

# Rabbinical Search Informational Meeting

April 30, 2023



# Search Process Timeline

## May

- Hold the “Rabbi Search Information Meeting”
- Recruit members for support committees
- Conduct focus groups and combine findings with survey data

## June-August

- Present results of focus group sessions
- Subcommittees meet to complete support materials

## September/October

- Search officially begins after High Holidays!!



# Search Process Timeline

## October-December

- Screen resumes and conduct first and second round interviews (Zoom)
- Schedule weekend visits\*

## December-January

- Conduct weekend visits with finalists\*
- Search Committee presents recommendation to the Board of Trustees who votes on the candidate

## February

- Contract negotiations
- Discussion regarding alternative plans\*





## Advisory Committee

- Enumerate responsibilities of committees
- Establish a timeline
- Identify leaders of committees
- Write the application/job description
- Develop interview questions
- Anticipate questions that Rabbi candidates may ask us

- Stan Friedman
- Leslie Glenn
- Devra Jaffe-Berkowitz
- Scott Krowitz
- Lisa Manheim
- Jeff Turshen
- Malerie Yolen-Cohen



# Welcome & Introduction: The Search Committee

Co-Chairs: Devra Jaffe-Berkowitz and Lisa Manheim

Wil Brewer

Kahla Cooper

Amy Davidson

Gary Lessen

Chris Maroc

Craig Olin

Leon Shapiro

Eileen Springer

Stephanie Zelazny



# The Search Committee

- Screen all resumes
- Conduct Zoom interviews
- Do background checks
- Conduct in-person interviews
- Attend retreat on Sunday, June 4
- Determine what materials they would like to have from the candidate (HH sermon, articles?)
- Attend focus groups





## **TBE Rabbinic Search Committee Pledge**

We, the members of the Temple Beth El Search Committee, enthusiastically and respectfully undertake the search for a new Senior Rabbi to lead us into the future. We acknowledge the diversity of our congregation and understand the awesome responsibility that has been entrusted to us.



# How can I participate in the Rabbi Search Process?

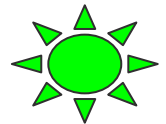
- Lend your expertise to one of the support committees
- Participate in weekend visits by rabbinic candidates and provide feedback
- Provide input by attending a focus group
- Use email address [stamfordtberabbisearch@gmail.com](mailto:stamfordtberabbisearch@gmail.com) at any time to express your thoughts or ask questions





## Highlight Results of the Rabbi Search Survey

- Respondents across demographics selected the following six attributes (out of 14) as most important for a Rabbi :
  - UNITER
  - SERVICE LEADER
  - PASTOR
  - EXEMPLAR/ROLE MODEL
  - TEAM PLAYER
  - EDUCATOR
- Majority of congregation is comfortable hiring a non-Conservative-trained rabbi who follows the Conservative Movement's Standards of Practice as mara d'atra



- Religious Observance
  - 59% are comfortable with a rabbi who does not keep a Kosher home
  - 75% do not object to the rabbi driving on Shabbat to the synagogue or visiting family, friends and congregants
- Over 90% want a rabbi who would speak publicly about social justice issues and officiate at LGBTQ weddings
- Congregants would like to interact with the next rabbi through:
  - Counseling on personal/religious matters
  - Studying/learning
  - Talking and connecting
- Above all, congregants want the Rabbi's priority to be to connect with members and build a strong community



# FOCUS GROUPS

- To get more in-depth feedback on topics covered on the two surveys
- Zoom or in person- 90 min
- Mid-May to Mid-June
- No more than 8 participants per group





# SUPPORT COMMITTEES

Preliminary/Advisory

Survey/Assessment

Marketing

Communications

Candidates' Weekends

Human Resources



# The Survey/Assessment Committee

- Engage focus groups
- Analyze results of surveys
- Present findings of surveys to aid in completing USCJ questionnaire and job description
- Design surveys for congregation to assess candidates during and after candidate weekends



# The Candidates' Visits Committee

- Develop programming and itinerary for weekend visits
- Create budget and track expenditures
- Coordinate travel, housing, meals, and schedules





# The Marketing Committee

to market ourselves and Stamford to potential candidates

- Create a video marketing TBE and Stamford
- Create “Welcome to Stamford” package
- Develop supplementary materials to further inform candidates about TBE and its community
  - Work with subcommittees to highlight areas including TBE and Stamford community/history and ritual and prayer



# The Communications Committee

to communicate regularly with the congregation regarding the search process

- Devise communication plan
- Above to include timely congregational emails and maintaining Rabbi Search tab on TBE website





# The Human Resources Committee

- Advise Search Committee on best practices for interviewing and hiring process
- Develop standard responses to candidates' FAQs





# Candidates' Weekends

- We will inform you as we block out the dates
  - Most likely in December and January
- There will be many opportunities to interact with candidates
  - services, meals, workshops, etc.



# TBE Rabbi Search Volunteer Sign-up

<https://rb.gy/mh4pf>





Please see the website for updates,  
communications, and FAQs

<https://tbe.org/rabbi-search>

