



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  
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New York, NY 10017-6778  
212-452-6510

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|  |  |                            |              |
|--|--|----------------------------|--------------|
| CONGREGATION/INSTITUTION                   | Baltimore Hebrew Congregation  | DATE OF APPLICATION        | 1/3/22       |
| STREET ADDRESS                             | 7401 Park Heights Avenue   |                            |              |
| CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE | Baltimore, MD 21208  |                            |              |
| TELEPHONE NUMBER                           | 410-764-1587   | FAX                        | 410-764-7948 |
| E-MAIL                                     | <a href="mailto:jwindman@baltimorehebrew.org">jwindman@baltimorehebrew.org</a><br>(Jo Ann Windman, Executive Director) |                            |              |
| WEBSITE                                    | Baltimorehebrew.org  |                            |              |
| URJ DISTRICT                               | East   | DATE POSITION IS AVAILABLE | July 1, 2022 |
| 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

## **Director of Education Job Description**

### **Baltimore Hebrew Congregation**

The Director of Education is a member of Baltimore Hebrew Congregation's (BHC) senior staff. We are a large and dynamic Reform Jewish congregation, whose education programs focus on Jewish identity and knowledge, prayer and B'nai Mitzvah, social justice, Hebrew, Israel programming and more. The Director of Education is our primary educational leader towards addressing all these areas. The position's main focus is on Youth Education but is involved in all congregational educational offerings.

The Director of Education reports to our Senior Rabbi, and collaborates with the other clergy, the Executive Director, the Director of Engagement, other staff, and lay leaders (including the chair of the Youth Education Advisory Committee). The Director of Education supervises the Assistant Director of Education (currently unfilled, but replaced with a gap year Engagement Associate), Administrative Assistant (currently 20 hours a week), and part-time faculty. Depending on their prior experience, the Director of Education may either supervise or support the Director of BHC's E. B. Hirsh Early Childhood Center.

#### **Primary Areas of Responsibility:**

- Build relationships with families, children, faculty, and other members of our congregational community.
- Embrace BHC's Reform Jewish vision and goals.
- Oversee all aspects of BHC's Youth Education program (including Sunday mornings, Next Gen: The Millie and Alvin Blum 8<sup>th</sup>-12<sup>th</sup> Grade Teen Program at BHC, and other opportunities) on all levels, including but not limited to: vision, curriculum, faculty, calendar, facility utilization, budget, recruitment and retention.
- Recruit, hire, guide, evaluate, and retain qualified and kind faculty.
- Clarify and further develop BHC's flexible and creative approach to Youth Education, especially in light of operating during the pandemic.
- Oversee Hebrew education and, with cantors, collaborate on B'nai Mitzvah program.
- Manage, in coordination with the Controller and Budget Committee, the financial aspects of Youth Education and Adult Education, such as budget, faculty compensation, reporting for payroll and other expense, etc.
- Encourage Jewish camp and Israel trip attendance.
- Develop Family Education programming.
- Communicate with parents and faculty.
- Coordinate and develop BHC's adult education opportunities, together with clergy.
- Collaborate with other congregations, educators, and Jewish organizations.
- Attend and participate in congregational meeting, such as Board of Electors, as requested. Interact with the Religious School Advisory Committee.

#### **Qualifications:**

Previous youth education leadership required.

Master's degree preferred

Open-minded, friendly, collaborative attitude a must.

## 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  | 1190                         | 147 approximately                                   | 207 (PreK-12 <sup>th</sup> )                | 36                                |
| FIVE YEARS AGO   | 1111                         | 171 approximately                                   | 277 (PreK-12 <sup>th</sup> )                | 27                                |
| FUTURE DEMOGRAPHIC PROJECTIONS ARE for continued general congregational stability with renewed growth among our younger families. The shrinkage shown here happened along with the pandemic. |                              |   |   |                                   |

