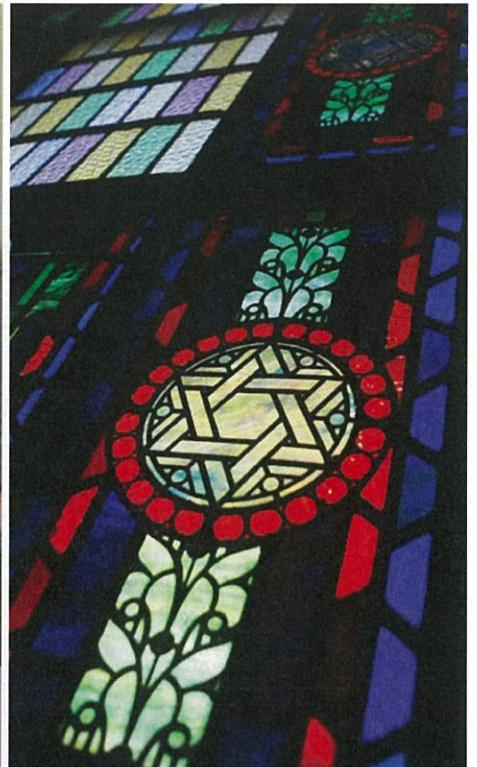




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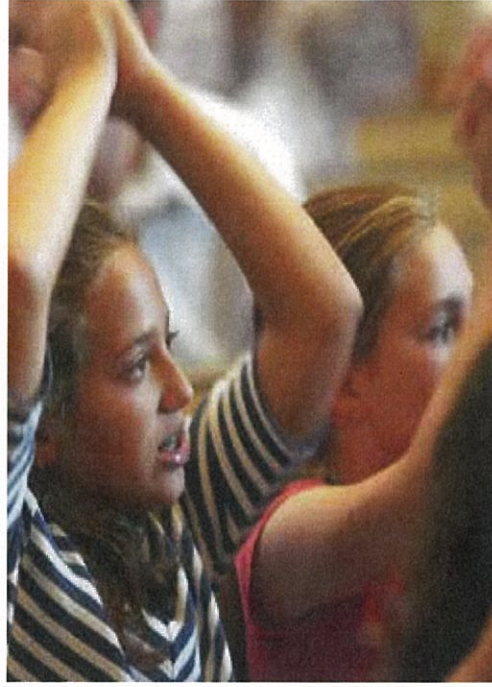


