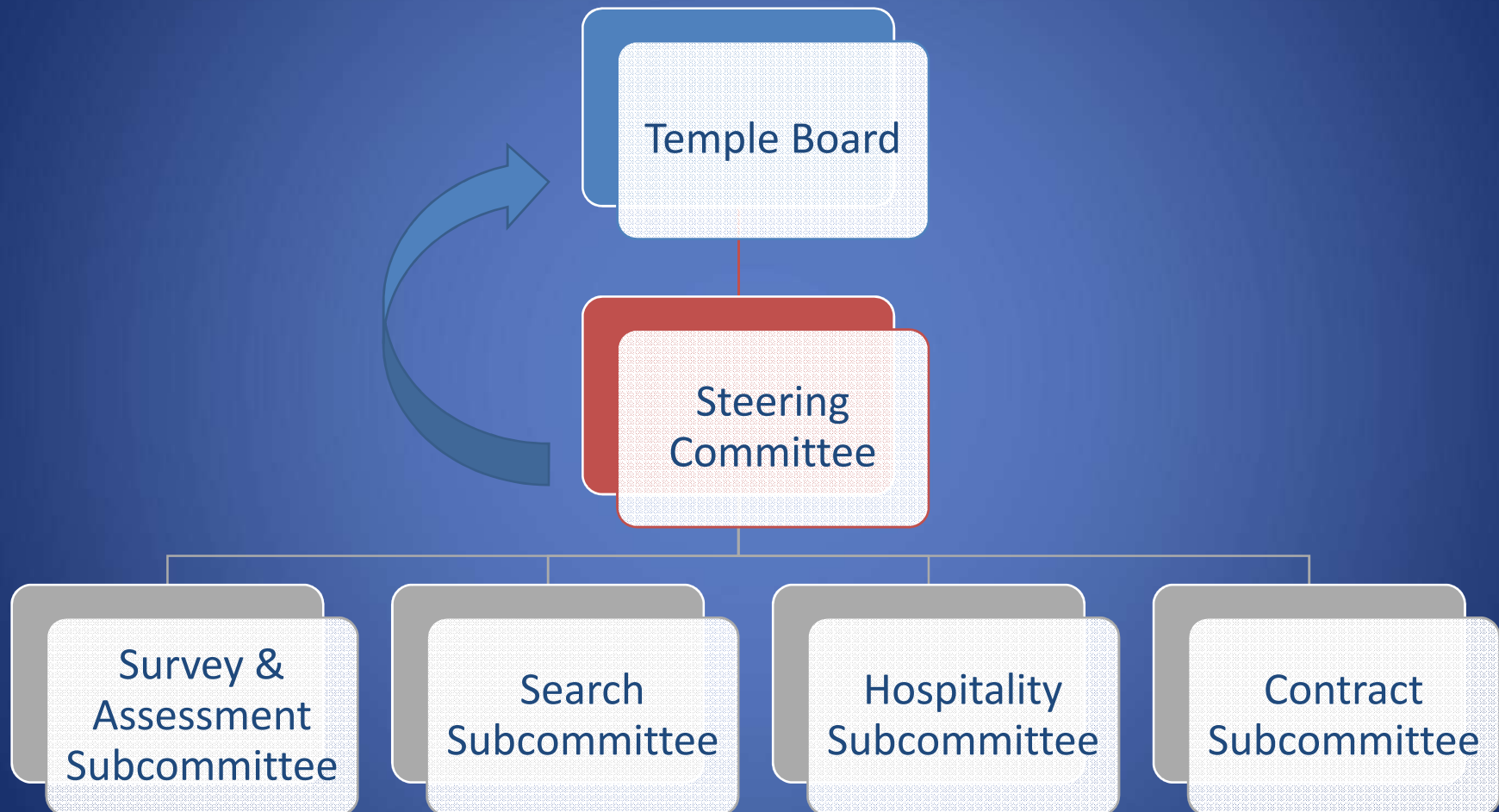


Rabbinic Search Structure



Rabbinic Search Process

- **Rabbinic Search Steering Committee**

- **❖ SubCommittees**

- ✓ Survey and Assessment ← *Completed*

- ✓ Search ← *Starting their work now*

- ✓ Contract

- ✓ Hospitality

- **Board** ← *Voted on SC Rec on July 5th*

- **Congregation** ← *Communicate today*

Rabbinic Search Participation

Steering Committee

- Steve Greenfield, Chair
- Joel Goldberg
- Shelli Goldsweig
- Bob Issenberg
- Susan Zimmerman

Search Sub-Committee

- Jeff Loiter, Chair

Survey and Assessment Sub-Committee

- Paula Cope, Chair
- Kim Dauerman
- David Geddes, Vice-Chair
- Mark Leopold
- Jan Orlansky
- David Punia
- Jeff Solomon
- Evan Stein
- Marti Sterin



For a complete list of Rabbinic Search Committee and Sub-Committee members, see the Rabbinic Search blog webpage