### NUMBER OF STUDENTS ENROLLED BY GRADE

| PreK   | K  | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9 | 10 | 11 | 12 |
|--|----|----|----|----|----|----|----|----|----|---|----|----|----|
| 10   | 16 | 11 | 20 | 16 | 22 | 32 | 25 | 24 | 10 | 4 | 9  | 6  | 2  |
| OTHER (specify): 4 students in alternative Jewish study arrangements or day schools. |    |    |    |    |    |    |    |    |    |   |    |    |    |

|                  |                       |                  |    |                 |             |
|------------------|-----------------------|------------------|----|-----------------|-------------|
| DAY CARE         | 34 infant and toddler | PARENTS' DAY OUT | NA | EARLY CHILDHOOD | 40 2's-PreK |
| OTHER (specify): |                       |                  |    |                 |             |

| HEBREW BEGINS IN GRADE                  | 1st  | AND CONTINUES THROUGH GRADE   | 7 <sup>th</sup> | CONFIRMATION BEGINS IN GRADE | See *   |
|---|--|---|-----------------|------------------------------|---------|
| ADULT PROGRAMMING                       | Range of offerings, i.e. Hebrew, Adult B’nai Mitzvah, semester long classes, Shabbat Torah Study, etc. |   |                 | JEWISH PARENTING PROGRAMMING | Variety |
| CAMPS (URJ REGIONAL AND CONGREGATIONAL) |  | 12 at URJ camps; 50 at other Jewish camps (which include 3 local camps) |                 |                              |         |

\*BHC's post-B'nai Mitzvah program is a unified set of formal and informal offerings. Confirmation is technically in 10<sup>th</sup> grade but is part of Next Gen: The Millie and Alvin Blum 8<sup>th</sup>-12<sup>th</sup> Grade Teen Program. See the following for Next Gen information: [https://www.baltimorehebrew.org/clientuploads/2\\_Learning/Youth/NextGen\\_2021-22\\_Booklet\\_v2.pdf](https://www.baltimorehebrew.org/clientuploads/2_Learning/Youth/NextGen_2021-22_Booklet_v2.pdf)

## II. DAYS AND TIMES OF CLASSES

|  |               |                                 |                         |
|--|---------------|---------------------------------|-------------------------|
| RELIGIOUS SCHOOL   | HEBREW SCHOOL | CONFIRMATION                    | POST-CONFIRMATION       |
| Sundays, 9am-Noon  | NA            | 3 Sundays a month, 10:30am-Noon | Variety of days & times |
| WEEKDAY EARLY CHILDHOOD  | DAY CARE      | PARENTING/FAMILY PROGRAMMING    | PARENTS' DAY OUT        |
| 7am-6pm  | 7am-6pm       | Different Offerings             | NA                      |
| CAMP(CONGREGATION ONLY) One week day camp at the end of summer.  |               |                                 |                         |
| OTHER (specify) In 2021-22, BHC continues to offer an online option for Youth Education, which engaged a small number of families. BHC also offers and experiments with a variety of different learning opportunities, such as PJ Shabbat, volunteer opportunities, etc. |               |                                 |                         |

## 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   | Andrew Busch       | Full-Time                           | 14   |
| RABBI  | Elissa Sachs-Kohen | Full-Time                           | 19   |
| SENIOR CANTOR  | Ben Ellerin        | Full-Time                           | 4  |
| CANTOR   | Ann Sacks          | Part-Time, 60%, focused on tutoring | 24 years, including before ordination  |
| EDUCATOR   | Pam Mandell        | Full-Time, Interim                  | 1 (+ 5 years—several years ago) Was Assistant Director from Spring-October 2021) |
| ENGAGEMENT ASSOCIATE   | Ryan Coffey        | Full-Time                           | 1 (50% of time towards Youth Education)  |
| EXECUTIVE DIRECTOR   | Jo Ann Windman     | Full-Time                           | 33 years, 17- current position   |
| DIRECTOR OF ENGAGEMENT   | Jillian Manko      | Full-Time                           | 2  |

|                                 |   |           |   |
|---------------------------------|---|-----------|---|
| <b>YOUTH WORKER</b>             | NA currently, usually Assistant Director of Education |           |   |
| <b>EARLY CHILDHOOD EDUCATOR</b> | Jen Platt   | Full-Time | 11 at BHC, 3.5 as Assistant ECE Director, 3 in current position |
| <b>DEVELOPMENT DIRECTOR</b>     | Tracey Dorfmann                                       | Full-Time | 1   |
| <b>COMMUNICATIONS DIRECTOR</b>  | Brian Rogers  | Full-Time | 3   |
| <b>CONTROLLER</b>               | David Weiss   | Full-Time | 23 years  |

