



Adat Shalom Welcomes All Jews, Regardless of Sexual Orientation or Gender Identity

1. Adat Shalom welcomes all Jews, regardless of their sexual orientation or gender identity, as full participants in all religious practices and in the entire community life of the congregation. We also welcome non-Jewish partners of members to fully participate in the life of the community either as members or as non-members, subject only to the limitations on participation in certain religious rituals set forth in the congregation's interfaith guidelines.
2. We invite gay, lesbian, bisexual and transgender (GLBT) members, whether single or as a couple, with or without children, to join our community, using the same membership categories applicable to all other members. Thus same sex couples, including interfaith couples, with or without minor children, are encouraged to join as a household with a family membership. One member of a couple may also join as an individual member. Single parent memberships are available for parents without partners. Associate memberships are available for those who concurrently maintain primary membership in another Jewish congregation.
3. Jewish GLBT members are encouraged to celebrate milestones in their lives, including anniversaries, by being called to the Torah for an aliyah. Adat Shalom celebrates with all members, gay or lesbian or bisexual or transgender or heterosexual, as their life cycle events are shared with the congregation.
4. We support our GLBT members who choose to sanctify their unions with commitment ceremonies. Prior to these ceremonies, couples are encouraged to celebrate an aufruf with the community at Shabbat services.
5. All members and their children are entitled to the services of Adat Shalom's full time clergy for the purpose of sanctifying their commitment ceremonies or weddings on an equal basis. In determining whether to perform the ceremony, the clergy will utilize the same criteria for same-sex commitment ceremonies and heterosexual weddings.
6. All rules governing use of facilities and rentals apply equally to commitment ceremonies and weddings.
7. All GLBT members who adopt or give birth to children are encouraged to bring their children into the Jewish covenant through public rites of Brit Milah for boys and Simchat Bat for girls. Our congregation celebrates public covenant ceremonies during Shabbat service for both boys and girls.

8. Adat Shalom is committed to making the Torah School a welcoming and comfortable environment for children of non-traditional families. We commit ourselves to educating the children in our Torah School in a way that fosters acceptance of diversity. All programming in the Torah School, for both children and families, would carry the same expectations and privileges for participation and involvement for GLBT families and heterosexual families.

9. Adat Shalom is an adjunct member of the [World Congress of Lesbian, Gay, Bisexual and Transgender Jews \(WCGLBTJ\)](#). This membership is a sign of Adat Shalom's commitment and support for equality and security for GLBT Jews worldwide, as well as in our community.

* Full participation in religious practices includes but is not limited to being counted in a minyan, leading services, chanting from the Torah and Haftarah, performing all Torah honors including aliyot, and offering divrei torah and divrei chinuch (every Jewish member is encouraged to utilize the synagogue's resources in gaining the skills needed for these aspects of Jewish religious life).

Full participation in the community life of the congregation includes but is not limited to participation in all community events, membership on committees and in affinity groups, volunteer positions and leadership roles for special events, chairing committees, teaching both in the adult education and child education programs, Board membership, and serving as a congregational officer.