Rabbinic Search – Near Term Milestones

- **Tuesday, June 13, 2017** – Survey and Assessment (S&A) Subcommittee to Steering Committee (SC)
Results of months-long three-pronged study engaging our congregation (and beyond) in determining:
 - **Who are we?**
 - **Who do we aspire to be?**
 - **What qualities do we seek in our next Spiritual leader?**
- **Wednesday, June 21, 2017** – SC to Executive Board
S&A Study Summary and SC Recommendation for Interim versus Settled Rabbi Search

Rabbinic Search – Near Term Milestones (cont'd)

- **Wednesday, June 28, 2017** – SC to Full Board
S&A Study Summary and SC Recommendation for Interim versus Settled Rabbi Search
- **Wednesday, July 5, 2017** – Full Board Decision
Board Vote on Search Progressing for Interim or Settled Rabbi
- **Sunday, July 16, 2017** – Board to Congregation
Mid-Year Congregational Meeting
 - Financial Mid-Year Report (D. Collins, B. Hicken)
 - Rabbinic Search Update (D. Collins, J. Goldberg)

The Question: Interim or Settled Rabbi?

Hiring an Interim Rabbi is recommended when the Congregation:

- feels rushed in making the transition, and needs time for assessment and reflection,
- is divided and/or uncertain about needs, requirements, and expectations in a new rabbi.

The research conducted leads the Board and Committees to conclude that neither of these conditions apply at Temple Sinai

Temple Sinai Board of Directors Decision: ***Search for a Settled Rabbi***

Start date of a new Rabbi: July 1, 2018

HOW DO WE KNOW?

S&A Data Collection Methods

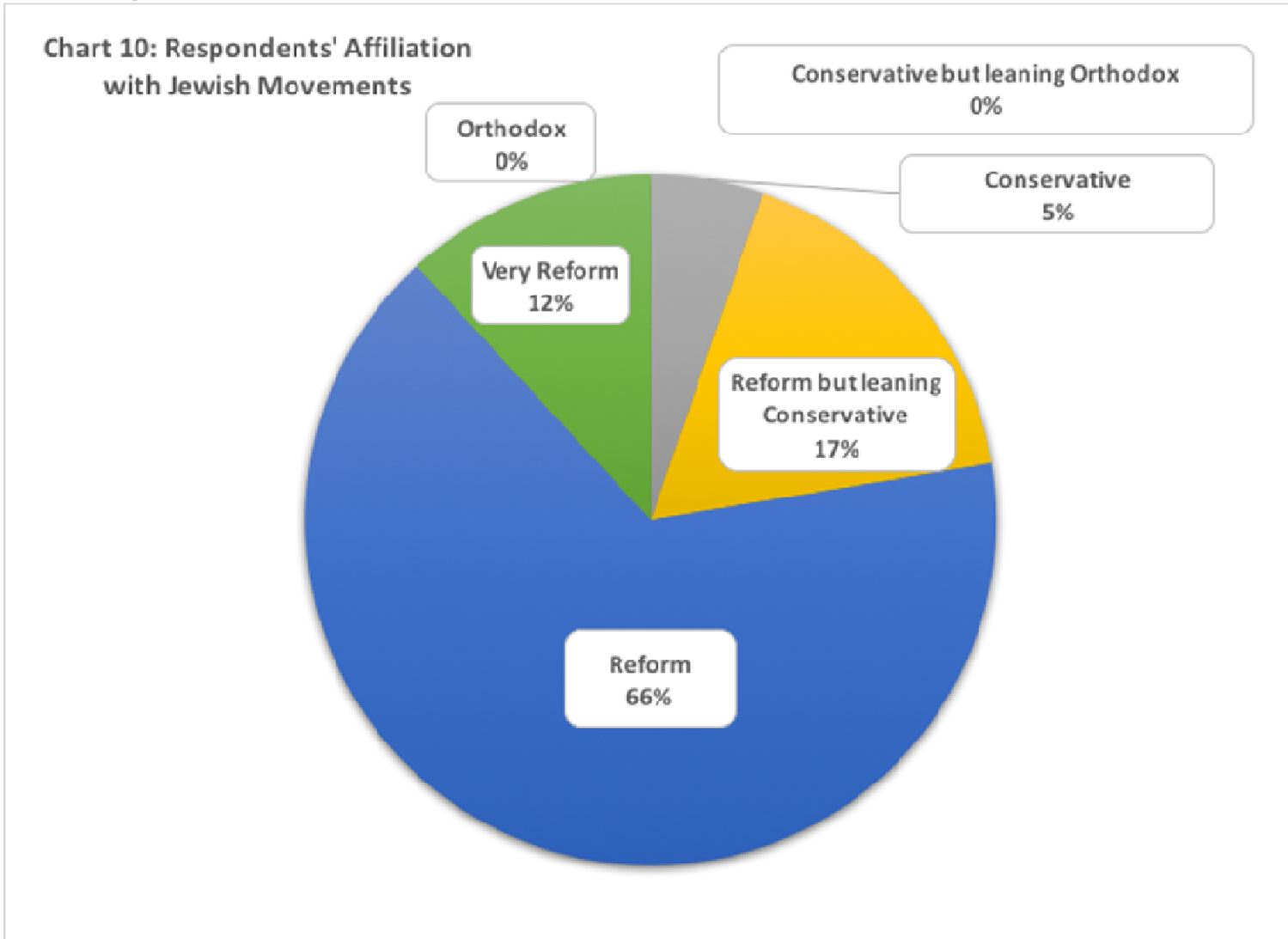
METHOD	CHAIRS	PARTICIPANTS	STATUS
Focus Groups	David Geddes & Jan Orlansky	8 groups	Completed
Interviews	Paula Cope & Marti Sterin	16 Interviewers 32 Participants	Completed
Survey	Jeff Solomon & Evan Stein	101 Respondents	Completed with a 46 % Response Rate



