



The
Association of
Reform Jewish Educators
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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	Congregation Shalom, Inc.	DATE OF APPLICATION	2/1/2021
STREET ADDRESS	7630 N. Santa Monica Blvd		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Fox Point, WI 53217		
TELEPHONE NUMBER	414 352-9288	FAX	414 352-9280
E-MAIL	linda@cong-shalom.org	WEBSITE	www.cong-shalom.org
URJ DISTRICT		DATE POSITION IS AVAILABLE	7/1/2021
POSITION TITLE	Either a Director of Congregational Learning or a Religious School Director	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

X **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.

X **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 WITH THIS APPLICATION

Director of Congregational Learning or Director of Religious School

Position Summary

We are looking to fill one position and are posting for either a Director of Congregational Learning or a Director of Religious School.

for a dynamic, innovative leader who is dedicated to Jewish education as an ongoing, life-long pursuit to fill the position of Director of Congregational Learning/Director of Religious School. The Director of Congregational Learning/Director of Religious School will develop a vision for Jewish education for congregants at all life stages and will facilitate and guide lifelong learning opportunities for all members of the congregation

Areas of Responsibility

The Director of Congregational Learning will be responsible for oversight of the Religious and Hebrew school, informal youth education, early childhood education and adult education. The Director of Religious School will have primary responsibility for the operation of the Religious and Hebrew school as described below.

Religious and Hebrew School Administration:

- Oversee the annual school calendar, scheduling of classes, and school events.
- Manage the recruitment and enrollment of students in the School
- Prepare and manage the annual budget for the School.
- Manage the School teaching staff, including recruiting, hiring, and negotiating employment agreements.
- Establish clear goals and guidelines for teachers, conduct teacher reviews, hold regular teacher meetings, and maintain open communication with them.
- Select, train, mentor, and nurture *madrichim* (high school teaching assistants).
- Oversee the School Administrative Assistant and delegate tasks appropriately.
- Develop and monitor school safety policies and procedures.
- Provide timely, regular, and clear communication with parents.
- Select, develop, assess and modify the School curriculum to reflect the needs of students and the values of Reform Judaism.
- Work with the Clergy to create and implement curriculum for 9th-12th grade.
- Serve as liaison to the Youth and Education Committee.

Informal Youth Education:

- Design and develop a youth program for Grades 1-12. Explore the possibility of working in partnership with other synagogues or Jewish youth organizations to develop collaborative programs.
- Oversee two trips each year outside the Milwaukee area; one for middle schoolers and one for high school students.

- Participate in fundraising for youth events

Early Childhood Programs

- Develop an engaging and innovative curriculum for early childhood education that is based upon the teachings of Reform Judaism and incorporates Jewish holidays, themes, and values.
- Design programs that provide opportunities for early childhood families to connect to one another.
- Create a variety of opportunities to address the differing needs of children and families during the early childhood years.
- Establish plans for a smooth transition of families from early childhood to Congregation Shalom's school program

Adult Education

- Working with clergy and professional staff, determine the adult education offerings that would be of interest to members.
- Prepare an annual calendar of adult education opportunities and plan how the programs will be delivered (in person, virtual, etc.) and who will teach them.
- that will be of interest to members.
- Work collaboratively with other organizations to bring noteworthy speakers to our community.

Other Educational Priorities

- Develop and implement strategies for informal enrichment activities (holiday programs, children's services, Shabbat class dinners) for families with children, as well as for adults. Plan and Implement opportunities for multi-generational and family learning that enrich and enhance their Jewish lives
- Integrate students and families into the larger congregational community, encouraging participation in grade level worship and family services.

Communication/Teamwork:

- Work collaboratively as part of Congregation Shalom's professional team to fulfill the mission of Congregation Shalom
- Attend and report (as needed) at monthly Board of Trustees meetings
- Represent Congregation Shalom in the greater Milwaukee Community, at relevant committees and meetings and in the community at large
- Take an active role in the life of the synagogue and the Jewish community

Other Duties as assigned.

