



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

| | | | |
|---|--|-----------------------------------|---|
| CONGREGATION/INSTITUTION | Temple Emanuel | DATE OF APPLICATION | January 2020 |
| STREET ADDRESS | 1001 Springdale Road | | |
| CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE | Cherry Hill, NJ 08003 | | |
| TELEPHONE NUMBER | 856-489-0029 | FAX | |
| E-MAIL | info@templemanuel.org | WEBSITE | https://templemanuel.org |
| URJ DISTRICT | Pennsylvania Area Region | DATE POSITION IS AVAILABLE | May 2020 |
| POSITION TITLE | Director of Congregational Learning | FULL or PART-TIME | Full Time |

☐ **Director of Lifelong Jewish Learning (DoLJL) or Director of Lifelong Learning (DoLL)**—Responsible for oversight of virtually all education in the congregation; supervises all education and educational administration personnel
When a congregation seeks to hire a DoLJL or DoLL, it should consider how the position will be appropriately supported with additional educational *and* administrative staff, all of whom would be supervised by the DoLJL or DoLL

☒ **Director of Congregational Learning (DoCE)**—Serves in an oversight capacity of the congregational school and has other congregational education responsibilities (which may or may not include supervision in the area[s] of youth programming, adult education, early childhood, and / or other areas of education)

When a congregation seeks to hire a DoCE, it should consider how the position will be appropriately supported with additional educational *and* administrative staff, such as an Assistant Director of Congregational Education, all of whom would be supervised by the DoCE.

☐ **Religious School Director (RSD)**—Primary responsibility is direction of the religious school

☐ **Assistant Religious School Director**—May be hired to provide additional educational support to the Religious School Director

☐ **School Administrator**—Primarily responsible for administration of the school and perhaps some educational responsibilities



JOB DESCRIPTION

Director of Congregational Learning

Department: Education

FLSA Status: Full Time

Job Summary

We are seeking a person who is dedicated to the concept that Jewish education is an ongoing, lifetime endeavor. Consequently, the Director of Congregational Learning will provide leadership of educational programs to the various members that make up Temple Emanuel. Working closely with the Rabbi, Cantor and synagogue office staff, the Director of Congregational Learning has direct responsibility for the Religious School (grades Pre - K-12), Teen, Family and Adult Education.

The Director of Congregational Learning will provide a vision for a comprehensive education program, to communicate that vision to the Temple Emanuel community, and to work with the community to design, implement, and assess all programs.

The Temple Emanuel community dedicates itself to ensuring that the Director of Congregational Learning participates fully in the religious, educational, and social life of the congregation.

Essential Duties and Responsibilities

- Translate a shared vision of Temple Emanuel as a community of learners into programs and activities for all members
- Establish and maintain a Jewish learning culture that is progressive, innovative, and relevant
- Keep informed about the latest educational theories, methods, and technology in order to establish and provide professional development of the standards based on the best educational practices
- Provide a leadership role in designing and implementing new curricula and programs
- Provide guidance to the youth program in aligning the program with NFTY and TE goals.
- Providing school teachers and support staff with training and support for students with 504's and IEP's along with the resource room
- Develop an engaging family and adult education curriculum
- Establish good working relationships with local Jewish educational and cultural resources
- Work cooperatively to create a Temple community where the values of Judaism are infused in all aspects of congregational life
- Coordinate Bar/Bat Mitzvah Tutoring and preparation calendar

Additional Responsibilities

Other duties as necessary.

Supervisory Responsibilities

- Youth advisor
- Hiring and supervision of religious school teachers
- Administrative assistant
- B'nai mitzvah coordinator
- Work closely with Synagogue VP of Education, and other synagogue leadership
- Participate in the Southern New Jersey community of Jewish educators

Qualifications

- Masters degree in education (preferred) and/or Equivalent Life or Professional Experiences
- Jewish History Coursework
- Professional Classroom Experience (min. 5 years)
- Hebrew Proficiency preferred
- Knowledge of Jewish Tradition
- Extensive knowledge of current Jewish Educational Materials
- Commitment to Reform movement
- Availability to work Shabbat, Holidays, evenings and weekends

Other Skills and Abilities

Excellent organizational skills, communication skills, and computer skills.

