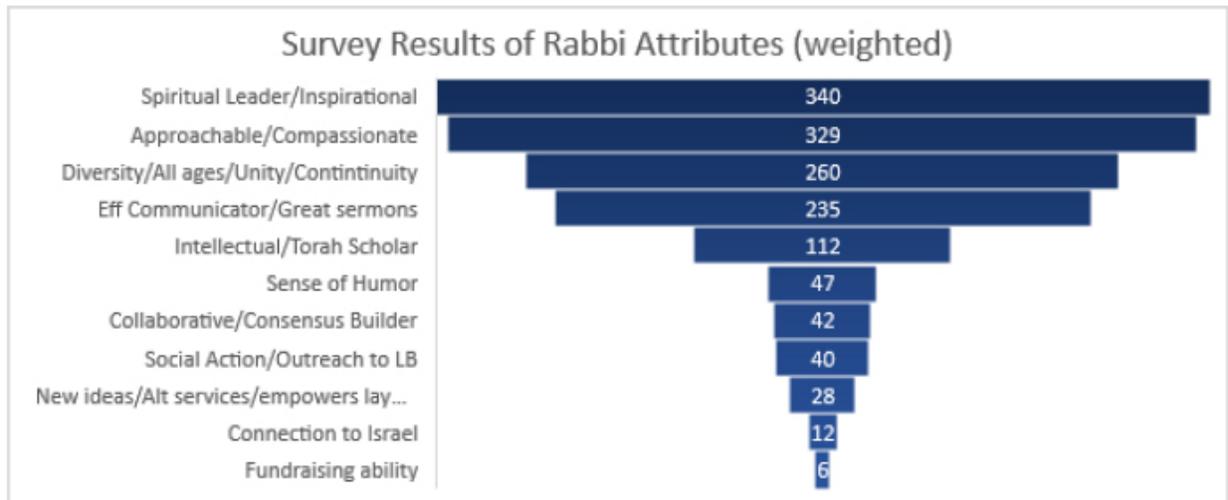


Rabbi Search Committee (RSC) Update

Thank you so much to all of you who participated in the congregational survey for the Rabbi Search Committee. We are happy to see about 25% response rate for this survey. We realize that it was difficult for you to choose only three attributes. The reason we limited your choices to three was that the Central Conference of American Rabbis (CCAR) application includes eight questions in addition to the demographics and data related to the synagogue. One of the narrative questions is “What three qualities are most important to your congregation in your new rabbi?” Although all of the qualities are desirable in a rabbi, we needed your help to distinguish which qualities were the most important to our temple. So thank you for your involvement. Thank you also for the thoughtful comments on the survey and emails. We found that on some issues, congregants had widely disparate responses especially in the areas of Israel and Politics. But that is what is so wonderful about our highly diverse congregation: no matter our differences, we are one family. We can still enjoy each other, learn together, celebrate together and support each other during both good and bad times.

In analyzing the data, we first grouped the attributes into categories BEFORE we examined the numbers so that the data would not influence our decisions. Because we wanted the results to reflect your first, second and third choices, we weighted the data (3 points for each first choice, 2 for second choice, 1 for third choice). The data very clearly show that, as a synagogue, we want a rabbi that is our spiritual leader, who inspires us, who is approachable and compassionate, and who values diversity, is good with all ages and promotes temple unity. The categories and weighted results are shown in the following graphic.



Though these categories do not encompass all the attributes that we need and desire in a Rabbi, these results are an important piece in the mosaic of information that the RSC will draw from as we move forward in the process of seeking our new Rabbi.

More good news! Our application was accepted by CCAR and posted. By the time you read this, we should already have received and started processing the resumes of candidates. We are right on schedule and moving into phase two of the process. The next step is for the RSC to evaluate each of the candidates and decide which candidates the RSC will conduct virtual interviews with. We are optimistic

that we will be able to introduce you to a great set of candidates during their in-person visits at the end of this calendar year and into the start of the next. In the meanwhile, please be sure to continue to communicate with us via the dedicated email address: TIRabbiSearch@tilb.org. Also, make sure to look at the Temple website and e-blasts for updates on the RSC progress between bulletin articles.

B'shalom,

Temple Israel Rabbi Search Committee

Anne Gundry (co-chair), Vicki Scherwin (co-chair), Carmel Artstein, Deborah Fabricant, Alan Kreida, Alan Lilien, Amy Lipeles, Barry Potter, Andrea Salisbury, Scott Smeltzer, David Tillman, Rachel Van Raalte, Ed Zwieback