



# Network of Jewish Human Service Agencies (NJHSA) (Paramus, NJ) Climate Action Plan 2025

## Contact Information:

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## 2025 Climate Action Plan Submitted by:

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## Organization Stats:

How many people total does your organization engage over the course of a year?	<b>4000</b>
Are you planning to renovate or engage in new construction in the next 3 years?	<i>Not Applicable (we rent)</i>
How many buildings does your organization rent or own?	<b>1</b>

## Source Clean Electricity

### What actions have you taken, and/or are you going to take, to source clean electricity?

We installed a photovoltaic (PV) solar array.	<i>Not applicable</i>
We installed another form of onsite renewable energy production.	<i>Not applicable</i>
We installed onsite backup battery for electrical storage.	<i>Not applicable</i>
We purchased clean electricity through the grid or another program, such as community solar.	<i>Not applicable</i>
We rent and the building sourced clean electricity.	<i>Not applicable</i>
We rent and advocated for the landlord to source clean electricity	<i>Not applicable</i>
We educated our remote workforce about purchasing clean electricity for their home.	<i>Want to learn more</i>

## Additional Information:

# Go Electric/Fuel Switching

**What actions have you taken, and/or are you going to take, to switch your building's appliances, equipment, and/or vehicles to electric?**

We took an inventory of our appliances, equipment, and/or vehicles, noting which use fossil fuels, the year they'll reach end of functional use, and made a timeline to replace with electric versions.	<i>Not applicable</i>
We electrified all our appliances, equipment, and/or vehicles.	<i>Not applicable</i>
We assessed our electrical capacity and know if/where we need upgrades.	<i>Not applicable</i>
We upgraded the capacity of our electric panel(s).	<i>Not applicable</i>
New construction/renovation was all electric.	<i>Not applicable</i>
We rent, and the building is all electric.	<i>Not applicable</i>
We rent and advocated with our landlord to fuel switch.	<i>Not currently planning</i>
We educated our remote workforce about going electric/fuel switching.	<i>Want to learn more</i>
We planned to switch to all electric but were derailed and purchased fossil fuel equipment this year.	<i>n/a</i>

**Additional Information:**

# Energy Efficiency

## What steps have you taken and/or are you going to take to reduce energy use at your facilities?

We switched to LED bulbs.	<i>Not applicable</i>
We installed motion detectors for lighting (if religious observance allows).	<i>Not applicable</i>
We installed and used programmable thermostats to optimize settings for energy use and comfort.	<i>Not applicable</i>
We increased the useable power coming in through the electrical panel (known as power factor), reducing overall energy use.	<i>Not applicable</i>
We installed energy-efficient appliances.	<i>Not applicable</i>
We installed a geothermal heating and cooling system. Note: this pertains to Source Clean Electric and Fuel Switching, as well.	<i>Not applicable</i>
We installed solar water heaters.	<i>Not applicable</i>
We improved the building envelope with insulation and/or energy efficient windows.	<i>Not applicable</i>
We installed a white roof.	<i>Not applicable</i>
We installed a green roof.	<i>Not applicable</i>
We conducted an energy audit.	<i>Not applicable</i>

### Additional Information:

# Transportation

## What actions have you taken and/or are you going to take to reduce GHG emissions associated with transportation?

We installed bike racks.	<i>Not applicable</i>
We offered electric vehicle charging in our parking lot.	<i>Not applicable</i>
We installed signage to support cleaner modes of transportation.	<i>Not applicable</i>
We gave priority parking priority for electric cars, carpools, and/or bikes.	<i>Not applicable</i>
We provided public transit and biking instructions, along with EV charging and carpool resources, when available, on our website and communications for how to get to our site.	<i>Not applicable</i>
We implemented programs and incentives that encourage staff and members to commute via public transit, carpool, biking, or walking.	<i>Continuous</i>
We limited staff or participant air travel to programs, events, and conferences; and/or we did virtual engagement; and/or bundled objectives when travel was needed.	<i>Continuous</i>

**Additional Information:** *In past years, The Network, which continues to operate remotely, sent all its staff to two key conferences a year, PowerNET, an annual conference generally attended by over 600 people, and ExecNET, which is hosted for member agency leadership. Ongoing from 2024, all staff continue to attend PowerNET, but due to the previous year's examination of the costs and climate impact of travel for all staff members, The Network has continued with the decision to send less than half of its staff to its annual fall ExecNET conference. As the staff size has increased in the past year, this results in an increased reduction from an estimated 2,000 miles in air travel for 7 people, with an estimated 7.2 metric tons of emissions to an estimated 4,000 miles in air travel for 14 people, reaching an estimated avoidance of 14.4 metric tons of emissions. Lastly, in 2025, The Network has decided to merge its two conferences into one which will take place in April 2025, further reducing its overall climate impact of travel.*