Certificates, Licenses, and/or Registrations

N/A

This job description is intended to describe the general nature and level of work to be performed and is not intended to be an exhaustive list of all responsibilities, skills and duties.

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 |
|---|------------------------------|---|---|-----------------------------------|
| THIS YEAR | 623 | 162 | 208 | 42 |
| FIVE YEARS AGO | 787 | Information not available | 359 | 45 |
| FUTURE DEMOGRAPHIC PROJECTIONS ARE We are hoping to remain steady or grow our population. | | | | |

NUMBER OF STUDENTS ENROLLED BY GRADE

| PreK | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
|------------------|---|----|----|----|----|----|----|----|---|---|----|----|----|
| 13 | 9 | 13 | 14 | 17 | 20 | 33 | 30 | 32 | 9 | 2 | 8 | 4 | 5 |
| OTHER (specify): | | | | | | | | | | | | | |

| | | | | | |
|------------------|----|------------------|----|-----------------|----|
| DAY CARE | 55 | PARENTS' DAY OUT | No | EARLY CHILDHOOD | 55 |
| OTHER (specify): | | | | | |

| | | | | | |
|---|---------------|--|---|------------------------------|---|
| HEBREW BEGINS IN GRADE | 2 | AND CONTINUES THROUGH GRADE | 7 | CONFIRMATION BEGINS IN GRADE | 9 |
| ADULT PROGRAMMING | Volunteer Run | | | JEWISH PARENTING PROGRAMMING | |
| CAMPS (URJ REGIONAL AND CONGREGATIONAL) | | JCC Camps – Early childhood and Medford, Camp Harlam | | | |

II. DAYS AND TIMES OF CLASSES

| RELIGIOUS SCHOOL | HEBREW SCHOOL | CONFIRMATION | POST-CONFIRMATION |
|-------------------------|---|--------------------------------|-----------------------------------|
| Sunday 9am-11am | Tuesday and Wednesday 4:15pm-6:15pm | Tuesday Evenings 6:30pm-8:30pm | Tuesday Evenings 6:30pm-8:30pm |
| WEEKDAY EARLY CHILDHOOD | DAY CARE | PARENTING/FAMILY PROGRAMMING | PARENTS' DAY OUT |
| 9:00am-11:45am | 7:00am-6:00pm | | |
| CAMP(CONGREGATION ONLY) | From June to August run through the daycare and preschool program | | |
| | | | |
| OTHER (specify) | | | |

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 | Rabbi Jerome David | Full Time | 43 years |
| CANTOR | Cantor Neil Schnitzer | Full Time | 11 years |
| EDUCATOR | Rena Alpert | Full Time | 11 years |
| ADMINISTRATIVE ASSISTANT | Jeannie Wood | Part Time | 24 years |
| ADMINISTRATIVE ASSISTANT | Jenn Gordon | Part Time | 8 years |
| CLERGY ASSISTANT | Laura Padersky | Part Time | 4 years |
| YOUTH GROUP ADVISOR | Lexi Mullner | Part Time | 8 months |
| PRE SCHOOL DIRECTOR | Tracey Perchick | Full Time | 5 years |
| | | | |
| | | | |
| | | | |

| SECRETARIES/ADMINISTRATIVE ASSISTANTS | | FULL or PART-TIME | YEARS SERVED |
|---------------------------------------|----------------|-------------------|--------------|
| TO EDUCATOR(S) | Jenn Gordon | Part Time | 8 years |
| TO RABBI(S) | Laura Padersky | Part Time | 5 years |
| TO CANTOR(S) | | | |
| TO ADMINSTRATOR | | | |

| NUMBER OF TEACHERS – for religious school | | SPECIALISTS | |
|---|----------|--|----|
| COORDINATORS / DEPARTMENT HEADS | NA | ART | 1 |
| PRIMARY | 6 | COMPUTER | NA |
| INTERMEDIATE | 3 | DANCE | NA |
| UPPER | 2 | DRAMA | NA |
| BAR / BAT MITZVAH | 2 tutors | HEBREW | |
| HIGH SCHOOL / POST B'NAI MITZVAH | | LEARNING CENTER | |
| ARE THERE ANY FULL-TIME TEACHERS ? | No | LIBRARIAN | NA |
| CUSTODIAL STAFF (specify full or part-time) | | The synagogue uses a janitorial service. | |