Education and Qualifications:

- Master's Degree in Jewish Education or Religious Education strongly preferred
- RJE Certification highly desirable
- Demonstrated excellence in managing a Religious and Hebrew School.
- Proficiency in Hebrew
- In-depth knowledge of Jewish history, literature, and biblical texts.
- Technologically literate and knowledgeable about the uses of media in education.
- Excellent written and oral communication skills.
- Intelligent, energetic, and knowledgeable about matters relating to Jewish education, and creative in programming.
- Flexible, pragmatic, analytical, and organized, with a collaborative leadership style.
- Professional and empathetic in interpersonal relationships.
- Warm, embracing, engaging, accessible, with a love for all children.
- Passionate about learning and devoted to the congregational families

I. 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	858	120 (pre covid)	200 (pre-covid) 150 now	25
FIVE YEARS AGO	886		243	22
FUTURE DEMOGRAPHIC PROJECTIONS ARE We expect to return to pre-covid enrollment levels when we can be in-person.				

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
8	10	12	14	13	18	14	18	15	8	7	8	3	2
OTHER (specify):													

DAY CARE	NA	PARENTS' DAY OUT	NA	EARLY CHILDHOOD	We have 61 children 4 years old and under who participate in our various programs.
OTHER (specify):					

HEBREW BEGINS IN GRADE	3	AND CONTINUES THROUGH GRADE	6	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	Weekly Torah Study, Thursday morning discussion about the news. Scholar-in-Residence weekends, Adult Hebrew, Guest speakers on Friday nights, Monthly Lunch & Learn topics, 3 Part educational programs and other study opportunities related to holidays, religious texts and other topics of interest to our members. .			JEWISH PARENTING PROGRAMMING	NA
CAMPS (URJ REGIONAL AND CONGREGATIONAL)	URJ OSRUI is nearby. Many congregants attend and our clergy often spend time there during the summer. We do not operate a camp but do offer camperships for children of members planning to attend camp.				

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Pre-covid-Sundays 9:30 to noon. Currently 9:30 -10:45 am.	Pre-covid: Options Tuesdays 4:15-6:15 pm Wednesdays 4:15-6:15 pm Sundays 8:15-9:15 am Current Virtual Options Tuesdays 4:15-5:30 pm Wednesdays 4:15-5:30 pm Wednesdays 5:15-6:00 pm Sundays 8:30-9:30 am	Pre-covid Sundays 11:00-noon Current Virtual 10:30-11:15 am	Fluid program, varies from year to year.
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
NA	NA	Pre covid Family education day for each grade level. We also offer many informal and family educational and social opportunities. Currently K4 through 3 rd G are structured as Family Education.	NA
CAMP(CONGREGATION ONLY)	NA		
OTHER (specify)	Pre-covid Monthly Early Childhood programs on Sunday mornings include Bagels, Books & Babies, Temple 4 Toddlers, Kiddush Club-Friday night Shabbat for families with young children every 4-6 weeks.		

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 Noah Chertkoff	Full Time	10 Years
ASSOCIATE RABBI/Director of Congregational Learning	Rabbi Rachel Marks	Full time (also serves as Educator)	5.5 Years. Completing tenure June 2021
ASSISTANT RABBI	Rabbi Jenn Mangold	Full Time	2.5 Years Completing Tenure June 2021
CANTOR	Cantor David Perper	Full Time	.5 Years
ASSISTANT EDUCATOR	NA		
ADMINISTRATOR	Linda Holifield	Full Time	10 Years
PROGRAM DIRECTOR	Abby Habush Schroeder	Full Time	15 Years
YOUTH WORKER	NA		
EARLY CHILDHOOD EDUCATOR	Shared responsibility among Rabbis, Cantor and Program Director.		

Does the professional staff undergo a regular performance review process ? How often ? Please include a description of this process, especially as it applies to the educator.

Rather than a typical performance review process, Congregation Shalom utilizes a goal-setting process to identify the areas of focus. A meeting is held as the new year begins so the professional staff person and supervisor can agree upon priorities for the year. Goals are established within the context of the goals of the organization and are agreed upon mutually by the individual and supervisor. Goals can relate to specific aspects of the work (i.e. providing feedback to teachers, meeting with the Education Committee, developing new teaching strategies and reviewing and revising the curriculum) as well as areas of professional development. Meetings are held during the year to review progress toward these goals as well as to modify the goals as appropriate.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Mandy Wienke	Full Time	20 Years
TO RABBI(S)	Amy Sugent	Full Time (also admin to Cantor)	5 Years
TO CANTOR(S)	Amy Sugent	Full time (also admin to Rabbis)	5 Years
TO ADMINSTRATOR	Amber Rydzik	Full time	7 Years
TO ADMINSTRATOR	Robbie Hagedorn	Part Time	1 Year