## Food We Serve

**What steps have you taken and/or are you going to take to reduce GHG emissions associated with the food you serve?**

We exclusively served vegan (plant-based) food.	<i>Not currently planning</i>
We exclusively served vegetarian (no meat or fish, but did serve dairy and/or eggs).	<i>Want to learn more</i>
We had vegan options at all meals.	<i>Not currently planning</i>
We had vegetarian options at all meals	<i>Completed</i>
We replaced industrial meat, dairy, and eggs with higher welfare, more regeneratively farmed versions.	<i>Not currently planning</i>
We have a food policy that addresses climate impacts.	<i>Not currently planning</i>
We advocated for more plant-based options with local caterers, our food distributor, and/or other outside food providers.	<i>Want to learn more</i>

**Additional Information:** *In general, The Network directs the procurement of food for conferences only twice per year. These events are always kosher, and food vendors are often dictated by the hotel selected. In past years we have opted for a “dairy only” menu for all participants, but this in part depends on the options available via the local food vendor. We would like, moving forward, to explore options with conference food vendors around including more plant-based options in order to identify alternate ways to avoid meat and related meat waste.*

*The Network has now welcomed two new members to the association with a focus on “Food Rescue,” Metro Food Rescue and Rachel’s Table. Reducing wasted food is a top climate solution, so we are excited to have this expertise in our network and to support both of these organizations’ efforts. The Network will continue to recruit additional food rescue members in 2025.*

## Minimize Food Waste

**What actions have you taken and/or are you going to take to reduce the amount of food waste that is generated?**

We conducted a food waste audit.	<i>Want to learn more</i>
We have a food waste policy.	<i>Not currently planning</i>
We took steps to reduce food waste created on the catering/kitchen side.	<i>Not currently planning</i>
We took steps to reduce food waste in the dining area.	<i>Planning to next year</i>

**Additional Information:** *In January 2025 we onboarded a new Crisis Response Program Manager and we are looking forward in the year ahead to begin to engage her with the conference planning committees to begin to develop signage and teaching moments about food waste at future conferences. We would also like to consider following up with the food vendors at our conferences, to understand the actual amount of food waste so we can begin to develop a baseline measure, as we identify opportunities to reduce food waste in the future.*

## Food Waste Emissions

**What steps have you taken and/or are you going to take to reduce GHG emissions associated with food waste going to the landfill?**

We gave surplus food to people.	<i>Want to learn more</i>
We gave surplus food to animals.	<i>Not currently planning</i>
We composted surplus food (onsite or off-site).	<i>Want to learn more</i>

**Additional Information:** *We would like to learn more about how we can create food surplus plans for future conferences. We will also engage with the conference vendor to understand what they do with their surplus food and explore if they are already donating surplus food to food banks or shelters or composting the leftovers.*

## Nature-based Solutions

**What actions have you taken and/or are you going to take to reduce the GHG emissions released from, and maximize the carbon sequestered by, natural spaces and resources you manage (e.g., lawns, woodlots, forests, waterways)?**

We assessed our facility's grounds to understand current land use.	<i>Not applicable</i>
We planted additional trees on our property.	<i>Not applicable</i>
We reduced lawn by converting lawn to native plantings, rain gardens, and/or sustainable food gardens/farms.	<i>Not applicable</i>
We managed our landscape, including lawns, without fossil-fuel powered equipment.	<i>Not applicable</i>
We managed our landscape, including lawns, without using chemical fertilizers, herbicides, and pesticides.	<i>Not applicable</i>
We converted impermeable surfaces to green infrastructure, such as bioswales.	<i>Not applicable</i>
We restored degraded ecosystems on our property such as waterways, wetlands, and/or woodlots.	<i>Not applicable</i>
We sequestered carbon through other nature-based technologies, e.g. biochar production, composting toilets.	<i>Not applicable</i>
How many additional trees did you plant on your grounds since 2000?	
How many acres of lawn have you eliminated since 2000?	0

**Additional Information:**

## Offset Emissions You Can't Reduce

**What steps have you taken and/or are you going to take to offset the GHG emissions produced from your operations, such as flying, use of fossil fuels in buildings, and programs?**

We categorized our GHG emissions.	<i>Not currently planning</i>
We measured our GHG emissions by category.	<i>Not currently planning</i>
We offset our GHG emissions.	<i>Not currently planning</i>

**Additional Information:**

# Education and Nature Connection

## What steps have you taken and/or are you going to take to incorporate climate education and nature connection into your organizational work?