IV. FACILITIES

| | | | |
|---|-------------------------------------|--|-----|
| SANCTUARY | Yes | NUMBER OF CLASSROOMS | 15 |
| CHAPEL | Yes | ART ROOM | 1 |
| LIBRARY | Yes | MUSIC ROOM | NA |
| SOCIAL HALL / AUDITORIUM | Yes | YOUTH LOUNGE | 1 |
| SANCTUARY / SOCIAL HALL COMBINATION | Yes | TEACHER RESOURCE CENTER | NA |
| | | EDUCATOR'S OFFICE | Yes |
| | | COMPUTER ROOM | NA |
| | | STUDENT LEARNING CENTER | NA |
| OTHER (SPECIFY) | Resource Room for students with IEP | | |
| IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL? | | The religious school uses three preschool classrooms on Sunday mornings. | |

| | | | | | | |
|-------------------|-----------|---|--------|----------|-------------|----------|
| AGE of BUILDINGS: | SANCTUARY | 35 years – updated for ADA compliance 3 years ago | SCHOOL | 35 years | OFFICE AREA | 35 years |
|-------------------|-----------|---|--------|----------|-------------|----------|

If there is a satellite facility, please describe it. Include size, distance from main facility, age, days/hours spent on that site, etc.

NA

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in 1950 and became a member of the URJ (UAHC) in 1950

| | | | |
|---|--|-----------------------|--|
| The Shabbat prayer book used is | Mishkan T'fillah | | |
| The High Holy Day <i>machzor</i> used is | Gates of Repentance and Mishkan HaNefesh | | |
| Has the Religious School received ARJE Accreditation? | No | If yes, in what year? | |

What are the three primary goals of Temple Emanuel?

INCLUSION: Temple Emanuel prides itself in welcoming all who wish to learn and worship, regardless of race, age, gender, sexual orientation, economic background, or even religion. In fact, some of our most active congregants are those who are Jews by choice or are spouses of mixed marriages. Our richly diverse, warm congregation represents the best of all communities and together, we have learned empathy, compassion and respect for those who may lead different lives than ours. We pass the importance of this mission to our younger congregants through our many social active programs and our religious school's designation as No Place for Hate from the Anti-Defamation League.

GROWTH: It's an ongoing challenge in a society which questions the value of synagogue membership, but we meet this task by creating innovative classes and programming for all ages and demographics. We pride ourselves in making Temple Emanuel a destination not just to satisfy our religion, but to satisfy our social and personal needs. From our Kabbalat for Kids and Mini Minyan, to Torah study, to our speakers and acclaimed mental health awareness efforts, we are always offering a menu of opportunities to learn. And our tremendously large up and comers group, baby boomers, prime timers, brown bag lunch seniors, Men's Club, and Sisterhood are paving the way for our members to build long-lasting friendships. Clergy and staff play an active role in both of these initiatives, forming solid personal relationship with the congregation. As a result, in continuously building upon these opportunities to better our congregants' lives, our efforts lead to increased member retention and positive personal accounts that help attract prospective members.

INNOVATION: Temple Emanuel is forward thinking in its approach, always thinking and providing new ways to expand upon the services we provide. We are consistently looking to improve our methods of education and committing ourselves to both our congregants and community; whether it be through new technology, a new style of teaching, or new prayer books. We are a firm believer that no one is too old to grow, and that includes a 70-year old synagogue.

What are the three strengths of Temple Emanuel?

A WARM, WELCOMING ENVIRONMENT: It's impossible to walk through the halls of our synagogue without receiving a smile, an enthusiastic "hi", a strong handshake, or a warm hug. We strive to make sure all our congregants, from preschoolers to seniors, feel a sense of warmth and belonging from the minute they open the doors. Our building is a place for conversations, communication, kindness, support, laughter, encouragement, and compassion.

