



The  
**Association of  
 Reform Jewish Educators**  
 Since 1955

633 Third Avenue | New York, NY 10017-6778

**EDUCATOR SEARCH APPLICATION**

**RETURN ORIGINAL TO:  
 (Preferably by E-mail)**  
 Rabbi Stan Schickler, RJE  
 Association of Reform Jewish Educators  
 633 Third Avenue  
 New York, NY 10017-6778  
 212-452-6510      [sschickler@reformeducators.org](mailto:sschickler@reformeducators.org)

<b>CONGREGATION/INSTITUTION</b>	Temple Emanuel- Denver	<b>DATE OF APPLICATION</b>	11/1/19
<b>STREET ADDRESS</b>	51 Grape Street		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Denver, CO 80220		
<b>TELEPHONE NUMBER</b>	303-388-4013	<b>FAX</b>	
<b>E-MAIL</b>	<a href="mailto:black@emanueldenver.org">black@emanueldenver.org</a>	<b>WEBSITE</b>	<a href="http://www.emanueldenver.org">www.emanueldenver.org</a>
<b>URJ DISTRICT</b>	Mountain SW	<b>DATE POSITION IS AVAILABLE</b>	June, 2020
	Director of Youth and Family Learning	<b>FULL or PART-TIME</b>	Full

**DEMOGRAPHICS**

	TOTAL NUMBER OF FAMILY UNITS	# OF FAMILIES WITH CHILDREN IN THE RELIGIOUS SCHOOL	TOTAL # OF STUDENTS IN THE RELIGIOUS SCHOOL	AVERAGE # OF ANNUAL B'NAI MITZVAH
<b>THIS YEAR</b>	2,000	500+	650+	80
<b>FIVE YEARS AGO</b>	1,800	380+	500	40
<b>FUTURE DEMOGRAPHIC PROJECTIONS ARE</b> Stable/Growing				

**NUMBER OF STUDENTS ENROLLED BY GRADE**

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
19	27	47	47	56	67	56	79	67	49	38	28	0	0
<b>OTHER (specify):</b> Hebrew School students		234											

<b>DAY CARE</b>	<b>PARENTS' DAY OUT</b>	<b>EARLY CHILDHOOD</b>
<b>OTHER (specify):</b>		

<b>HEBREW BEGINS IN GRADE</b>	4	<b>AND CONTINUES THROUGH GRADE</b>	7	<b>CONFIRMATION BEGINS IN GRADE</b>	9 (2 year program)
<b>ADULT PROGRAMMING</b>	MANY			<b>JEWISH PARENTING PROGRAMMING</b>	YES
<b>CAMPS (URJ REGIONAL AND CONGREGATIONAL)</b> Shwayder Camp (owned by Temple Emanuel)					

## II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Sundays – 9:00-11:30	Sundays – 11:30 -1:00 Wednesday Nights- 4:30-6:00 and 6:30-8:00	Sundays – 11:30 – 1:00	
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
9:00 AM – 12:30PM	8:00-9:00am 12:30-5:00pm	Multiple – mostly Sundays – also weds nights	
<b>OTHER (specify) Multiple options – all ages</b>			

## III. PROFESSIONAL STAFF

Even if they will not be associated with the congregation next year, please list the names of all current professional staff members. Indicate if their position is full-time or part-time and their years of service with the congregation. Additional lines are provided for other staff positions, if applicable.