TRANSFORM



APPLICATION
FOR EDUCATOR



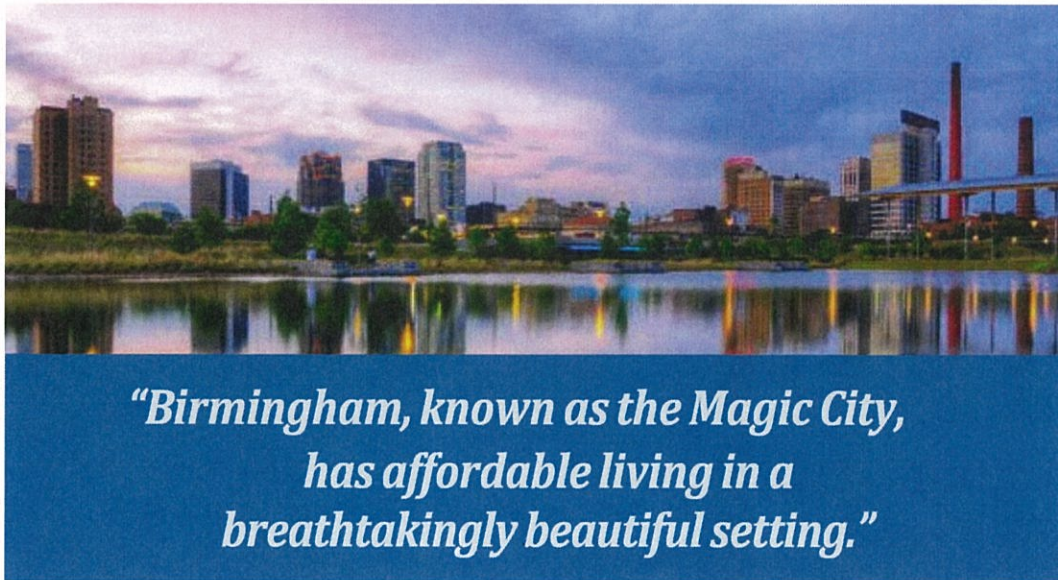


Dear Educator,

Thank you so much for your interest to serve as Temple Emanu-El's next educator. I am honored that you are considering our congregation in your search. I have no doubt that the placement process is stressful and uncertain, but also exciting. I was in your shoes two years ago while in rabbinical placement. My wife Rachel and I sought a congregation that felt like "home" – a place where we would learn the stories and passions of our congregants. We interviewed with several congregations, and we did not feel a connection with any of them. However, when we arrived in Birmingham for the interview, we immediately knew there was something special about this congregation, Southern Judaism, and this city. We were at home. Over the past 2 years, the congregation embraced us, welcomed us, and eagerly awaited new and cutting-edge programs. They were ready for change. And, we are ready for even more change with our new educator. We are looking for an educator who will be a senior staff partner who will serve in all realms of the our educational programing. We want our educator to be fully engaged, to create any program, teach any class, and engage with our members in the highest levels of connection. Moreover, we want our new educator to move forward the strong educational program we began 3 years ago.

Birmingham 2021 is fantastic; most visitors have no idea how beautiful this city is and how incredible the food tastes! Our congregation has so many professionals from all regions of the United States, from brilliant physicians to the most well-known business leaders. There is an old expression we hear often, "When people move to Birmingham for the job, they can't leave." We have no doubt that our educator will feel the same. Thank you so much for your interest to serve as Temple Emanu-El's next educator. Please feel free to reach out to me if you have any questions or concerns during this search process. I look forward to connecting with you.

B'Shalom,
Rabbi Adam Wright



Dear Education Candidate,

Temple Emanu-El is in the vibrant city of Birmingham, Alabama, the birthplace of the civil rights movement and the home of the world class University of Alabama at Birmingham (UAB) Medical Center. Birmingham will surprise you with its beauty! Our city is located in the foothills of the Appalachian Mountains and has a temperate climate which makes it a year-round location for outdoor enthusiasts. We are especially proud of our restaurant scene which includes James Beard Award winning restaurants. Birmingham has impressive and diverse cultural activities; the city is now an indie music destination as well as the home of the Alabama Symphony and a number of musical, ballet, and theater companies.

Birmingham, known as the Magic City, has affordable living in a breathtakingly beautiful setting. The areas where most of our congregants live are an easy 15-minute commute to Temple Emanu-El and most other destinations in the Birmingham area. As the largest Jewish congregation in the state of Alabama, Temple Emanu-El plays an influential role in the broader community. There is great respect for people of all faiths in Birmingham where religious affiliation is strong.

This education position is for a person who wants to continue leading our educational program of which we are extremely proud. We have worked hard over the past years to strengthen and raise the standards of our school. We are ready to take the next step in continuing this process.

As you read this application, we hope you will share our excitement about the opportunity Temple Emanu-El is offering. Once you visit our city, you will understand our enthusiasm. Birmingham clearly is a magical place we are proud to call home.

Sincerely,
Sherron Goldstein, David Nelson & Shana Watson, Search Committee Co-Chairs.



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 Emanu-El	DATE OF APPLICATION	3/1/2021
STREET ADDRESS	2100 Highland Ave. St.		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Birmingham, AL 35205		
TELEPHONE NUMBER	205-933-8037	FAX	(205) 933-8099
E-MAIL	Lynda@ourtemple.org	WEBSITE	www.ourtemple.org
URJ DISTRICT		DATE POSITION IS AVAILABLE	July 1, 2021
POSITION TITLE	Director of Education	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

PLEASE INCLUDE A JOB DESCRIPTION WITH THIS APPLICATION

Summary:

The Director of Education will be a sacred partner with the senior staff and lay leadership in developing ways to bring Jewish learning and living to the membership of the synagogue. The Director of Education is first and foremost a teacher of Torah. She/he will be directly responsible for envisioning, implementing, and supervising Jewish educational programs for children, adults, parents, and families. The Director of Education will participate in all aspects of congregational life within the framework established by the rabbi.

Typical Job Duties:

Under the supervision of the rabbi and in partnership with senior staff and lay leaders, the Director of Education:

- Oversees and administers the Religious School.
- Creates content-based youth, teen, and adult curriculum and education programs.
- Develops and runs family education programs.
- Develops and manages B'nei Mitzvah curriculum and program.
- Assists the rabbi in overseeing and administering teen and adult education programs, as well as teaches in those programs, where appropriate.
- Develops curricula and instruction for the Religious School, incorporating contemporary best practices in Reform Jewish education.
- Recruits, supervises, trains, and mentors teachers, *madrichim* (teen teaching assistants), and other educational and administrative staff.
- Oversees the maintenance of the physical space of the religious school.
- Creates, presents, oversees of the religious school budget, including payroll and general religious school expenditures.
- Participates in the creative execution of holidays celebrations and family worship.
- Leads tifillah on Sunday morning with the Rabbi and Cantor.
- Teaches of mid-week Hebrew School.
- Cultivates positive relationships with students, parents, and the wider congregation.
- Coordinates publicity for all the above, internally on a regular basis and externally, when appropriate.
- Actively participates in the synagogue committees relevant to her/his work, including but not limited to: regular meetings of the Board of Trustees, Religious School Committee, Youth Committee, Adult Education Committee, and Membership Committee.
- Participates in CCAR, URJ, ARJE, and local associations, as they apply to his/her position.