LOOKING AHEAD AND ALWAYS EAGER FOR POSITIVE CHANGE: As a 70-year old synagogue, we are certainly steeped in culture and traditions. However, we are well aware that we cannot rely on our past; we must forge ahead and be the synagogue of the future. That means being proactive when it comes to identifying the needs of our students and congregants. We are forward thinking, always searching for what will continue to separate us from the pack and put us ahead of the curve. We encourage our clergy and staff to think outside the box.

YOU HAVE TO KEEP YOUR MIND OPEN TO KEEP THE DOORS OPEN: And in keeping with our forward thinking, we're not naïve. We cannot rest on our laurels. We know that our congregant demographic changes rapidly and we pride ourselves in being a synagogue for ALL who wish to join. We are proud to officiate same sex marriages; we are delighted to create JUST FOR YOU special needs holiday services created specifically for those who, for whatever reason, may not be able to sit through or participate in a traditional service; we are thrilled to have a highly popular men's club and sisterhood retreats. We are not Bubbe's temple from years ago; we are your temple, meeting your needs, satisfying your wants, helping accomplish your goals.

WHAT ARE THE STRENGTHS OF TEMPLE EMANUEL'S RELIGIOUS SCHOOL?

WE'RE MAKING HEBREW SCHOOL HIP: Or at least we are on our way. We have always prided ourselves in doing all we can to make our religious school something students look forward to, not just socially but spiritually. Our newest endeavor is Hebrew Through Harmony, a revolutionary new program where students find their own personal connections to traditional prayers through music. The program is designed to use familiar harmonies as a catalyst to encourage students to not just read Hebrew, but to comprehend its meaning and how it relates to their everyday lives. This is just one example of ways we are trying to build upon unconventional, entertaining education methods where students want to participate.

A RESOURCE ROOM THE RIVALS ALL THE REST: In order for our students to build upon their knowledge, we must provide the necessary tools. Our resource room is stocked with materials for every age group and skill set.

SMALL CLASS SIZES: We want our children to feel comfortable asking questions, participating in conversations, and socializing with their classmates. Smaller class sizes offer an opportunity for students to open up and for teachers to be able to address their students' needs individually, making it much more beneficial to all.

SENSE OF TRADITION: We feel strongly that in order to prepare our students for tomorrow, we must keep in them in tune with the traditions that have been established in years past. From all-inclusive school services, sing-a-longs, to classes in art, Jewish

cooking, and life cycle, we instill in our students a sense of belonging and a responsibility to continue to carry out our message and our mission.

A COMMITMENT TO BE ENGAGED IN OUR COMMUNITY: You cannot build a community without having unity, and from a very young age we do all we can to promote the importance of volunteering and social justice to our students. We provide numerous opportunities to take on causes important to our students while also making them aware of the constant needs of our neighbors. The results have been mind-blowing, from boxes upon boxes of food to feed the hungry, to our students traveling to Washington DC to speak for people without a voice. Our students are constantly illustrating empathy, kindness, and commitment to making a change. These are tomorrow's leaders, which leads us to...

LEADERSHIP OPPORTUNITIES: Many of our students take on active roles as leaders in various youth groups both on a local and national level. We feel this desire to take on these roles comes in part from the positive message we instill starting with our youngest students to not be afraid to raise your hand and participate, especially in programs near and dear to their heart. There are programs and opportunities that fit everyone, and we do all we can to connect our students to the cause that is most meaningful to them.

GETTING YOUNG FAMILIES IN THE FOLD: From the minute our congregant welcomes a child into this world, we are offering exciting new learning opportunities where the parent can make Temple Emanuel a part of their upbringing. We work very hard to address the needs and desires of our younger families and we offer them many opportunities not just to volunteer, but to create innovate, new programming. We are currently rebuilding and rebranding our TEFTY Kids initiative for students K through 5, and while the executive board is actively participating in the group's creation, the idea came to fruition as a result of several parents taking on the task. Once again, our goal is to always to make Temple Emanuel a desired destination for all.

WHAT THREE QUALITIES IN YOUR EDUCATORS ARE MOST IMPORTANT TO YOUR CONGREGATION?