Conclusions:

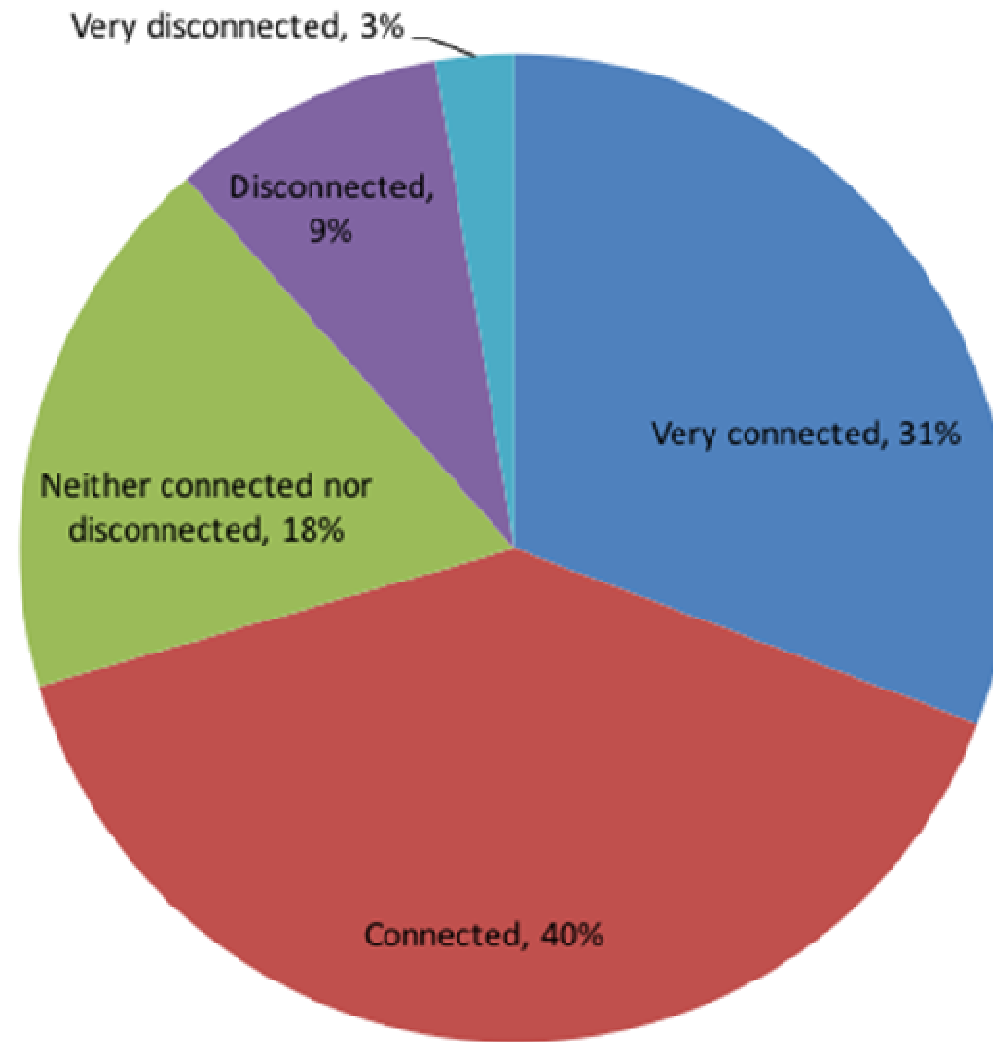
1. Results were consistent across all three data collection methodologies with respect to:
 - Temple's strengths, challenges, and opportunities;
 - Our future direction; and
 - The qualities we desire most in our new Rabbi.
2. The congregation is prepared to engage with a new Rabbi
3. Those interviewed in the broader community understand a change will be occurring at Temple Sinai in 2018.
4. Membership feedback from this process can begin to be considered while we continue the Rabbinic search process.

Survey: Jewish Movement Affiliation



Survey Says:

How Engaged/Connected are we to Temple Sinai?



Next Steps

Timeline: Q2/Q3 2017

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