

***Temple Sinai***  
***Rabbinic Search***  
***Kickoff Meeting***  
September 25, 2016

**Agenda**

- **Why Are We Here?**
- **Process**
- **Decisions**
- **Tentative Timeline**
- **Questions?**

## Why Are We Here?

- **Rabbi Glazier Retiring**
  - **June 30, 2018**  
*(on sabbatical: Jan-June 2018)*
- **Search Process Starts Now**
  - **New Rabbi starting July 1, 2018**

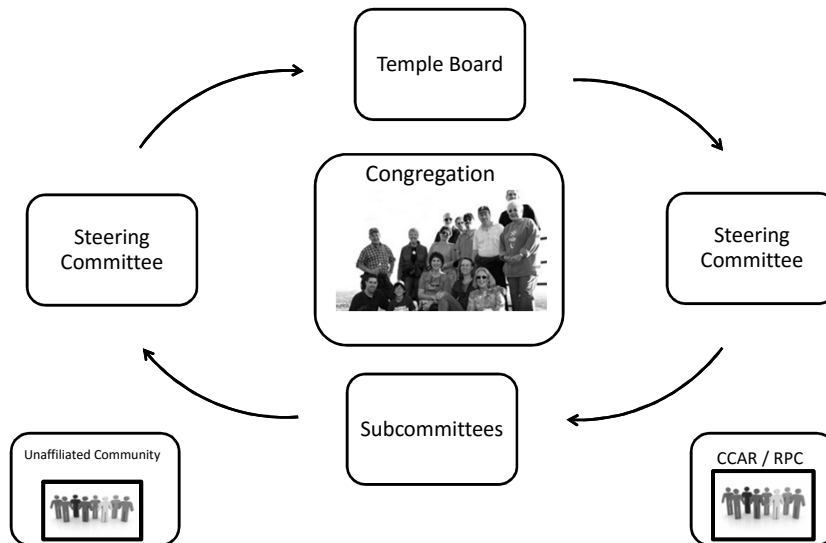
## Process

- **Steering Committee**
  - ❖ **SubCommittees**
    - ✓ Survey and Assessment
    - ✓ Search
    - ✓ Contract
    - ✓ Hospitality
- **Board**
- **Congregation**

# Decisions

- **Congregational Direction/Priorities**
- **Interim or Permanent**
- **Financial Considerations**
- **Contract**
- **Finalists/Offer**
- **Hire** (*final approval by Congregation*)

## Stakeholders /Process



## ***Steering Committee Timeline: Q4 2016***

- **Sept 2016: *Kickoff Meeting***
- **Sept-Oct 2016:** Volunteers interested in participating in search process solicited
  - ***October 15<sup>th</sup> Deadline***
- **Oct–Nov 2016:** Configure and charge ***Survey/Assessment SubCommittee***
- **Nov–Dec 2016:** Configure and charge ***Search SubCommittee***

## **Timeline: Q1 2017**

- **Jan–March 2017: *Steering Committee*** configures/charges ***Contract*** and ***Hospitality SubCommittees***
- **Nov 2016 – Feb 2017: *Survey/Assessment SubCommittee*** outreach to Congregation and Community
- **March 2017: *Survey/Assessment SubCommittee*** reports to ***Steering Committee***
- **March-April 2017:** Based on Survey/Assessment report, ***Steering Committee*** makes recommendation to ***Board*** re: Interim or Permanent

## Timeline: Q2 2017

- **March-Sept 2017: *Contract SubCommittee*** works with Temple *Personnel and Finance Committees* to draft contract; submitted to ***Steering Committee***
- **April 2017: *Steering Committee*** submits Survey/Assessment information to ***Search SubCommittee***
- **March-May 2017: *Search SubCommittee*** develops Congregational Priorities and Direction, drafts RPC application; submits to ***Steering Committee***
- **June-July 2017: Board** review/consideration of RPC application materials from ***Steering Committee***

## Timeline: Q3/Q4 2017

- **Sept 2017:** Application materials submitted to RPC by ***Search SubCommittee***
- **Sept-Oct 2017: Board** review/consideration of Contract draft
- **August-October 2017: *Search SubCommittee*** designs screening tools, interview questions and schedule, rating sheets
- **Oct-Dec 2017: *Search SubCommittee*** screens applicants and selects finalists to interview
- **Dec 2017: *Hospitality SubCommittee*** schedules interview visits for finalists

## Timeline: Q1/Q2 2018

- **Jan-Feb 2018: Hospitality SubCommittee** hosts interview visits of finalists
- **Feb 2018: Search SubCommittee** makes hiring recommendations to **Steering Committee** for review
- **March 2018: Steering Committee** forwards hiring recommendations to the **Board**
- **March-April 2018: Board** decides on hiring offer; President negotiates with finalist
- **April 2018:** Congregational meeting to approve hire
- ✓ **July 2018: New Rabbi Starts**

## Timeline: Summary

### Q4 2016

- Kickoff Meeting
- Solicit sub-committee members
- Survey & Assessment and Search sub-committees formed

### Q1 2017

- Contract & Hospitality sub-committees formed
- S&A outreach to congregation & community
- Interim vs. Permanent decision

### Q2 2017

- Draft contract efforts begin
- Search sub-committee: Draft application to RPC
- Board review of application

### Q3/Q4 2017

- RPC application submitted
- Search: design screening & rating tools
- Initial applicants screened
- Hospitality: Interviews scheduled for finalists

### Q1/Q2 2018

- Finalists to VT for interviews
- Hiring recommendation to Board
- Negotiation with finalist

**April 2018**  
Congregational meeting to approve hire

**July 2018**  
New Rabbi in place