COMPASSION: From the beginning of the school year, our teachers strive to get to know our students and form a personal connection. Many of our teachers gear their lessons toward the students' interests and abilities in an effort to make education both enlightening and enjoyable.

ACCOUNTABILITY: Religious education is a significant investment to parents, both financially and when it comes to time. It is very important for our families to see the value of our program and thus our teachers hold themselves to very high standards, creating assignments and projects which welcome group learning and creativity. Our parents often marvel at how comfortable their children are in the sanctuary and how they can follow along with our services both with ease and excitement, or how they can share fascinating facts about holidays or the life cycle.

FLEXIBILITY: Being that our students all have different needs and abilities, it is imperative that our teachers illustrate the ability to think creatively. This means offering opportunities to students who may need more time to comprehend concepts or creating new ways to present lessons that may not be hitting the mark right away. Our education program has always featured innovators, forward thinkers who are remodeling the program constantly to fit our current student population.

WHAT IS THE SINGLE MOST IMPORTANT THING AN EDUCATOR NEEDS TO KNOW ABOUT THE CONGREGATION?

CONNECTION IS KEY: In order for our next director to be effective in building upon our lifelong education initiative, it is essential that they build relationships with all members of our congregation: children, families, empty nesters, and seniors. These are people you will not just be teaching, but also learning from, laughing with, engaging in conversation, and creating lasting memories. We want our next education director to be invested not just in our goals and objectives, but also in our people.

WHAT ARE THE THREE MOST IMPORTANT ISSUES FACING TEMPLE EMANUEL IN THE NEXT FIVE YEARS?

MEMBERSHIP: We cannot just rely on retention. Congregants move, some will pass, some may change their priorities. We need to continue to build our congregation, foster younger families and new neighbors, and create innovative programming and services that make people WANT to join our synagogue.

ENGAGEMENT: Congregants cannot gauge the value of membership if they are not engaged in everything we have to offer. It is essential that we continue to identify the needs and wants of our congregation, meeting our members where they are and leading them in their personal mission to grow personally and spiritually. Therefore, we must continue to build new programming and opportunities to keep our congregation immersed in our culture and interested in our purpose.

RETENTION AND CONNECTION TO FUTURE CONGREGANTS: We need to remain pillars of our community and make sure our neighbors know that can continue to rely on us for support and partnership. We also need to identify what the Jewish population will look like as we move toward the future. Jews have different needs, thought processes, and definitions of what a synagogue should provide. It is very important that we understand these needs and figure out ways we can fulfill them, being proactive in our effort to grow and prosper throughout the 21st century. And we are counting on our new Director of Lifelong Education to help us lead the way and teach us what we need to know to fulfill our goal.

VI. INCUMBENT EDUCATOR

| | |
|---|-------------|
| Has the current educator been informed that the congregation / institution is in placement? | Yes |
| On what date will the current educator relinquish his/her position? | May 6, 2020 |

VII. COMMUNITY ATTRACTIONS

| | | | |
|--|--|-------------------------|------------------------|
| General population of location | 71,000 in Cherry Hill | Total Jewish population | 49,000 in South Jersey |
| JEWISH INSTITUTIONS IN AREA | | | |
| JCC | Yes – Katz JCC is across the street | | |
| Federation | Yes – South Jersey Federation is housed in the JCC | | |
| Jewish Family Service | Yes – JCFS of South Jersey is in the JCC | | |
| Central Jewish Education Agency | No | | |
| Jewish Day School (which grades)? | Kellman Brown Academy PreK – 8, Politz Day School k - 8 | | |
| Other | | | |
| Majority of members' children attend public school, private school, or Jewish day school? | Public Schools | | |
| Colleges, universities and music conservatories in the area include | Rowan University, Stockton University are close by in New Jersey. We are also 8 miles from center city – so we are close to University of Pennsylvania, Drexel University, Temple University, Curtis Center, and University of the Arts. | | |
| What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ? | Since we are 8 miles from Philadelphia we have access to all the museums, theaters, sports stadiums there. We are also a 2 hour drive to New York and Washington DC. | | |

