

RABBI SEARCH COMMITTEE CHARGE

Purpose: Implement the selection process and make a recommendation to the CBH Board for the hiring of a congregational Senior/Solo Rabbi to lead our synagogue forward into the future.

Committee Members:

The Committee will include 12 CBH members who represent the multi- generational and diverse makeup of CBH as described below:

- (2) Co- Chairs of which at least one has been on the board
- (1) Current Board member
- (9) Members at large

with the following skills and knowledge:

- Member of the RPT for continuity
- Finance
- Human Resources
- Jewish education
- Jewish spirituality and traditions
- Community connections
- Public relation/communication

Committee makeup will be based on diverse perspectives including:

- Interfaith
- LGBTQ+
- New members
- Young families
- Teens
- Singles
- Senior
- Founders

Committee Key Responsibilities [approximate timeline provided as reference]:

- **June 2021:** Review and augment where appropriate the tools and process researched and developed by the Rabbinic Process Team (RPT) and submit for Board approval before work begins.
- **Ongoing:** Partner exclusively with Union for Reform Judaism (URJ) and its Central Conference of American Rabbis (CCAR). A designated contact has been established.
- **July - Dec 2021:** Seasoned rabbis search process
- **Jan – Mar 2022:** Student rabbis search process, if needed
 - Review candidates' applications and identify qualified candidates to be interviewed.
 - Develop an interview process including questions and evaluation criteria (for both virtual and in person).
 - Interview candidates.

- Develop and execute a plan to introduce and welcome top candidates to community/Board in person and virtual.
- **Jan or Mar 2022:** Provide the Board with a rabbi recommendation for Board approval.

Communications:

- Communicate regularly with Board and community on search process updates.

Rabbinical candidate application process:

RPT has submitted a Senior/Solo Rabbi Application to the Rabbinical Placement Commission of URJ/CCAR. URJ/CCAR will provide CBH with candidates to be considered. Any Rabbinical candidates outside of URJ/CCAR who are interested in applying for this position should be directed to URJ/CCAR so they can register and request an interview with CBH through URJ/CCAR.

Principles of Engagement:

The Committee members commit to the following principles to guide their work:

- Participate actively and contribute ideas
- Take turns speaking and limit side conversations during meetings
- Develop and communicate a thorough understanding of all constituent interests
- Listen and discuss openly and respectfully controversial issues
- Actively explore and implement procedures to identify and amplify shared values
- Emphasize constructive activities and actions: view disagreements as problems to be solved, rather than battles to be won
- Follow up on all action items to ensure progress in our collective work
- Be realistic and explicit about your ability to contribute and follow through
- Honor and learn from the past and look forward to a new shared vision
- Keep committee discussions confidential
- Be transparent with our CBH community and provide unified and consistent messaging about our work
- All decisions are guided by CBH core values

Resources Package:

- URJ/CCAR links to *Guidelines on Values Based on Decision Making During and After Covid*
- URJ link to handbook of placement Procedures
- Rabbinical Job description
- CBH submitted Senior/Solo Rabbi Application
- Interview Flowchart (example)
- CCAR assigned contact: Barri Waltcher for additional resources and support
- TENT (A link to URJ online tool)
- Decision making and discussion tools.
- Interview questions and evaluation criteria examples
- Summary of CBH community engagement input

Committee Selection Process

Mid-April: RPT provides the Board with a short list of Co-Chairs candidates to be considered. The Board may identify additional potential candidates for inclusion in the short list of candidates.

Mid-April: The Board follows up with candidates and makes a final decision on the committees co-chairs. Invitation to co-chairs will come from the Board Executive Committee.

April: RPT hosts a zoom meeting for CBH members who are interested in taking on a leadership role in one of the three rabbi transition committees (Celebration, Search, Onboarding) or the Board and its committees. During the meeting, specific information will be provided about the three rabbi transition committees and appointment process.

April: Call for statement of interest will be communicated through the Etone and targeted emails and posted on the CBH website.

May 1st: Statement of interests for the three rabbi transition committees are due.

May-June: RTP will review all statements of interest with committees co-chairs and provide a list of recommended candidates for Board approval.

June/July: Committees convene to begin their work.