Produced programming for our staff and/or constituents about implementing climate action solutions in their homes and communities.	<i>Continuous</i>
Produced programming or other opportunities for our staff and/or constituents about nature connection.	<i>Continuous</i>
Developed staff or community capacity through training/professional development to incorporate nature connection and/or climate action.	<i>Planning to next year</i>
Publicized our climate action work to our networks and community, e.g. through newsletters, social media, press.	<i>Continuous</i>
Encouraged organizations within our network to join the Coalition.	<i>Continuous</i>

**Additional Information:** *In 2024, we decided to sunset our Climate Action NETGroup. In 2025, instead of meeting 4 times a year, The Network will disseminate resources via webinars and virtual communications. In addition, The Network will be building out a dedicated landing page on its website for climate change education and resources. Additionally, we are developing an Employee Education Campaign Toolkit (details provided below in Sustainability).*



## Advocacy

### What steps have you taken and/or are you going to take to engage in climate advocacy or direct action?

We partnered with others to bring climate advocacy opportunities to our community, e.g. Jewish Youth Climate Movement, Adamah on Campus, Dayenu Circle, or Jewish Earth Alliance.	<i>Not currently planning</i>
We participated in climate change-related demonstrations, e.g., rallies, marches, climate strikes, direct actions.	<i>Not currently planning</i>
We engaged climate-concerned voters, e.g., through postcard campaigns, hosting candidate forums, participating in “Get Out the Vote” work.	<i>Not currently planning</i>
We published op-eds, letters to the editor, or other articles on climate change.	<i>Not currently planning</i>
We lobbied elected officials and/or regulatory agencies on climate policy.	<i>Not currently planning</i>
We communicated with our community about climate advocacy opportunities.	<i>Continuous</i>

**Additional Information:** *The Network will continue to provide its members with timely updates and opportunities related to Adamah and other related grant funding and advocacy opportunities.*

## Finance

### What steps have you taken and/or are you going to take to shift your institutional dollars from fossil fuel to climate-smart banking and investments?

We created an organizational process of learning and dialogue about socially responsible investing and climate-smart banking.	<i>Not currently planning</i>
We moved our banking to an institution that aligns with our values around climate action.	<i>Not currently planning</i>
We moved our investments out of fossil fuels.	<i>Not currently planning</i>
We moved our investments to climate-smart funds.	<i>Not currently planning</i>
We had a climate-smart investing fund available in our 401k/retirement plan.	<i>Not currently planning</i>
We set a climate-smart investing fund as the default for our 401k/retirement plan.	<i>Not currently planning</i>
We funded other Jewish organizations to invest in GHG emissions reductions and cost-saving climate action, through grants, loans, or financing.	<i>Not currently planning</i>

**Additional Information:**

# Optional Questions to Support Electrification

Adamah is working with a leading electrification nonprofit that is focused on electrifying our homes, businesses, and communities. They develop accessible, actionable data and tools to make going electric easier, with a mission to help us save money, tackle climate goals, improve health, and build the next generation of the clean energy workforce. They are working to understand the broader emissions-mitigation and cost-saving potential of electrification. Our partnership will bring insight into the nonprofit sectors of America and, we believe, invaluable opportunities for our community.

You are not required to answer the following questions; however, if you are able to provide us with this information, it will help us better understand our Jewish communal landscape, which will help inform our collaborative work with this nonprofit and ultimately provide greater resources to Coalition members. The information requested below will be available on energy bills. Once you have these on hand, we ask that you save these documents for potential future engagement. If you are not able to provide this information at this time, there will be future opportunities to share your data.

**Please share below the total money you spent and total energy consumed over the past 12 months of each of the energy types below.**

Utility	Dollars Spent	Amount Consumed
Electricity		
Methane/natural gas (from a utility)		
Heating Oil Delivered		
Propane Delivered		
Other -		

**Would you consider surveying your community about household energy use to support this project, if provided with the resources?**

No

## Strategic Planning and Governance

**Incorporating climate action into the everyday systems that guide your organization can ensure that climate considerations outlive any one action, policy, administrator. It can be woven into strategic planning, governance documents, and capital campaigns. Please use this space to address how you have, and how you will, weave climate action into your organization in these ways.**

The Network just completed its strategic plan through 2026. At the end of FY25, when we begin discussions for the next strategic planning cycle, we will begin to plant the seeds that our future mission statement and statement of public values should include a component around attention to climate action and tikkun olam.

**Those in our society with less power and fewer resources, already more vulnerable, are hit hardest by the impact of climate change. Climate action planning is an opportunity to address such harms and inequities through the pursuit of a just transition to a fossil fuel-free future, and ensure they are not recreated in the future. Like everything else in your climate action plan, incorporating climate justice is a process of learning and growth that develops year-over-year. Please use this space to share the principles, processes, and practices that your organization uses, or will use, to promote just outcomes through climate action. (Learn more about a just transition at [What is 'climate justice'? » Yale Climate Connections.](#))**

The Network strives to be the leading voice for the Jewish human service sector. As the go-to resource for advocacy, best practices, innovation and research, partnerships and collaborations, The Network strengthens agencies so they can better serve their communities.

