



Old Judaism to Bold Judaism

Rabbinical Search Committee **Congregational Informational Session**

October 16, 2022



Agenda

Welcome

Remarks by Rabbi Robert Barr

Rabbinical Search Committee

How to Get Involved

Questions and Answers



Beth Adam Bylaws

The Board of Trustees shall constitute, at the appropriate time, a **Rabbinical Search Committee** to determine, with input of members of the Congregation, the needs and desires of the Congregation and to select candidate(s) for **Rabbi Chief Executive** (RCE) for the congregation. The RCE must be an **ordained rabbi**. A **vote of three quarters (3/4) of the Board** is required for submission to the Congregation.

Upon the selection of a potential candidate by the Board of Trustees, they shall then **submit said name to the Members for ratification of said selection**; this to be by a **two-thirds (2/3) majority of the Members at a Special Members' Meeting**.

Personnel Committee

Developed the Timeline and Roadmap

Recommended a Consultant

Researched Other Congregations

Researched Ordination Practices

Created the Rabbinical Search Committee Charter

Developed a Resource Packet for the RSC

Rabbinical Search Committee Responsibilities

from RSC Charter

- Establish comprehensive, consultative process to engage members, staff and consequential affiliated Jewish communities.
- Determine scope and role of current RCE in search.
- Utilize Consultants as needed.
- Utilize Personnel Committee and Administrative Staff.
- Ensure search and selection process will be free from implicit bias.
- Create comprehensive communication strategy.
- Create the job posting.
- Organize online and in-person interviews with candidates.
- Recommend RCE candidate to the Board for approval and to the Congregation for ratification.

Rabbinical Search Committee (RSC)