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	NA	ART	Pre-Covid 1 Current 0
PRIMARY	Pre-Covid 6 Current 5	COMPUTER	NA
INTERMEDIATE	Pre-Covid 3 Current 2	DANCE	1
UPPER	2	DRAMA	1
BAR / BAT MITZVAH	1	HEBREW	1
HIGH SCHOOL / POST B'NAI MITZVAH	Pre-Covid Rabbis shared teaching Current 4 out-of-state teachers. Rabbis share confirmation	LEARNING CENTER	NA
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	NA
CUSTODIAL STAFF (specify full or part-time)	2 Part time		

IV. FACILITIES

SANCTUARY	Yes	NUMBER OF CLASSROOMS	15
CHAPEL	Yes	ART ROOM	Yes
LIBRARY	Yes	MUSIC ROOM	No
SOCIAL HALL / AUDITORIUM	Yes	YOUTH LOUNGE	Yes
SANCTUARY / SOCIAL HALL COMBINATION	Yes	TEACHER RESOURCE CENTER	Yes
		EDUCATOR'S OFFICE	Yes
		COMPUTER ROOM	No
		STUDENT LEARNING CENTER	No
OTHER (SPECIFY)			
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?		We do not have a preschool or day care.	

AGE of BUILDINGS:	SANCTUARY	28 Years	SCHOOL	28 Years	OFFICE AREA	Remodeled in 2000
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If there is a satellite facility, please describe it. Include size, distance from main facility, age, days/hours spent on that site, etc.

No

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1951	and became a member of the URJ (UAHC) in	1951
The Shabbat prayer book used is	Mishkan T'filah		
The High Holy Day <i>machzor</i> used is	Mishkan Hanefesh		
Has the Religious School received ARJE Accreditation ?	No	If yes, in what year ?	

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

1. To maintain a warm, inviting, and caring community by fostering a safe and comfortable environment where every member—and all who enter our doors—feel at home.
2. To ensure that the beliefs and practices of Reform Judaism are passed on from generation to generation by providing innovative, accessible, high-quality Jewish education and cultural experiences for families, children, and adults.
3. To maintain a vibrant community of engaged members by creating social and caring connections and responding to the call to social action, social justice, and *tikkun olam* by offering a wide range of opportunities to volunteer, both within Shalom and in the greater community.

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

OUR CONGREGATION'S STRENGTHS ARE:

1. **Relationships are at the Heart of our Sacred Community:** Since inception, our clergy have been notable for their unpretentiousness and approachability. In its 69 year history, Congregation Shalom has had only 3 Senior Rabbis. The Founding Senior Rabbi, Harry Pastor, served the congregation for 29 years followed by Rabbi Ronald Shapiro, currently our Rabbi Emeritus, who held the position of Senior for 35 years until his retirement in 2015. Rabbi Noah Chertkoff, our current Senior Rabbi has been at Congregation Shalom over 10 years, first as our Associate Rabbi and he then became our Senior Rabbi. Our beloved Cantor, Karen Berman served in this role for over 30 and became our Cantor Emerita in June, 2020. Cantor David Perper joined our clergy team in July of 2020.

The clergy, lay leaders and staff work diligently day in and day out to meet the needs of our congregants. It is this devotion to our community that makes Congregation Shalom so special. With membership of just over 850 households, we strive to create an environment where each member feels connected to the clergy staff and to each other through relationships that are created and strengthened in the context of synagogue life. Clergy, staff and congregants are partners in the important work of creating and maintaining a sacred community and in ensuring the perpetuation of Judaism for all future generations.

2. **Ours Members are Dedicated and Committed to Congregation Shalom:** “Many faces, one family” describes Congregation Shalom’s community. Congregation Shalom has a devoted membership, many of whom have been affiliated with the synagogue since its inception in 1951. We have a large number of families who have been part of the congregation for three or four generations. Our community also includes many extended families. While we are the largest congregation in Milwaukee, we have successfully retained the feel of a small congregation, greeting new members and new additions to the families of current members with, “Shalom! You’re home!” Over the last year while the pandemic has made it impossible to gather together in our beautiful sanctuary, our members have continued to honor their commitments to Congregation Shalom.

