

Members of the search committee

Search Committee Members

Dale Russakoff (Co-chair)

Jesse Toledano (Co-chair)

Geoff Sadow (Board Liaison)

Debra Caplan

Sara Feldman

Barbara Gollob

Fern Heinig

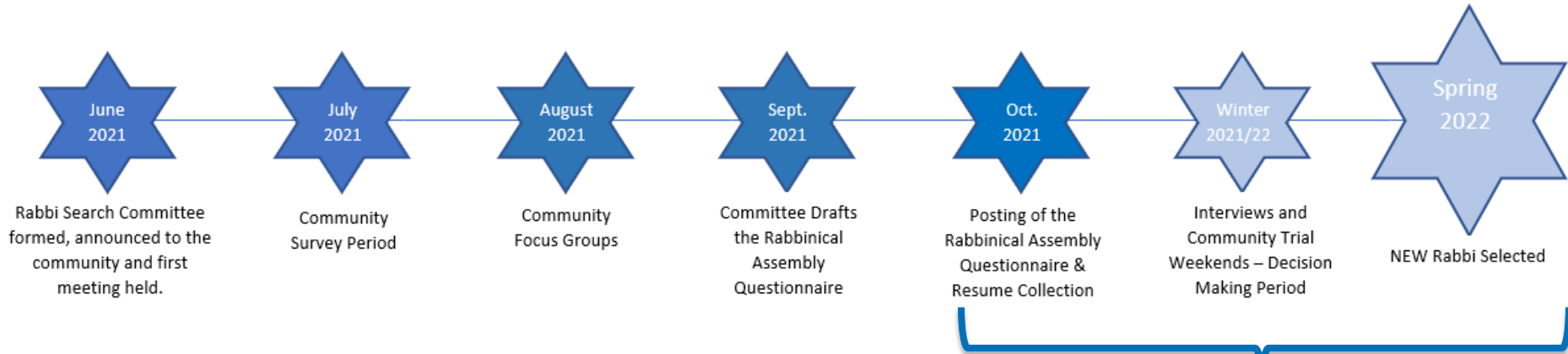
Rachel Kanter

Martin Kurzweil

Allen Lefkowitz

Mara Weinstein

Timeline



- Questionnaire posted
 - ❑ Done!
- Application intake by RSC Chair
 - ❑ Ongoing
- Initial phone screening of each applicant by two committee members
 - ❑ Forthcoming
- Notes on screening interviews will be presented to full RSC and together we will make decisions on who returns
 - ❑ Target date of year end, 2021
- Longer interview conducted by a subset of the RSC
 - ❑ Target date of Winter, 2022
- Finalists selected and presented to the community
 - ❑ Target timeline for community trials by early Spring, 2022

Community Feedback

We enlisted the help of our whole community in setting the parameters for the type of candidate we will search for.

190 of you participated in our community wide survey, representing over 60% of our members. Another 90+ of you took part in one of our 13 focus groups held in person or via zoom, and the input has been tremendous. We think it is interesting to look at some of the statistics of the participation of those focus groups:

- We scheduled 15 focus groups and were able to hold 13.
- We had 92 adult members and 6 teens/tweens participate. Ages ranged from 13 to uh oh, we can't disclose that figure...
- Participants have been Shomrei members from less than two years to 65 years, and everything in between.

The Rabbi Search Committee would like to impart a big Todah Rabah for your enthusiasm and commitment to our community. With your help, both the survey and focus group efforts were huge successes.

Community Feedback (Con't)

Your voices were clear in your love and dedication to our community and appreciation for what we have built thus far. We heard three key themes/priorities which we will highlight in our communication with the Rabbinical Assembly.

Community Feedback (Con't)

Services

Our current rabbi has been a strong worship leader, and we want our next rabbi to build on this foundation. There is a desire for the rabbi to energize our services with contemporary *ruach*, meaningful sermons, more participatory singing and a lively spirit of community while retaining the traditional elements that we find so meaningful.

Community Feedback (Con't)

Further Enhance Community Connectedness

Enhance connectedness both within Shomrei and between the Shomrei community and the broader Montclair/Essex County area. We are looking for the kind of person who can make everyone who walks through our doors feel seen, counted, and important, a community builder who can help us grow our community while still retaining the intimate, heymish feeling that is so central to what Shomrei is all about.