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	580	60	109	12
FIVE YEARS AGO	630	84	116	9
FUTURE DEMOGRAPHIC PROJECTIONS ARE				

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
0	11	6	6	12	15	8	11	12	5	4	5	4	3
OTHER (specify):													

DAY CARE	none	PARENTS' DAY OUT	none	EARLY CHILDHOOD	none
OTHER (specify):					

HEBREW BEGINS IN GRADE	4	AND CONTINUES THROUGH GRADE	7	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	In cooperation with the Rabbi			JEWISH PARENTING PROGRAMMING	Yes
CAMPS (URJ REGIONAL AND CONGREGATIONAL)	Jacobs Camp				

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Sunday 9:30-12:00	Sunday 10:00-11:00 Wednesday 3:30-5:00	Wednesday, twice a month 4-5	Wednesday twice a month 6-7:30
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
none	none		none
CAMP(CONGREGATION ONLY)	none		
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	Adam Wright	Full time	2
ASSOCIATE RABBI			
ASSISTANT RABBI			
CANTOR	Robby Wittner	Full time	1
EDUCATOR	Lynda Gutcheon	Full Time interim	3
ASSISTANT EDUCATOR			
ADMINISTRATOR/membership/Engagement	Monika Singletary	Full Time	3
PROGRAM DIRECTOR			
YOUTH WORKER			
EARLY CHILDHOOD EDUCATOR			

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. Performance reviews are done yearly through the Rabbi and Personnel Committee. The educator will complete a self-evaluation provided by the Rabbi. The evaluation is given to the Rabbi, the educator's direct supervisor. The evaluation is reviewed in a joint meeting. The evaluation including the Rabbi's additions, changes, etc. is given to the Chair of the Personnel Committee. The evaluation is reviewed by the committee and then meets with the educator for review. A signed copy is put in the educator. This is a new process for us. We are still working out the details.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Judy Edwards	Full time shared with clergy	2
TO RABBI(S)			
TO CANTOR(S)			
TO ADMINSTRATOR	KATHRYN PAUTLER	Full Time	2

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	2	ART	1
PRIMARY K-4	16	COMPUTER	no
INTERMEDIATE- 5 th – 7 th	8	DANCE	no
UPPER	3 staff	DRAMA	no
BAR / BAT MITZVAH	Cantor	HEBREW	6
HIGH SCHOOL / POST B'NAI MITZVAH	3 staff	LEARNING CENTER	no
ARE THERE ANY FULL-TIME TEACHERS ?	no	LIBRARIAN	no
CUSTODIAL STAFF (specify full or part-time)		2 full time/1 part time	

IV. FACILITIES

SANCTUARY	yes	NUMBER OF CLASSROOMS	8
CHAPEL	Yes	ART ROOM	yes
LIBRARY	Yes	MUSIC ROOM	yes
SOCIAL HALL / AUDITORIUM	yes	YOUTH LOUNGE	no
SANCTUARY / SOCIAL HALL COMBINATION	no	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 ? none			

AGE of BUILDINGS:	SANCTUARY	108	SCHOOL	19	OFFICE AREA	19
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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.
N/A

V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1882	and became a member of the URJ (UAHC) in
The Shabbat prayer book used is	Trumot HaLev – written by the congregation. Moving toward Mishkan Tiffilah by January 2022.	
The High Holy Day <i>machzor</i> used is	Mishkan Ha Nefesh	
Has the Religious School received ARJE Accreditation ?	No	If yes, in what year ?

RELIGIOUS SCHOOL

Our Gail and Jeffrey Bayer Family Religious School has earned a reputation for innovation and excellence. Our well-trained faculty uses a content and project-based curriculum which is designed to enrich the spiritual, and cultural lives of our students and their families for Kindergarten through 6th grade. The program includes music, art, grade-level mitzvah projects, and family programs. Overall enrollment for 2019-20 is 110 students. We teach both Hebrew and Judaica on Sundays between 9:30 a.m. and noon. Each grade is responsible for doing a mitzvah project



in our community to continue the message of bringing kindness to others and making our world a better place. Students also participate in community t'fillah each Sunday to begin their day. Our Religious School includes two floors of classrooms in addition to an office and an art room.

