



To: The Temple Beth El Community

October 6, 2009

In keeping with the two overriding principles that we have been trying to follow, that of community involvement and active communication, the Search Committee would like to provide an update on our status to date and what lies ahead. In the past we have outlined the basic steps of the search and placement process which include:

- identifying our community's needs,
- identify potential candidates,
- screening, interviews and selection of a final candidate,
- formalization of employment.

We are midway through the first step, and the congregation has provided the search committee with a great deal of excellent feedback thus far. A summary re-statement of the responses we have received is presented below. This is not a final document. If you have not yet had a chance to express your views, please attend one of our remaining events. If you have expressed your thoughts and do not believe they are represented, please let the search committee know by contacting a member of the search committee or via e-mail at search@tbede.org.

Our Strengths:

- We are a highly diverse congregation in every sense of the term, and we always try to adapt to meet the needs of our community.
- We have a very strong religious school tradition.
- We are family and community oriented.
- We are welcoming, inclusive and supportive.
- We are active and embrace the ideals of reconstructionism, including a high level of congregational involvement.

Our Underserved Needs:

- Our demographic profile is changing and we need to ensure the needs of the entire community are being addressed.
- Our new rabbi should inspire members to participate in religious services and as volunteers.
- Our new rabbi should help reach out to the wider community.

Our Spiritual Needs:

- Our new spiritual leader should have a love of Torah and a dedication to teaching Torah to all.
- Our new spiritual leader should engage Judaism to teach us contemporary lessons, to help establish both relevance and a personal connection.
- Our new spiritual leaders should be engaging, approachable, sincere and not 'preachy', and must effectively relate to individuals of all ages and religious backgrounds.
- Our new spiritual leader should be open, flexible and inspire questions.

What should a candidate know about us?

- Our history and traditions are very important to us and are core to our community.
- We care very much about the education of our children and it is paramount we continue to encourage education and involvement of our youth.
- It is important to be re-energized both spiritually and as a community.
- We are a highly diverse community.

A Preliminary Summary Statement of our requirements:

Our new spiritual leader:

- should respect, be open and willing to adapt to our traditions – the openness of our community; the strength of our educational system; and the balance of our liturgical choices.
- should be creative and inspiring, have a love of Jewish knowledge, belief, and traditions.
- should be dedicated to providing a positive and meaningful experience to our children.
- needs to be prepared to serve the needs of an increasingly diverse demographic.

Again, this is just a preliminary draft of responses we have collected to date and the committee encourages you to participate in one of the remaining information gathering sessions to share your thoughts.

Please note:

- **Sunday at 9:30 AM October 18 at TBE**

We will provide an updated summary of all the input we have gathered to date to make sure we are reflecting your thoughts as accurately as possible. Please join us if you can. Congregants who wish to provide their input who have not yet participated in an informational session will have the opportunity to do so on October 18th as well.

Many people have asked what comes next. The search committee will complete the search application form, review with the Board and submit it in early November. We will then collect and screen resumes and expect to have narrowed down the candidates to a limited number that would visit TBE in early 2010. During these visits the congregation will have the opportunity to interact with, and provide input on, each candidate. We will then narrow our selection and proceed to formalize the relationship.

Please feel free to contact the search committee via e-mail at search@tbde.org or contact a Committee member directly. We look forward to your help as we continue on this challenging, but exciting opportunity.

Search Committee

Karen Antell

Staci Bagel

Bob Denemark

Nanci Hersh

Arlene Johnson

Al Kagel

Mike Kletter

Adina Mattes

Marla Norton

Corey Romao

Mike Rudolph

Jack Stone

“What lies behind us and what lies before us are tiny matters compared to what lies within us.”