VIII. REMUNERATION

INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE. The "Proposed Salary" section should read, for example, "\$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."**

| | |
|--|-------------------|
| PROPOSED SALARY or SALARY RANGE | \$75,000-\$85,000 |
| Percentage of pension (RPB) in addition to salary (15% recommended) | 15% |
| Length of original contract (two years recommended) | 2 years |

Evaluations are completed by the executive director and executive board of the temple.

| STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY | | | | | | | |
|---|-----------------------------------|------------------------|---|---------------------------|------------|-----------------|---|
| Medical-Hospitalization | Yes | Moving Allowance | Yes | Books & Periodicals | No | Sabbatical | No |
| Major Medical Insurance | Yes | Professional Dues | Yes | Congregational Membership | Yes | Cell Phone | No |
| Dental Insurance | Yes | ARJE Conference | As professional development budget allows | Religious School Tuition | Yes | Laptop Computer | N/A – desktop in office |
| Long Term Disability Insurance | Available for purchase if desired | URJ Biennial | As professional development budget allows | Early Childhood Tuition | Subsidized | Israel Trips | Yes – as a chaperone for temple youth trips |
| | | Regional URJ Gathering | | | | | |
| Other (please specify) | | | | | | | |

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 | Indeed, Gratz College |

| 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 | NOTIFY THE ARJE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED. |

| | |
|--|--|
| Name of person completing this form and position in congregation / institution | Amy Sussman – Temple Emanuel Board of Trustees |
| Signature | Amy Sussman |

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

| | | | |
|---|--------------------------------|----------|---------------------------------------|
| NAME | Amy Sussman and Julie Schwartz | POSITION | Board of Trustees and VP of Education |
| STREET ADDRESS | 1631 Prince Drive | | |
| CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE | Cherry Hill NJ 08003 | | |
| TELEPHONE NUMBER | 610-506-5812 | FAX | |
| E-MAIL | Afsussman@gmail.com | | |
| Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address): | | | |
| jsaschwartz@comcast.net | | | |
| afsussman@gmail.com | | | |

Temple Emanuel Value Based Behaviors for all employees

Communicate Thoughtfully

Temple Emanuel seeks to *inspire* and *engage* our community through *active listening*, *responsiveness*, *honest communication* and *mindfulness*. Staff must use communication that is *warm, friendly and respectful* to build an environment for people of all ages and life stages. Communication should *accept and honor diversity* in all aspects of life.

Work Collaboratively

Staff use *“big picture” perspectives* allowing Temple Emanuel to extend beyond one cohort group or even our own congregation. Communication and actions should include broader engagement with outside stakeholders. *Creating a broader perspective* allows us to infuse the values of *L’Dor V’Dor* in order to *inspire and excite* all generations. *Pro-active initiative* and *responsiveness* will ensure that we *break down silos* and *build cohesion* and *cooperation*. When *staff supports one another* and congregants, we have a *strong and responsible team*.

Embrace Innovation

Temple Emanuel seeks to be a leader within our Jewish community. In order to provide our congregation with transformative and community based connections, staff should utilize cutting edge techniques. Innovation should include strategies that allow our congregants to connect with our staff personally, leadership overall and Judaism in general.

Care Completely

All staff is responsible for the care and nurturing of each and every Temple congregant. Families and individuals seek a cohesive community that is *“member centered”* and based on *strong, active relationships*. Staff must be positive, proactive and go beyond their own focus areas ensuring that congregants receive the care and concern required to keep them connected. We are all responsible for ensuring that everyone has a home at Temple Emanuel.

Aspirational Experiences for Innovative Programs

- *Fun* and exciting opportunities that include *experiential* activities, helping to *broaden perspectives* and *infuse relevance* in Jewish values and history for today’s world
- Strategies that place *Jewish values in a broader context*, helping our congregation to find *relevance* and *connectivity to Judaism* in the everyday life

- **High standards** ensuring that our events and programs provide *meaningful* and *transformative experiences*;
- A *holistic* and *broad perspective* across cohort groups, when appropriate and a planning process that includes *teamwork*, *multiple stakeholders*, etc.