HEBREW SCHOOL

Our Hebrew School meets on Sunday mornings as part of our Religious School, plus on Wednesdays from 3:30 to 5:00 p.m. Our twice weekly Hebrew program is for our 4th, 5th & 6th graders. We have a content-based curriculum which includes both understanding the meaning, significance, and genesis of the prayers and blessings along with learning to read and chant them. As part of our Hebrew program both Sunday morning and Wednesday afternoon, our students have time for t'fillah. This is initially led by our staff and includes student leaders as they become prepared.

B'NAI MITZVOT

Temple Emanu-El averages 15 B'nai Mitzvot a year. Students study individually with the cantor. The B'nai Mitzvah program is currently being reimagined to include Jewish literacy of prayers. Students will be individually challenged to reach their full potential as service leaders and Torah readers.

TEENS & TEEN FOUNDATION

TEENS: Our 7th graders study together with Rabbi Adam Wright every Wednesday evening from 5:30-7:00 p.m. Curriculum focuses on the lessons of the Torah and how those lessons affect our everyday lives along with specific areas of study such as the Holocaust, Israel and Race Relations. Special guests, who are trained in specific fields, join us to add to the experience.

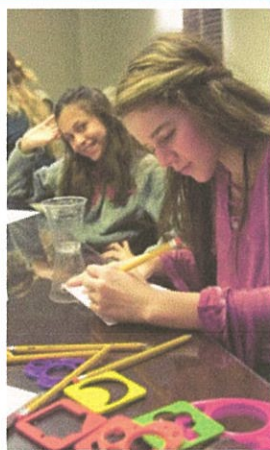
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Our Youth

Temple Emanu-El seeks to nurture and involve our youth in synagogue life. We create a warm and engaging environment where our young people can thrive socially, intellectually, and spiritually. We offer a variety of programs, for families with young children to families with teens in High School — the goal being to create a positive sense of Jewish identity and provide a foundation for religious learning experiences.

Lynda Gutcheon, our Interim Director of Education (who has over 30 years of experience in religious school curriculum development, supervision, and administration), has been inspiring the youth of our synagogue since July 2018.



TEEN FOUNDATION: Combining elements of teen philanthropy, community service and leadership development, this cutting-edge youth program was pioneered as a way to engage our 8th & 9th graders in doing important mitzvah work while having fun hanging out together. The Teen Foundation teaches about tzedakah (charity), gemilut chasadim (deeds of kindness) and tikkun olam (repairing the world) through site visits to local not-for-profit organizations doing great work in our community. The students learn what our local not-for-profit organizations (both Jewish and secular) do to help those in need. They gain experience volunteering at these organizations and decide to whom they would like to make grants from the money they raise both individually and as a group at the end of the year.

CONFIRMATION

Students in 10th grade prepare for their Confirmation which is held in the season of Shavuot in the Spring. Classes are taught by senior staff and focus on the student's Jewish journey, their relationship with God, lessons of Jewish values along with the meaning of Confirmation in their lives.

MADRICHIM

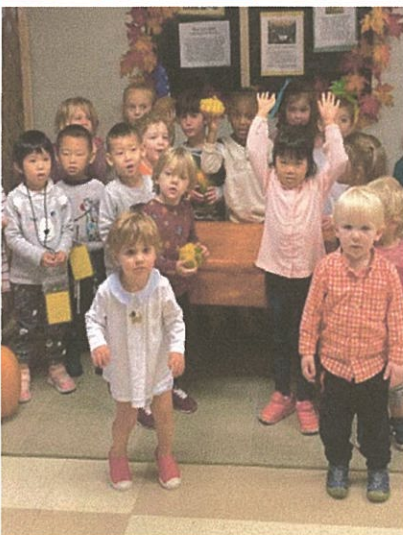
We encourage our young people who are in 8th through 12th grade to return to our Sunday morning program as Madrichim, teacher assistants. They are a wonderful addition to our Youth and Education teaching team. Currently, we have 12 madrichim working in the Religious and Hebrew schools.

SUMMER CAMP

We firmly believe that summer camp participation provides a lifelong connection to Judaism, and supports attendance by our youth at the URJ-sponsored Jacobs Camp in Utica, Mississippi. Our clergy are invited to participate each summer as guest faculty. Annually, Temple Emanu-El hosts a Jacobs Camp recruiting event and a Jacobs Camp Shabbat. We believe that summer camp participation provides a lifelong connection to Judaism. To help ensure that every child who wishes to attend is able to participate in Jewish summer camping experiences or travel/study in Israel, numerous financial assistance scholarships are also provided — thanks to our Sisterhood, Brotherhood and Grafman Endowment Fund.



Our Youth We strive to provide an environment where our young people can thrive socially, intellectually, and spiritually.



