Sacks
Bob Heller

LAY LEADER EDUCATION/TRAINING/EXPECTATIONS WORK TEAM

This work team focus on educating and training the many cohorts of volunteers and lay leaders within the URJ, to enable them to fulfill their roles in fostering a culture of accountability, responsibility, and safety.

NAB/LAY LEADER TRAINING

Blair Marks, Team Lead
Kerry Leaf, Staff Team Lead

Mark Anshan               Jay Gellman
Marjorie Baron           Susan Longo
Janice Brumer            Riley Miner
Gina Drangel            Ziva Raney
Steve Fadem             Laurie Sobelman
Michael Freidman         Michelle Tandowsky
RESTORATIVE PROCESSES WORK TEAM

This team focuses on identifying, recommending, and overseeing the implementation of restorative and healing processes for victim/survivors, and includes *t'shuvah*.

**RESTORATIVE PROCESSES**

Robin Kosberg, Team Lead  
Rabbi Allie Fischman, Staff Team Lead  
Rabbi Julie Zupan, Staff *T'shuvah* Team Lead

Tom Abelson  
David Astrove  
Sara Charney  
Liz Dunst  
Susan Friedberg Kalson  
Rabbi Jason Nevarez

Lynn Ritvo  
Heidi Segal  
Maya Weinstein  
Jane Wishner  
Rabbi Marina Yergin

ACCOUNTABILITY PRACTICES WORK TEAM

This team partners on URJ strategy to ensure that accountability policies and protocols are effective, up-to-date, and aligned with cultivating a culture of accountability. They provide subject-matter expertise and serve as ambassadors for the URJ's culture of accountability for safety and protection for all.

**ACCOUNTABILITY PRACTICES**

Hank Rouda, Team Lead  
Missy Johnson, Staff Team Lead

Lois Nyren  
Dana Schurz  
Julie Walter