Maureen Marks, **Chair**

Marcie Rosenston, **Beth Adam President**

Alan Brown

Rachel Faust

Carolyn Gilbert

Kip Hatcher

Paul Korn

Jen Rockwern

Ken Weiss

Melissa Weiss, **Non-voting member as representative of the staff**

The People Who Vote

Board
President
**Marcie
Rosenston**

Search
Committee
Chairperson
Maureen Marks

Board Member
Liaison to
Presidents Council
Paul Korn

Engagement
Team Leads
**Carolyn Gilbert
Jen Rockwern**

Recruitment and
Selection Team Leads
**Rachel Faust
Ken Weiss**

Transition Team
Leads
**Alan Brown
Kip Hatcher**

**One More
Committee**
Member with
PR Skills

Council of
Beth Adam
Past Presidents

Engagement
Team
Participants

Transition
Team
Participants

Non-voting

Non-voting RSC
Member and Staff
Representative
Melissa Weiss

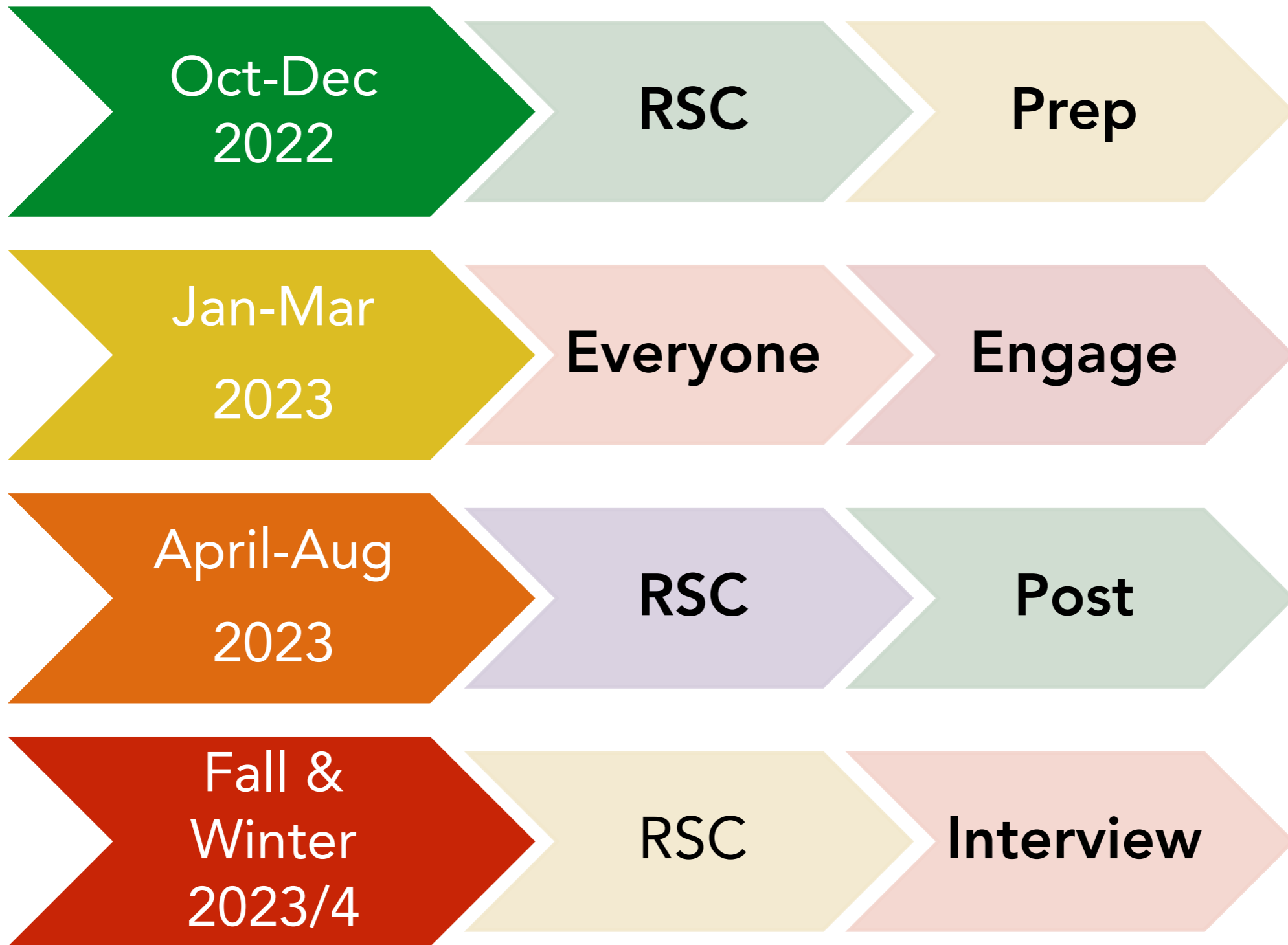
Support People

Professional
Consultant
Debbie Joseph

**Rabbi
Robert
Barr**

**Rabbi
David
Burstein**

Search Process Roadmap = New RCE in June 2025



Congregation Involvement

Provide Support to RSC

Engage in Conversations

Stay Informed with Communications

Meet RCE Finalists

Ratify Selection of New RCE

Engagement Team

Our Mission

Listening

- To the congregation

Processing

- What we learn

Developing

- A profile of what the congregation wants and needs in an RCE

Reporting

- To the Search Committee and the congregation

We Need a Team of People Who:

- ✓ **Listen** more than speak
- ✓ Understand the **issues and the history** of Beth Adam
- ✓ Are **technologically savvy** and can record data and interviews properly
- ✓ Can **lead & manage** group conversations
- ✓ Can **summarize** main points in a conversation and reflect them back to participants both in terms of content and emotional tone
- ✓ Can **stay calm** and think on their feet
- ✓ Promote **inclusivity** in discussions while respecting differences in style

Recruitment and Selection Leads with Consultant

- ❑ Design fair and equitable process that the Rabbinical Search Committee will utilize.
- ❑ Create and publicize the job posting.
- ❑ Manage recruitment.
- ❑ Recommend interview questions, activities and protocols, and tracking and evaluation tools.



Rachel Faust and Ken Weiss are part of the Rabbinical Search Committee. The RSC is charged with interviewing and recommending the final candidate to the Board.

Cultural Transition Team

Primary Responsibility

Design and implement a process to honor our retiring Rabbi Chief Executive (RCE) and to welcome our new RCE.

We Need a Team of People Who:

- Enjoy planning and implementing social events to honor our retiring RCE.
- Enjoy planning and implementing social events to welcome our new RCE.
 - Have excellent interpersonal skills.
 - Work well as a team member.
 - Are comfortable with a variety of communication modes.
 - Feel energetic and excited about this transition process.
 - Want to serve as ambassadors for our new rabbi.

Alan Brown and Kip Hatcher are part of the Rabbinical Search Committee. The RSC is charged with interviewing and recommending the final candidate to the Board. As we get closer to the work of the cultural transition, they will formulate a team of congregants to help.

The Past Presidents Council

Provides input and guidance to the RSC
and work teams
and may lead focus groups.



*Paul Korn is part of the Rabbinical Search Committee.
The RSC is charged with interviewing and recommending
the final candidate to the Board.*

Congregation Involvement

Participate in engagement opportunities

Be part of the Engagement Team

Be part of the Cultural Transition Team

Stay up-to-date with communications and website

Join a Beth Adam standing committee. Get involved!



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Rabbinical Search Committee Email:
rabbincalsearchcommittee@bethadam.org

Beth Adam Website:
bethadam.org





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Thank You
Questions and Answers