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

1. **Seek.** Temple Emanu-El should strive to make all congregants feel included, connected, and at-home as part of our temple family. We seek out opportunity to better ourselves and our congregation. We strive to turn inward and outward to find opportunities for growth and betterment.
2. **Engage.** Temple Emanu-El and its staff should continue to provide leadership, involvement, and both educational and philanthropic opportunities to engage our Temple family. Through innovation and vision, we seek to create a warm and welcoming family culture for all members of our temple community. We recognize the need to offer congregants organic, novel opportunities to pursue their individual passions, with the goal of achieving a more connected, caring, inclusive, and diverse temple community.
3. **Transform.** Via dynamic, inspiring, and innovative worship and educational opportunities. We strive to create a Temple that resonates as a place of personal growth across demographics. We seek to transform ourselves and our community by facilitating meaningful engagement opportunities for all our temple family members, including youth, teens, young adults, adults, and seniors.

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

1. **Rabbinical Stability.** Much of Temple Emanu-El's 135 years has been with just three rabbis – Newfield, Grafman, and Miller. These long relationships created and enabled remarkable achievement and growth for the rabbis and congregants.
2. **Financial Security.** Our congregation is and always has been deeply committed to sustaining our Temple's future. Since our inception in the 1800s, Temple Emanu-El's members have passionately financed our Temple's needs with annual support. Additionally, our robust Grafman Endowment Fund provides enhancements and financial stability – an anomaly for most congregations our size.
3. **Community Voice.** As the largest Jewish congregation in the State of Alabama, Temple Emanu-El serves as an ambassador for the Jewish community and respected leader within the Greater Birmingham community and throughout the state of Alabama.
4. **Tikkun Olam.** Tikkun Olam activities are a high priority for Temple Emanu-El with extremely active committee and volunteer involvement.
5. **Diversity of Membership.** As highlighted above, the diversity of our membership has always been one of our core values and one of our greatest strengths.
6. **Trumot HaLev.** This is an original prayer book designed and developed by our Temple for our Temple. This book, generously funded by a congregant family, was a collaboration of clergy and Temple membership, with thoughtful input provided by a wide variety of constituencies. It contains original hand painted works of art by a congregant, depicting special architectural features throughout the synagogue.

What are the strengths of your educational program?

1. **Financial Support.** The religious school is endowed through the Jeffrey & Gail Bayer Religious School of the Grafman Endowment Fund. These funds provide for all the extras we can do. It is exciting to have the ability to provide so much special programming and activities.
2. **Physical Space.** The religious school has its own floor and each grade, K-6, has its own classroom. This allows for great flexibility, appropriate classroom learning and space to do anything needed.
3. **Strong Curriculum.** Over the past three years, we have created a spiral curriculum which is content based, and project based. Each grade has a set of lesson plans for each week. They serve as a structure for teachers and allow for weekly teacher training.
4. **Dedicated Faculty.** Our faculty is a wonderful, dedicated group who are eager to provide Jewish learning to the next generation.

5. **Parent Involvement.** The parents are eager to be involved and a great support for new ideas, programs, and activities.
6. **Leadership Support.** Our Rabbi is extremely supportive of our educational program. Our senior staff work together to support and help each other. We have a great support staff. The temple leadership is always there for support. We have a strong education committee that offers involvement, ideas, support, and guidance.

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

1. **Love of children.** With all that has gone on in our world lately, we know that our students need to feel connected to their temple and most often this is through the director of education. Finding ways to connect with our students is important for their overall growth and Jewish learning.
2. **Ability to engage with individuals across demographics.** Engage our school families in Jewish life, and learning. Through innovation and collaboration create a warm and welcoming family culture for all members of our temple community. Recognize the need to offer congregants opportunities to pursue their individual interests, thus creating a connected, caring, and inclusive temple community.
3. **Leadership.** Inspire us to fulfill our mission as a welcoming Reform Jewish congregation. Inspire students and parents in traditional and non-traditional methods that include study, fellowship, and performing acts of loving kindness. Ability to continue training teachers for their success.
4. **Ability to collaborate.** Support well thought-out opportunities for collaboration with neighboring Jewish institutions to achieve our goals within Temple Emanu-El. Because there is only one Orthodox, one Conservative and one Reform congregation in Birmingham it is important to find the balance between what would benefit the community and what is important for our Temple Emanu-El community.

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

1. **Continued curriculum development.** With the present curriculum that is in place, and using that as a base, continue to evaluate and improve curriculum going forward emphasizing content-based strategies.
2. **Teacher training.** Continue to provide consistent and ongoing teacher training in order to ensure that our teachers have a clear understanding of the content of the lessons they are teaching on a weekly basis.
3. **Creative offerings.** With the ability to enhance the educational program through the Gail & Jeffrey Bayer Education Fund of the Grafman Endowment Fund, we want to continue to provide engaging and creative programming including and not limited to offerings available both in town and out of town.