3. **We offer extensive opportunities for worship, programs of all types, and are particularly proud of our large and vibrant religious and Hebrew school:** Our pre-pandemic worship included daily *minyan*, as well as traditional, family and early childhood services on Friday nights. On Saturday mornings, we hold a community service and often a *b'nai mitzvah* service. At Congregation Shalom, education is a top priority. Our educational offerings span the entire age spectrum, from our Early Childhood programs to our programs for senior citizens. With over 200 children participating in religious and Hebrew school, ours is the largest Jewish supplemental school in Wisconsin. Beginning with K4, children can continue through post confirmation. Throughout the year, adult learning opportunities include weekly Torah Study, holiday-specific study and the study of Hebrew. We offer scholar-in-residence weekends and co-sponsor speakers with the Holocaust Education Resource Center. Guest speakers are a part of many of our Friday night services.

What are the strengths of your educational program?

1. Our community has learned to be adaptable, responding well to changes in the program. Be it a change in curriculum, a change in the schedule of offerings, or this past year, adapting to virtual education -- our community has come to expect a dynamic education program.
2. We are committed to meeting the needs of each individual learner. We see the primary goal of our educational work to be nurturing a deep love of Judaism and Jewish community in each of our students. This manifests differently for each learner.
3. We have a committed core group of adult learners who are curious, knowledgeable, and hungry for more serious and meaningful Jewish learning.

What are the 3 Important Qualities in Your Educator?

1. We are searching for a **visionary, creative, dynamic, and organized educational leader**. We want our Director of Lifelong Learning/Religious School Director to lead us as we continually envision what Jewish education means for all of our learners. Our members yearn for meaningful connections and engaging educational opportunities. We want you to lead us in this continually unfolding journey that is meeting our learners' needs.
2. We need a **warm, supportive and inspirational teacher** who radiates a love of Judaism and inspires our congregational community to incorporate Jewish practice and thought into their daily lives.
3. Finally, it's important that you be a **holistic thinker who sees Jewish education as greater than the sum of its individual parts**. In a way, everything that we do at Congregation Shalom is Jewish Education. We want you to be part of our professional team, helping us to create cohesive experiences for our congregants from the classrooms, to the sanctuary, and beyond our walls.

The three most important priorities of the congregation/institution's Educator should be:

1. To form relationships with our learners of all ages. We hope that you will become a beloved and integral part of our congregational community.
2. To think big, and set a bold, creative vision for the educational life of the synagogue. As we begin to emerge from the pandemic, we have an unprecedented opportunity for creatively thinking about meaningful educational engagement. We want you to help us think about what is possible.

3. To cultivate lay partners for our youth and adult educational programs.

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

We are a warm and inviting congregation. We care deeply about meeting our members' varying needs; helping them to feel part of our community. We see ourselves as a Big Tent, serving as a spiritual home to our diverse membership.

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

1. We have seen a slow decline in membership over the last few years and it is important that we attract new members. Our focus has been on attracting younger members and with the early childhood programming we are offering. We have earned the reputation of being the best place for young families. We also operate the largest Jewish Reform supplemental school and not only does this distinguish us from the other Reform synagogues in the area but is another key reason for families with school-age children to join. Continuing to attract and retain families with children will be very important to our future.
2. We need to be prepared for the post-covid world. Although we are not sure when we will be able to move from virtual school, worship and programs to being together and in our building, we need to determine how we will operate. As a result of the pandemic, we discovered new ways of coming together; Shabbat and holiday services held outdoors in the parking, pre-recorded and live worship streamed to You Tube and Facebook, integration of Visual *T'filah* into services, zoom meetings, virtual museum tours, virtual education for our children, and more. We have a new understanding of ways in which our synagogue can connect with our members. Combining this new knowledge with information about the needs and wants of our congregants should make it possible for Congregation Shalom to continue to be a thriving, vibrant center of Jewish life and learning.
3. We strive to strike the balance between being fiscally responsible with a balanced budget, all while fully meeting the needs of our membership. In recent years, we have made the shift from relying solely on annual membership contributions to a culture of philanthropy among our members. At the same time, it is important for us to grow and retain our membership.