	NAME	FULL or PART-TIME	YEARS SERVED
SENIOR RABBI	Joseph Black	Full	10
ASSOCIATE RABBI	Eliot Baskin	Part	2
ASSISTANT RABBI	Emily Hyatt	Full	2
SENIOR CANTOR	Elizabeth Sacks	Full	7
EDUCATOR	Scott Esserman	¾ (INTERIM)	1 - Scott is serving as interim educator in the wake of the departure of our former Educator, Zach Rolf. He is a well-respected educator in the Denver community and has served as Director of Shwayder Camp. He also is a former board member. He has agreed to serve in the position for this year as we engage in our search.
ASSISTANT PRINCIPAL/LIBRARIAN	Rita Dahlke	Full	30+
CANTORIAL SOLOIST/MUSIC DIRECTOR	Steve Brodsky	Full	30+ (in multiple capacities – not all full time)
EXECUTIVE DIRECTOR	Steve Stark	Full	6
DIRECTOR OF YOUTH ENGAGEMENT	N/A	Full	In transition. Our Director of Youth Engagement recently accepted a position at Hillel. We are currently evaluating this position
EARLY CHILDHOOD EDUCATOR	Susan Wartchow	Full	7
CAMP DIRECTOR	Jodie Abrams	Full	Jodie has been camp director for 8 years, but has been on our camp staff for over 19 years
DEVELOPMENT MANAGER	Francie Miran	Full	8
COMMUNICATIONS DIRECTOR	Laura Knaster	½	3
RABBI EMERITUS	Steven Foster	NA	Rabbi Foster retired after a 40 year tenure in 2010.
CANTOR EMERITA	Regina Heit	NA	Cantor Heit was cantor for 20 years. She retired 2/1/16

Does the professional staff undergo a regular performance review process? Yes

**How often?** Yearly

**Please include a description of this process, especially as it applies to the educator.**

There are yearly evaluations and ongoing opportunities for growth, renewal and professional development. The Director of Youth and Family Learning will be supervised directly by the Sr. Rabbi.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Rayna Wandel	Full	8
TO RABBI(S)	Patricia Lackner	Full	7
TO CANTOR(S)	"	"	"
TO ADMINSTRATOR	Frances Goodfriend	Part (3/4)	3

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	2	ART	No
PRIMARY	21	COMPUTER	No
INTERMEDIATE	9	DANCE	No
UPPER	3	DRAMA	No
BAR / BAT MITZVAH	7	HEBREW	12
HIGH SCHOOL / POST B'NAI MITZVAH	5	LEARNING CENTER	No
ARE THERE ANY FULL-TIME TEACHERS?	Not in religious school – many in ECC	LIBRARIAN	1
CUSTODIAL STAFF (specify full or part-time)		4 full time	

#### IV. FACILITIES

SANCTUARY	1	NUMBER OF CLASSROOMS	20
CHAPEL	1	ART ROOM	1
LIBRARY	1	MUSIC ROOM	
SOCIAL HALL / AUDITORIUM	3	YOUTH LOUNGE	1
SANCTUARY / SOCIAL HALL COMBINATION	0	TEACHER RESOURCE CENTER	1
		EDUCATOR'S OFFICE	1
		COMPUTER ROOM	1
		STUDENT LEARNING CENTER	1
OTHER (SPECIFY)	<ul style="list-style-type: none"> <li>We share our classrooms with the Early Childhood center. Furniture is swapped on Saturday night to make it age appropriate and classroom materials are portable</li> <li>Temple Emanuel has owned and operated Shwayder Camp for the past 71 years. Located on Mt. Evans – about an hour and 15 minutes outside of greater Denver, Shwayder has a proud history of serving over 550 Jewish children and staff over the course of the summer. <a href="https://www.shwayder.com">https://www.shwayder.com</a></li> <li>We maintain our own Cemetery</li> </ul>		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?		yes	

AGE of BUILDINGS:	SANCTUARY	50+	SCHOOL	30+	OFFICE AREA	20+
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## V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1874	and became a member of the URJ (UAHC) in	1879
The Shabbat prayer book used is	<i>Mishkan Tefillah</i> - also original, musical services with Visual <i>Tefilah</i>		
The High Holy Day <i>machzor</i> used is	<i>Mishkan HaNefesh</i> - also original, musical services with Visual <i>Tefilah</i>		
Has the Religious School received ARJE Accreditation?	No	If yes, in what year ?	