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

Our Temple is a house of prayer for all people. Temple Emanu-El works tirelessly towards creating a caring, inclusive, and diverse synagogue community. In fact, when you come to Temple Emanu-El you see the words "Our Temple is a house of prayer for all people" set in stone on our building. Temple Emanu-El has a rich history of welcoming all. Jews by choice, interfaith families, and non-Jews interested in learning and praying have always been welcomed. Preachers, ministers, priests, and imams are often invited to offer reflections or prayer in our Shabbat or holiday services. Over

the years, Temple Emanu-El has opened its doors to three non-Jewish congregations needing space to worship during their formative years. We still maintain relationships with these three congregations. Temple Emanu-El featured a program by SOJOURN (Southern Jewish Resource Network for gender and sexual diversity) to educate congregants on the LGBTQ community. Our congregation has had the privilege of hosting several guest speakers to educate the congregation on mental health issues and advocacy.

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

1. **Relevance.** Every generation has had its challenges for religious institutions to remain relevant. Recent meetings and surveys have identified the challenge for Temple Emanu-El to appeal and engage all demographics, particularly young families, and young adults. This is a priority for our future.
2. **Connection.** We continue to develop and nurture common interests within the congregation to provide meaningful experiences and interaction of all ages.
3. **Fiscal responsibility and transparency.** The Executive staff, finance committee, and Board of Directors continue to oversee the income and expenses of the Temple's operations and remain committed to be transparent to the congregation through regular communication. We recognize that greater accountability creates a greater opportunity for increased financial support and stability.

VI. INCUMBENT EDUCATOR

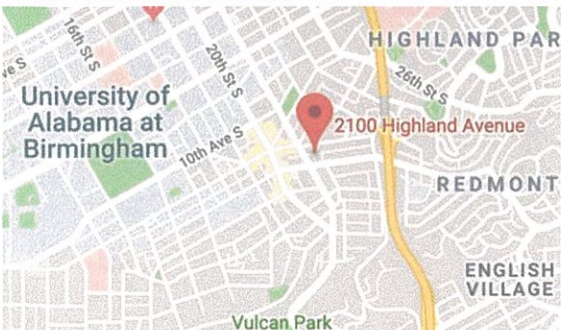
Has the current educator been informed that the congregation / institution is in placement?	yes
On what date will the current educator relinquish his/her position?	Whenever we are able to secure a permanent person

VII. COMMUNITY ATTRACTIONS

General population of location	1,300,000	Total Jewish population	6,500-7,000
JEWISH INSTITUTIONS IN AREA	One Conservative Cong., one Orthodox, one Chabad		
JCC	Yes		
Federation	yes		
Jewish Family Service	yes		
Central Jewish Education Agency	No		
Jewish Day School (which grades)?	Yes K-6		
Other	Birmingham Holocaust Center, Birmingham Jewish Foundation		
Majority of members' children attend public school, private school, or Jewish day school ?	Most attend public schools however there are private school options as well.		
Colleges, universities and music conservatories in the area include	Birmingham Southern University, Samford University, University of Alabama Birmingham, Alabama School of Fine Arts (high school), Montevallo University and several community colleges.		

What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?

See the following pages.



Birmingham boasts a strong and thriving Jewish community.

An independent survey conducted in 2016 estimated Birmingham's

Our Jewish Community

Jewish population at approximately 6,200 which makes us small by national standards. However, Birmingham Jews have a disproportionately large impact on the metropolitan area. In addition to Temple Emanu-El, the community's religious needs are met by Temple Beth-El (Conservative), Knesseth Israel (Orthodox) and Chabad of Alabama. Birmingham boasts a diverse array of Jewish institutions, including:

- > Levite Jewish Community Center - with diverse programming,
- > Birmingham Jewish Federation - with a budget of approximately \$2 million per year,
- > N.E. Miles Jewish Day School, with 57 students in grades K through 8,
- > Collat Jewish Family Services, a United Way Agency that provides care and support for older adults in both the Jewish and broader Birmingham community, including an adult daycare program (CARES – Caring for Adults in Respite, Enrichment and Socialization),
- > Birmingham Holocaust Education Center, works to educate the people of Alabama about the history of the Holocaust to help construct a more just, humane and tolerant future,
- > Birmingham Jewish Foundation provides additional long-term financial stability to our community.