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?	June 30, 2021

VII. COMMUNITY ATTRACTIONS

General population of location	Northern Suburbs of Milwaukee with most Jewish people living in Fox Point and Mequon	Total Jewish population	30,000
JEWISH INSTITUTIONS IN AREA			
JCC	Yes		
Federation	Yes		
Jewish Family Service	Yes		
Central Jewish Education Agency	No		
Jewish Day School (which grades) ?	Yes. K3 through 8 th Grade		

Other	Jewish Museum of Milwaukee Jewish Preschool Jewish Home and Care Center
Majority of members' children attend public school, private school, or Jewish day school?	North Shore Public Schools are excellent.
Colleges, universities and music conservatories in the area include	University of Wisconsin-Milwaukee Marquette University Cardinal Stritch University Concordia University Carroll University Alverno University Mount Mary University Medical College of Wisconsin Wisconsin Conservatory of Music
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	Professional Sports: Milwaukee Brewers Baseball Milwaukee Bucks Basketball Milwaukee Admirals Hockey Art Institute of Milwaukee Milwaukee Public Museum Discovery World Betty Brinn Children's Museum Milwaukee Symphony Milwaukee Repertory Theater and many other theater companies Outdoor Music Festivals-Summerfest Ethnic Festivals Extensive park system and beaches along Lake Michigan

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	\$65,000 - \$110,000
Percentage of pension (RPB) in addition to salary (15% recommended)	15%
Length of original contract (two years recommended)	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	x	Congregational Membership	x	Cell Phone	x
Dental Insurance		ARJE Conference	x	Religious School Tuition	x	Laptop Computer	x
Long Term Disability Insurance		URJ Biennial	x	Early Childhood Tuition		Israel Trips	
		Regional URJ Gathering					
Other (please specify)		Other voluntary benefits include Vision, Dental, Life and Disability insurance.					

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	JewishJobs.com

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	Linda Holifield, Executive Director
Signature	

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Laura Witkov Amber Franklin	POSITION	Search Committee Co-Chairs
STREET ADDRESS	9065 N. Tennyson Dr 10529 N. Beechwood Dr		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Bayside, WI 53217 Mequon, WI 53092		
TELEPHONE NUMBER	C502 741-2880 C203 856-6688 H262 240 2287	FAX	NA
E-MAIL	lwitkov@gmail.com amberfranklin@wi.rr.com		
Resumes of applicants should be sent to the following persons' e-mail address(es) (please include more than one e-mail address):			
Laura Witkov: lwitkov@gmail.com			
Amber Franklin: amberfranklin@wi.rr.com			

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

Congregation Shalom MISSION STATEMENT

CONGREGATION SHALOM is a Reform Jewish Congregation, representing a liberal interpretation of Judaism, building upon the bedrock of stability established by our founders in 1951. We are dedicated to the study and teaching of the ethical and spiritual ideals of Judaism and to integrating these ideals into the present-day world.

We are dedicated to building a community which affirms God's existence and to working for the benefit and continuity of the Jewish people and human kind. We recognize this country's diversity and will endeavor to be as inclusive as possible so that each member of our community feels comfortable and is provided with an opportunity to embrace the rituals and beliefs of Reform Judaism.

We seek to provide a welcoming environment in which individuals and families are encouraged to engage in the study of Torah, prayer, acts of loving kindness and righteous deeds. Together we worship God, celebrate *Shabbat*, sanctify Jewish holidays and observe life-cycle events, in a manner that reflects the flavor and emotion of Jewish tradition and allows the freedom to be creative.

We recognize study as central to the foundation of a strong Jewish identity and to the perpetuation of our Jewish heritage. We are thus committed to providing a rich educational program for children and adults through our Religious School, Hebrew School, library and other educational programs.

We recognize that the Jewish people look to the Rabbis, Cantors, and Educators for spiritual guidance; therefore, we uphold the creative, spiritual and intellectual freedom of our Rabbis, Cantor, and Educators.

We seek to address contemporary Jewish issues, support the State of Israel, and strive to strengthen the bonds of the worldwide Jewish community. We also acknowledge that we are part of a greater community, both Jewish and non-Jewish. We strive to improve life within the broader community and promote better understanding and tolerance among its members. Our endeavors in this regard reinforce our faith in the one God of all humanity who offers us the strength to uplift the plight of those less fortunate. We are committed to the ideal of *tikkun olam*.

CONGREGATION SHALOM shall always be a sanctuary of warmth, comfort and spirituality.

Other resources

Please [click here](#) to see an Abbreviated History of Congregation Shalom.

Please [click here](#) to access Rabbi Benjamin Bar-Lev's thesis entitled *A Place to Call Home: Congregation Shalom*.

Please [click here](#) to view a slideshow of our services, programs and activities.

Please [click here](#) to see Rabbi Noah's High Holy Day Sermon.

Please [click here](#) to go to Congregation Shalom's website.

Please [click here](#) to go to Congregation Shalom's Facebook page.

Please [click here](#) for the Top 10 Reasons We Love Milwaukee

Please [click here](#) for an Insiders' Guide to Milwaukee