Community Feedback (Con't)

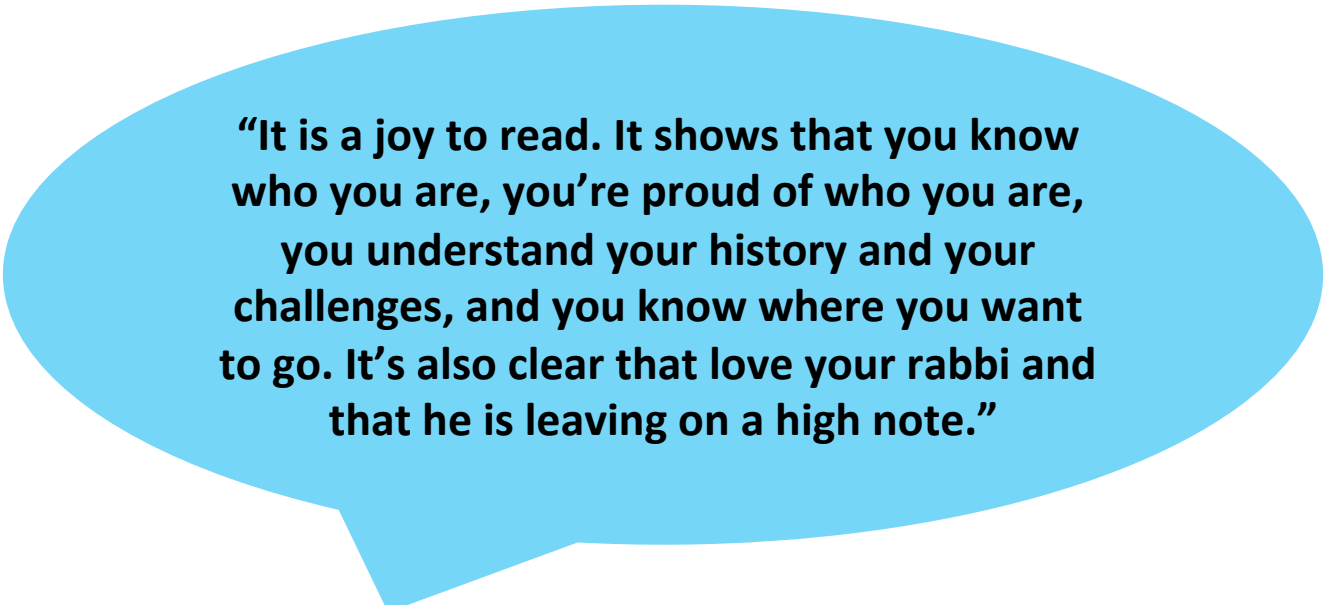
Grow Membership

We want our next rabbi to continue to attract new members and to be a draw for them, modeling what a creative, fulfilling, spiritual life looks like. Across all age groups and levels of observance, people want energy, engagement, someone to knit the community together and connect with young families in particular.

Rabbinical Assembly Questionnaire

We understand that the committee represents our whole community, and thus worked diligently to thoughtfully use our survey and focus group findings to fill out the RA questionnaire. This questionnaire is like the “job posting” for our search and the hard work we put in drafting it now will hopefully attract excellent candidates who will be the right fit for our community.

The questionnaire has been finalized and is posted. We received excellent feedback from our liaison at the USCJ on our submission:



“It is a joy to read. It shows that you know who you are, you’re proud of who you are, you understand your history and your challenges, and you know where you want to go. It’s also clear that love your rabbi and that he is leaving on a high note.”

Interviews and finalist engagements with the community

We will carefully consider all applicants and will interview and vet promising candidates. We will then choose a few candidates as finalists. (See slide 3 for relevant timeline)

We will thoughtfully design our interview questions/strategies and then engagements with the finalists.

The finalist engagements will be multi-day and multi-faceted, including:

- Drinks and schmoozing in small groups with the candidate
- Prayer sessions
- D'var Torah
- Adult education classes
- Teen conversations
- Meeting with young families
- Town hall style moderated interviews

Community participants will have opportunities to share their feedback on the candidates.

Todah Raba

We thank you all for your participation to date and will continue to update as we progress with our process. Please continue to send questions and feedback to rabbisearch@shomrei.org.