Birmingham Institutions, Culture and Recreation

Birmingham became known as the "Magic City" because it sprang into being "like magic", growing to 4,000 people by 1873 due to an abundance of natural resources and the intersection of two railroads. Today, the Birmingham Metro Area is the largest city in Alabama with an approximate population of 1,125,000 people. It is the epicenter of area business, higher education, medical care, sports, dining and cultural attractions. Many Temple Emanu-El members reside in the adjacent "over the mountain" communities of Mountain Brook, Vestavia Hills, Homewood, and Hoover. These adjacent cities offer our youth excellent public-school options. Birmingham is now a city with momentum — transformative positive changes have brought new life, new residents and new energy to the metropolitan area. There is always something to see and do in Birmingham.

ARTS & CULTURE See the newest exhibit at the Birmingham Museum of Art, housing the second largest art collection in the Southeast, including the largest Wedgwood collection outside of England. Visit the Abroms-Engel Institute for the Visual Arts (AEIVA), named for Temple Emanu-El congregant lead donors — Judy ^{ztl} & Hal Abroms, and Ruth & Marvin ^{ztl} Engel. AEIVA's dynamic indoor and outdoor space, designed by world-renowned architect, Randall Stout, is the home of six to eight modern art exhibitions a year, in addition to artist talks, panel discussions and performances in the Hess Family Lecture Hall. Enjoy classical, pop or a children's performance by the Alabama Symphony Orchestra. Catch a film screening at the grand Alabama Theatre, or your favorite concert artist or ballet at the newly renovated Lyric Theatre, or the opera, a lecture or featured entertainer at UAB's Alys Stephens Performing Arts Center. Other venues include the sprawling Birmingham-Jefferson Convention Complex or award-winning local regional theater at the Red Mountain Theater Company.

There is also a thriving underground music scene in Birmingham. Workplay, Iron City and Saturn are just a few of the eccentric places you can catch live music from the most recent up-and-coming artists. Over a weekend in August, Birmingham *(continued)*

also hosts a music festival called Secret Stages in the Historic Loft District, where attendees can listen to unsigned bands from all over the United States.

MUSEUMS In addition to the Birmingham Museum of Art, Birmingham is home to several museums, including the historically significant Birmingham Civil Rights Institute. Others with a historical background are the Southern Museum of Flight and the Alabama Jazz Hall of Fame. The McWane Science Center is a regional venue with hands-on science exhibits for all ages. Other unique attractions are the Barber Vintage Motorsports Museum, containing the largest collection of motorcycles in the world and the Alabama Sports Hall of Fame, dedicated to the state's storied athletic history.

SPORTS Birmingham and sports are a winning partnership. There is strong support and participation in numerous sports including football, basketball, baseball, golf, hockey, soccer, tennis and motorsports. Regions Field is home to the Minor League AA Birmingham Barons baseball team. Legion Football Club is the Magic City's youngest and first ever professional soccer team. Home games are played at BBVA Field on the University of Alabama at Birmingham campus. University of Alabama at Birmingham football and basketball teams are lucky to have unwavering support and enthusiasm from locals who cheer on the Blazers. Top Golf recently opened and was an immediate draw for the young and young at heart. Because of our avid sports fan base and first-rate venues, including the CrossPlex, Birmingham was selected to host the World Games in 2021. It's the first time an American city has hosted the event since 1981.

FOOD Birmingham has one of the best food scenes in the country and consistently enjoys national praise for the plethora of delicious food packed within its borders. Highlands Bar and Grill, located in close proximity to our Temple, was recently named the most outstanding James Beard award restaurant in America. The national restaurant guide Zagat recently voted Birmingham the number one "up and coming food city" and has blown away locals and visitors with talent and gourmet cooking! Ollie Irene, Ovenbird, and Automatic Seafood, just to name a few, are local gems which will leave your pallet thirsting for more local cuisine. At the Pizitz Food Hall, you'll only have to walk a few steps to travel the world and find food stalls and restaurants offering cuisine from Vietnam to Ethiopia, Mexico to Nepal, as well as all-American favorites. With numerous other award-winning chefs and restaurants, as well as many local foodie entrepreneurs, there is cuisine to delight every discernable palate. One can shop at Pepper Place Market, eat local produce and barbeque, support farm to table, experience innovative and creative chefs, and travel the world of culinary tastes in our own backyard.

