



# SENIOR RABBI SEARCH SURVEY REPORT - SEPT 2017 -

Thank you to the 400+ congregants who responded to our Senior Rabbi Search survey.

## OUR RESPONDENTS

- **Responses:** pleased with the survey response of 402 total electronic and paper respondents
- **Age:** 88% over 40 years (reflective of our congregational demographics)
- **Membership:** 70% have been members +11 years
- **School:** Of the families with school age children, the majority send them to Religious School at TEE



Congregants' responses to the survey offered valuable insight into the desired qualities of prospective senior rabbinic candidates and provided thoughtful input into perceived strengths and needs of our Temple. These responses were used to help complete our Senior Rabbi application in conjunction with our Senior Rabbi search.

## FRAMING TEMPLE EMANU-EL'S COMMUNITY

Our top primary goals:

1. Create a family culture where everyone feels connected and deeply engaged.
2. Connect with the 'next' generation and make Reform Judaism relevant to them.
3. Further Jewish values and traditions.
4. Remain fiscally sound.

Our top strengths:

1. Clergy/Staff (strong, stable, caring) – significant number of congregants specifically named Cantor Roskin as our top strength
2. Membership and size of congregation
3. Endowment and finances
4. Beautiful sanctuary and building

---

*"We have a beautiful building with a wonderful history. We have so much to be proud of."*

---

Important challenges:

1. Engagement (Teens, Young Families, Seniors) – stay relevant in changing times; recruit and engage the next generation to get them committed and involved
2. Rabbinic leadership – finding, accepting, transitioning to new Clergy
3. Finances – maintain fiscal responsibility into the future

---

*"Keep the 'next generation' committed and involved."*

---

## RABBI SEARCH COMMITTEE

Helene Elkus – Co-Chair

Glenn Fleisig – Co-Chair

Jack Aland

Rodney Barstein

Jeffrey Bayer

Robin Berger

Callie Blitz

Jackie Feldman

Sam Friedman

Fran Godchaux

Robert Levin

Ashley Metsky

Virginia Oleinick

Lynn Rathmell

Amanda Sokol

### Current levels of engagement:

- 60% of the congregation consider themselves Highly Engaged/Engaged/Moderately Engaged – services, religious school, Sisterhood/Brotherhood, Torah study, volunteering/*tikkun olam*
- 35% of the congregation characterize their engagement at a low level – not inspired, religiously connected or don't have the time

### CREATING A RABBINIC PROFILE

#### Key rabbinic skills desired:

1. Dynamic and inspiring worship leader
2. Religious Leader: pastoral care, life cycle events, etc.
3. Collaborator within the Jewish and greater Birmingham communities
4. Additional skills highlighted: leader/team builder, visionary for the future, inspirational speaker

#### What the new rabbi should know about us:

1. **Diversity** – We are a congregation diverse in age, finances and politics who want a Rabbi to help bring us together.
2. **Long history in Birmingham** – We have a rich history at Temple with multi-generational families and play an important role in the community.
3. **Seek/Engage/Transform** – We want to be uplifted and inspired through new programming; we are hungry for change and fear being stuck in the 20<sup>th</sup> century; we want to be more connected and engaged.

---

*“We all want to be engaged, we just need someone to foster it.”*

---



**SEEK • ENGAGE • TRANSFORM**