### What are the three primary goals of your congregation/institution?

- To create a sacred community that supports and welcomes all on their Jewish Journey through a variety of portals of entry
- To be a warm and welcoming center of Jewish life
- To bring about Tikkun Olam in the world and especially our community

### What are the congregation's/institution's strengths?

- We are a multi-generational and diverse congregation of over 2000 households. We continue to grow and embrace new members as we strive to be welcoming to all who choose to join us.
- We have an outstanding and dynamic professional, programmatic and educational staff working in partnership with lay leadership to create a healthy and evolving vision and direction for the congregation. Clear roles of staff and lay leadership are delineated by our unique governance structure.
- While we are a congregation that is over 145 years old with a proud history of innovation and continuity, during the past 10 years we have introduced many new modalities of worship, education, outreach, fundraising, and engagement that have been embraced and supported by our community. Our staff is exceptional and committed to personal development.
- We are a musical congregation – as reflected by our Senior Staff team.
- We are financially solvent – with a healthy endowment, an increasingly successful track record of fund-raising and no major financial issues at this time.

### What are the strengths of your educational program?

- A core of dedicated teachers who have a long history with the congregation
- A close partnership between lay and professional leadership
- An exceptionally high retention rate from B'nai Mitzvah through Confirmation – over 85%
- Many of our students attend Shwayder Camp and we benefit from their *Ruach* and strong Jewish identity
- A history of innovation and experimentation
- A history of a strong family education program
- A strong connection to Israel – most of our students spend a summer in Israel after their Junior year on a community-wide Israel study Tour sponsored by Jewish Colorado, the Rocky Mountain Rabbinical Association and the Colorado Association for Jewish Education (CAJE)
- An exceptional Early Childhood Center that is a role model for congregations across the country
- A large number of *Madrichim* (Student teachers) in our religious school
- An active informal ed youth program starting in 2<sup>nd</sup> grade and continuing through High School
- Active involvement by all Clergy

### What three qualities in your Educator are most important to the congregation/institution?

- Innovation and creativity
- We are looking for a dynamic and experienced team player who is excited about the opportunity to partner with other professionals
- Our Director of Youth and Family Learning must be organized and have the skills and the desire to supervise and mentor other professionals

### The three most important priorities of the congregation/institution's Director of Youth and Family Learning should be:

- To create, sustain and foster a highly functioning professional team
- To evaluate and find new modalities of learning for our community

- To work in partnership with other members of the Senior Staff and Education teams to ensure that the vision and mission of Learning and Engagement is integrated in all aspects of congregational life

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**The single most important thing an Educator needs to know about the congregation/institution is:**

We have recently re-visioned our approach to learning and engagement. Our new team member will be expected to be bold, innovative and creative. Our Director of Youth and Family Learning will be expected and encouraged to create new programming and will be provided with the resources and support necessary to be successful. S/he will have the full support of Clergy and lay leadership. Risk taking is encouraged and we see the benefits of learning by trial and error.

**The three most important issues facing the congregation/institution in the next five years will be:**

- Creating a culture of engagement that enables every member of our large and diverse community to find portals of entry into their Jewish life
- Managing growth and change
- Ensuring that the financial stability that we have enjoyed until this point continues and grows for the next generations

**VI. INCUMBENT EDUCATOR**

Has the current educator been informed that the congregation / institution is in placement ?	NA – our Interim Director will only be serving until the new DYFL is hired
On what date will the current educator relinquish his/her position ?	July 1, 2020

**VII. COMMUNITY ATTRACTIONS**

General population of location	Total Jewish population	90,000+
JEWISH INSTITUTIONS IN AREA	There are 5 Reform, 3 Conservative, 2 Reconstructionist and several Orthodox congregations – as well as many independent <i>minyanim</i> and <i>Chavurot</i> . Denver has over 40 rabbis, 100+ Jewish agencies and institutions, many cultural venues, an inter-denominational Rabbinic Council, ample providers of kosher foods, and several Jewish Day Schools serving grades pre-K-12.	
JCC	X	
Federation	X	
Jewish Family Service	X	
Central Jewish Education Agency	X	
Jewish Day School (which grades) ?	There are 4 day schools in the greater Denver area	
Other	More information about the Denver Jewish Community can be found on the community web site <a href="http://www.Jewishcolorado.org">http://www.Jewishcolorado.org</a> .	
Majority of members’ children attend public school, private school, or Jewish day school ?	Mixed – we have students who attend public, private and day schools	
Colleges, universities and music conservatories in the area include	There are many institutions of higher learning in the area including The University of Denver (which has a Center for Judaic Studies); University of Colorado- Boulder (45 minutes from Denver – also has a Department of Jewish Studies); University of Colorado- Denver; Metro State University, and Iliff School of Theology.	
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	There are too many to list here. We will be happy to provide interested candidates information about the City of Denver, its cultural and recreational attractions, schools and any other information. Denver is located in the front range of the Rocky Mountains. Our city is renowned for its healthy life style. It is consistently rated as one of the healthiest and most dynamic cities in the nation by numerous publications. There are unlimited opportunities for year-round outdoor activities including hiking biking, fishing, and world class skiing. We are in a community that values the arts –with a vibrant music, art and cultural life.	