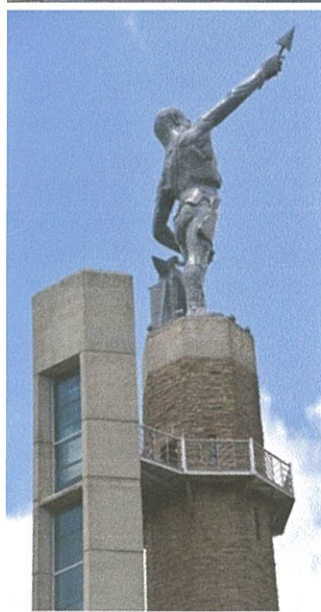
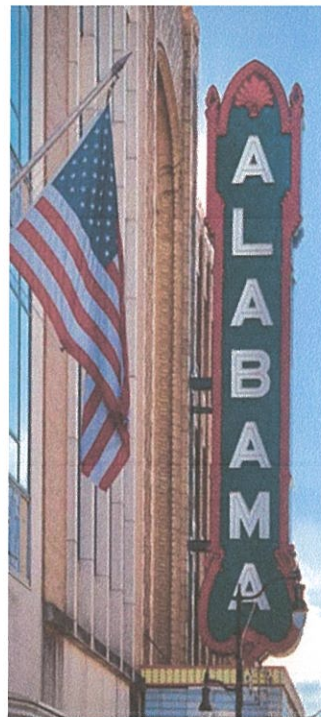
OTHER ATTRACTIONS Other notable spots include Vulcan, the world's largest cast iron statue; the Birmingham Zoo featuring more than 700 animals; Birmingham Botanical Gardens displaying a wide variety of plants/gardens across 67 acres; Kelly Ingram Park, the site of notable civil rights protests; and Railroad Park, a 19-acre green space owned by the City of Birmingham.

RENOWNED HEALTHCARE Birmingham prides itself on its highly specialized healthcare and is home to UAB Medical Center which provides employment for over 62,000 people. Temple Emanu-El is so proud of many members who have made a difference in so many facets of medicine. A member of our Temple community is one of the most internationally known prominent HIV/AIDS researcher and physician at the University of Alabama at Birmingham, among the nation's top hospitals. There are also several large community hospital systems that provide cutting edge medical care. Birmingham is fortunate to have Children's of Alabama Hospital, the third largest pediatric hospital in the country. Children's Hospital of Alabama has recently had six of its specialty services ranked among the best in the nation according to a 2019 US News and World Report.

BUSINESS Birmingham is the economic focal point of Alabama. Historically a city anchored by a strong industrial and banking presence, Birmingham has evolved in the twenty-first century into a tech hub in the Southeast. In fact, Amazon is coming to Birmingham! The development, otherwise known as Project Bluebird, is one of the largest economic development wins for Birmingham in the last decade. This Amazon Fulfillment Center is currently under construction as of 2019 and will provide for significant tax credit incentives in addition to thousands of new jobs for the metropolitan area. Shipt, a local grocery, home goods and electronics delivery start-up company, has recently been purchased by Target Corporation for \$550 million and continues to stay in downtown Birmingham. This is only the beginning of more stories like Shipt to hit our "Magic City."

QUALITY OF LIFE IN BIRMINGHAM Birmingham has many of the allures of urban life with a more affordable price tag than you'll find in many similarly sized metropolitan areas, offering a better value when you compare housing costs to median household income. The cost of living in Birmingham is unbelievably low. According to a recent study by Forbes and Kiplinger, Birmingham ranks as the 12th most affordable metro area and fifth most affordable for renters. Everyday expenses such as groceries and health care are generally lower in Birmingham than in other major metropolitan areas. Plus, Birmingham has the reputation of being a "20-minute city"—you can get just about anywhere within 20 minutes. The city continues to grow with excellent suburban schools, great nightlife, and a family friendly environment. This makes the "Magic City" a wonderful place to live!

There is SO much happening in Birmingham. LIVE, WORK and PLAY is what we do every day in the Magic City!



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."

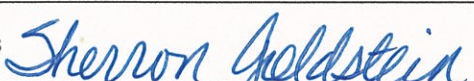


PROPOSED SALARY or SALARY RANGE	\$65,000 - \$80,000
Percentage of pension (RPB) in addition to salary (15% recommended)	Negotiable
Length of original contract (two years recommended)	2 years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY						
Medical-Hospitalization	yes	Moving Allowance	yes	Books & Periodicals		Sabbatical
Major Medical Insurance	yes	Professional Dues	yes	Congregational Membership	yes	Cell Phone
Dental Insurance		ARJE Conference	yes	Religious School Tuition	yes	Laptop Computer
Long Term Disability Insurance		URJ Biennial		Early Childhood Tuition		Israel 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	Jewishjobs.com; jewishstaffing.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	Sherron Goldstein, Chair of Education Committee and Past President David Nelson, Education Committee Member Shana Watson, Education Committee Member
Signatures	  

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Sherron Goldstein, David Nelson, Shana Watson	POSITION	Education Committee Members
STREET ADDRESS	2100 Highland Ave. South		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Birmingham, AL 35205		
TELEPHONE NUMBER	205-960-0403	FAX	
E-MAIL	<u>sgoldi@aol.com</u> <u>shanasmithwatson@gmail.com</u> davidrnelson@mac.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			

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