The Network's Center for Innovation and Research (NCIR) leverages the strength and resources of over 170 member agencies in the Jewish human service sector. Together, the Center embraces opportunities that help Network member agencies to achieve greater impact for their clients, their agency operations, and in their communities. NCIR's goal is to provide timely and responsive solutions to challenges faced by member agencies that enhance service quality, create operational and cost efficiencies, and transform agency cultures.

## Conferences and Retreats

**Gatherings are high-profile opportunities to reduce your climate impact and inspire your community by modeling climate action. Please use this space to share the ways you have reduced, or hope to reduce, the climate impact of retreats or conferences you host.**

The Network is aiming to improve its focus on climate action during our hosted conferences and retreats. In 2024 we hosted our annual conference at a LEED friendly hotel and in past years we have aimed to have an exclusively dairy menu for participants. We have reduced our paper consumption by no longer providing paper handouts in our welcome bags. As we look forward to 2025 and future conferences, we are looking to continue to prioritize working with LEED friendly hotels. Additionally, we are in the process of developing educational materials to include in our conference distribution materials and will be adding questions to our post-conference survey evaluation about appetite amongst our member agencies to implement more climate-friendly actions at future conferences (e.g., exclusively vegetarian/plant-based meals to reduce food impact, dedicated water bottle to reduce waste).

## Resiliency

**According to the Intergovernmental Panel on Climate Change (IPCC) it is an established fact that the climate crisis has led to an increased frequency and/or intensity of some weather and climate extremes. From power outages to increased storm intensity to sea level rise to drought, scientists are connecting our experiences of natural disasters to climate change. Please include ways your organization has prepared, or will be preparing, to be resilient in the face of our changing climate. Please also specify climate disasters your organization and/or community has navigated.**

Since 2017, The Network has been actively involved in supporting its member agencies through crisis response due to extreme weather events. In 2024 alone, The Network supported the response activities of agencies impacted by Hurricanes Helene and Milton. As part of our recognition that climate crises are increasing in frequency, and that we as The Network are tasked with supporting our member agencies throughout these crises, The Network created a new position, and in January 2025, onboarded for the first time a Crisis Response Program Manager. The overarching goal for this decision was to create a dedicated staff member who could act as an interface between and amongst member agencies and The Network during disasters and also begin to develop a more proactive approach to crisis response. Immediately upon hiring this new position began to help support The Network's immediate response to the 2025 Southern California Wildfires, a natural disaster that has not yet been resolved, and whose impact will continue to evolve as the true magnitude of the devastating level of destruction is determined.

In conjunction with the Crisis Response Program Manager, The Network is planning on unveiling its new Emergency Preparedness Toolkit in 2025. The aim of this Toolkit is to support and strengthen the sector's ability and capacity to respond to emergencies through pre-planning and preparedness. Essentially, the Toolkit will provide member agencies with a roadmap that can be used to develop their own unique emergency plans to ensure the safety and security of their clients and staff along with the maintenance of their operations.

# Sustainability

**There may be other important environmental sustainability actions you are taking that don't fit into the Coalition climate action planning framework above. Please use the space below to note other environmentally positive measures that you have undertaken, or plan to take, such as reducing single-use plastics, recycling, or litter clean-ups.**

As we look forward, we are looking to continue to examine new opportunities to educate and engage both our internal staff and our member agencies on the need to prioritize climate action planning and decision making. As part of this process, we are looking to develop an "Employee Education Campaign Toolkit" which we will work on in FY25, to field around Tu B'Shvat 2026. We will then consider an annual re-introduction of the Toolkit on Tu B'Shvat to use the natural cycle of the Jewish calendar to help underscore reasons for The Networks' commitment to climate action planning and decision making.

# Program Feedback

## Rating 1-5

Community of Practice Quarterly Meetings	0	Direct Staff Engagement (phone, email, etc.)	5
One-on-one Coaching and Consultation	5	Accountability from being part of the Jewish Climate Leadership Coalition	5
Climate Action Fund	0	Monthly Coalition Newsletter	5
Resource Guides	3	Being part of the larger Jewish climate movement	5
Climate Action Overview (our framework for climate action)	5	Working with an Adamah Community Impact Hub, (NY, Atlanta, Detroit, Baltimore, and SoCal)	
Online Seminars and Workshops	5	Being part of the local Jewish climate movement.	
Climate Action Plan Submission Form	5		

## Optional Text Response

**What else, if anything, would be useful to help you create and/or implement a climate action plan?**

**If you're happy, please let us know. Your written testimonial will help us tell our story, reach out to others, and grow the program.**