Denver has several professional and semi-professional sports teams as well as providing access to several college sports teams.

There is also interesting information at [www.denver.org](http://www.denver.org) and [www.denverchamber.org](http://www.denverchamber.org).

**IX. REMUNERATION**

**INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE.** The “Proposed Salary” section should read, for example, “the salary range is \$60,000-\$70,000” or “the minimum salary base is \$60,000” or “the maximum salary is \$80,000.” PLEASE **DO NOT** WRITE “negotiable”, or “open,” or “not yet determined” with no numbers included. **Without this information, your position will not be included in the ARJE’s placement listings. It is also highly recommended that you not list remuneration as a “package.”**

<b>PROPOSED SALARY or SALARY RANGE</b>	Competitive and negotiable – \$80,000 - \$95,000 (plus benefits) Depending on Experience
<b>Percentage of pension (RPB) in addition to salary (15% recommended)</b>	15%
<b>Length of original employment agreement (two years recommended)</b>	2 years

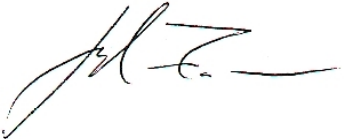
STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	x	Moving Allowance	x	Books & Periodicals		Sabbatical	
Major Medical Insurance	x	Professional Dues		Congregational Membership	x	Cell Phone	
Dental Insurance		ARJE Conference	x	Religious School Tuition	x	Laptop Computer	x
Long Term Disability Insurance		URJ Biennial		Early Childhood Tuition	x	Israel Trips	
		Regional URJ Gathering					
Other (please specify)	Shwayder Camp Tuition. The benefit package will be negotiable – some or all of the above benefits not x’d may be included, depending on the desires of the individual. S/he will be able to determine their own package based on how s/he wants to divide up the resources available.						

**Social Security is required by Federal Law**

Is this position being listed with any other professional placement service?	Yes
If “YES” please indicate which one and the title by which it is being listed	We plan to also list with the CCAR – Joint placement Commission, JESNA (if applicable)

In making this request to the ARJE PLACEMENT SERVICE, the congregation/institution agrees that it will	
A	In keeping with the high ideals of Reform Judaism, not exclude a candidate from consideration based on age, gender, sexual orientation or marital status;
B	Keep the ARJE Placement Service informed of ALL interviews and their outcomes;
C	Reimburse all travel and related expenses for an Educator invited for an interview;
D	Arrange the terms of its contract and/or letter of agreement with its Educator-Designate following the principles of the document entitled <i>GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS</i> (“The Blue Book”), as adopted and

	recommended May 1988 by the Board of Trustees of the Union of American Hebrew Congregations, the Central Conference of American Rabbis, and the National Association of Temple Educators;
E	On acceptance of the contract and/or letter of intent by both the congregation/institution and the Educator-Designate, forward a copy of the contract and/or letter of agreement for the files of the Placement Service, ALL files being confidential.
F	<b>NOTIFY THE ARJE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED.</b>

<b>Name of person completing this form and position in congregation / institution</b>	Rabbi Joseph R. Black – Senior Rabbi
<b>Signature</b>	

**CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE**

<b>NAME</b>	The search committee is currently being formed. Rabbi Black and Executive Director, Steve Stark will be the liaisons for the time being.		<b>POSITION</b>
<b>STREET ADDRESS</b>	51 Grape Street		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Denver, CO 80210		
<b>TELEPHONE NUMBER</b>	303-388-4013	<b>FAX</b>	
<b>E-MAIL</b>			
<b>Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):</b>			
Rabbi Joseph R. Black – <a href="mailto:Black@emanueldenver.org">Black@emanueldenver.org</a> , Executive Director Steven Stark – <a href="mailto:Stark@Emanueldenver.org">Stark@Emanueldenver.org</a>			

**IF THE CONGREGATION/INSTITUTION HAS A MISSION STATEMENT,  
PLEASE ENCLOSE A COPY**

## **Our Mission**

Temple Emanuel is a dynamic Reform synagogue. Our mission is to inspire individuals to maximize their Jewish identity and to participate actively in our religious community.

## **Our Beliefs**

We are all created *B'tzelem Elohim* (in God's image);

We are responsible for *Tikkun Olam* (repairing the world);

We engage in *Talmud Torah* (lifelong Jewish learning);

We are part of *Am Yisrael* (the Jewish people) and have a special relationship with *Medinat Yisrael* (the State of Israel);

We mark *Mikra-ey Kodesh* (sacred moments) and engage in ongoing *Tefillah* (worship) to maintain an *Orech Chayim* (Jewish way of life);

We honor *Shalshelet HaKabbalah* (the chain of Jewish tradition) while welcoming *Chadishut* (modernity).

## **Our Vision**

Our vision is to be a welcoming and dynamic sacred community through Jewish practice, tradition, values, culture and education.



## **POSITION TO BE FILLED: DIRECTOR OF YOUTH AND FAMILY LEARNING**

### **JOB DESCRIPTION:**

The Director of Youth and Family Learning (DYFL) at Temple Emanuel, Denver, will oversee all aspects of Formal and Informal Youth and Family Education at our thriving, 2000+ family congregation. S/he will be responsible for helping to envision, evaluate and steward our collective vision for Youth Education. The DYFL will be an integral and vital part of our professional team and will work very closely with Clergy, the Executive Director and lay leadership. We encourage and expect creative approaches in the arena of Youth and Family learning. New ideas and programs are welcomed. Risk taking is encouraged. "Failure" is not a bad word. We measure success in terms of the opportunities to learn and grow that we glean from every new initiative – regardless of results.

### **Responsibilities**

- Work closely with all members of the Youth Education team to envision, refresh and create innovative curriculum and learning/engagement experiences for children and their families in the ELC, Religious School, Shwayder Camp, and Youth Activities
- Ensure that the vision and curriculum of each department is integrated and interconnected
- Supervise Director of Early Childhood, Director of Shwayder Camp, Youth Director, Assistant Religious School Principal/Librarian
- Directly supervise our vibrant and thriving Religious School (800+ students) in close partnership with Assistant Religious School Principal and Religious School Administrator
- Actively lead and participate with children and families in the programs
- Work with others on professional team and in partnership within the community to develop and promote youth learning and engagement opportunities
- Develop volunteer leadership and engagement opportunities throughout all aspects of Youth and Family Education at Temple Emanuel
- Serve as a member of multiple Temple leadership teams and help assure that all programs and events succeed
- Be a regular attendee at Temple events including but not limited to worship, social activities and educational opportunities

### **Prerequisites**

- Experienced Jewish Educator (Minimum 5 years of experience)
- A minimum of a BA or BS degree from an accredited college or university. RJE is preferred.
- Excellent verbal and written communication skills
- Comprehensive understanding of current education theory and education/communication technology

### **Personal Qualities**

- Desire to be part of a dynamic, evolving, creative, professional team
- Ability to mentor and guide developing professionals
- Integrity and strong sense of responsibility
- Outgoing, engaging, motivating and empathetic personality
- Role model for living a meaningful Jewish life
- "Approachability" for youth, families and parents – someone that students want to be around
- Ability to work closely with and meet the needs of a diverse population of individuals and families
- Excellent listener
- Team player
- Self-motivated

**Full-time**

**Status:** Exempt – Salaried

**Supervisor:** Senior Rabbi/Executive Director