**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.**

BHC has a standard review process for all our professional staff and clergy. We aim for an annual review process. BHC's review process is holistic, focusing simultaneously on the professional's goals, performance, and experience and, also, upon the congregation's and staff's work environment, goals, and communal reality. We are looking to address shared vision, growth, and challenges for each professional and the whole congregational system. Our review process has been paused and/or modified by the pandemic.

| <b>SECRETARIES/ADMINISTRATIVE ASSISTANTS</b> |  | <b>FULL or PART-TIME</b>                       | <b>YEARS SERVED</b> |
|--|--|--|---------------------|
| <b>TO EDUCATOR(S)</b>                        | Sarah Fedder                           | Part-Time, 50%<br>plus a Sunday morning person | 4                   |
| <b>TO SENIOR RABBI</b>                       | Iris Powell                            | Part-Time , 75%                                | 30 years            |
| <b>TO RABBIS &amp; CANTORS</b>               | Marci Messick                          | Full-Time                                      | 3                   |
| <b>TO ADMINSTRATOR</b>                       | Lauren Yetter<br>Francie Gill (Events) | Full-Time<br>Full-Time                         | 7 years<br>24 years |

| <b>NUMBER OF TEACHERS</b>                          |                      | <b>SPECIALISTS</b>          |   |
|--|----------------------|-----------------------------|---|
| <b>COORDINATORS / DEPARTMENT HEADS</b>             | 1                    | <b>ART</b>                  | 0 |
| <b>PRIMARY</b>                                     | 13                   | <b>COMPUTER</b>             | 0 |
| <b>INTERMEDIATE</b>                                | 3                    | <b>MUSIC</b>                | 3 |
| <b>UPPER</b>                                       | 3                    | <b>Aides/Shadows</b>        | 3 |
| <b>BAR / BAT MITZVAH</b>                           | Cantor<br>Sacks      | <b>HEBREW Tutors</b>        | 5 |
| <b>HIGH SCHOOL / POST B'NAI MITZVAH</b>            | Included in<br>Upper | <b>LEARNING CENTER</b>      | 1 |
| <b>ARE THERE ANY FULL-TIME TEACHERS ?</b>          | No                   | <b>Inclusion Specialist</b> | 1 |
| <b>CUSTODIAL STAFF (specify full or part-time)</b> |                      | 5 FTE                       |   |

\* Our post-B'nai Mitzvah program also engages a range of different congregants or members of the larger community for specific, short-term opportunities, for example "A Capella Lab" or "Middot Yoga."

#### IV. FACILITIES

|  |  |                         |                    |
|--|--|-------------------------|--------------------|
| SANCTUARY  | 1600<br>seats  | NUMBER OF CLASSROOMS    | 25                 |
| CHAPEL   | 100<br>seats   | ART ROOM                | 1                  |
| LIBRARY  | yes  | MUSIC ROOM              | 1                  |
| AUDITORIUM   | 1000<br>seats  | YOUTH LOUNGE            | 1                  |
| SANCTUARY / SOCIAL HALL COMBINATION                            | 175<br>seats   | TEACHER RESOURCE CENTER | 1                  |
| GYM  | 1  | EDUCATOR'S OFFICE       | Suite of 3 offices |
| SOCCER FIELD & BASEBALL FIELD                                  | 2  | COMPUTER ROOM           | 0                  |
| LARGE SOCIAL HALL  | 1  | STUDENT LEARNING CENTER | 0                  |
| OTHER (SPECIFY)  | Numerous other rooms, including 2 meeting rooms, 1 conference room |                         |                    |
| IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ? |  | No                      |                    |

BHC houses the winter offices of the URJ 6 Points Creative Arts Academy.

|                   |           |      |        |      |             |                                    |
|-------------------|-----------|------|--------|------|-------------|------------------------------------|
| AGE of BUILDINGS: | SANCTUARY | 1951 | SCHOOL | See* | OFFICE AREA | Education Suite in School Building |
|-------------------|-----------|------|--------|------|-------------|------------------------------------|

\* The school building includes 1955, 1965, and 1997 section. All 3 connect seamlessly. School office is in the 1965 section.

|   |
|---|
| <p><b>If there is a satellite facility, please describe it. Include size, distance from main facility, age, days/hours spent on that site, etc.</b></p> <p>NA</p> |
|---|

#### V. CONGREGATIONAL IDENTITY

|  |   |  |      |
|--|---|--|------|
| The Congregation / Institution was founded in          | 1830  | and became a member of the URJ (UAHC) in | 1892 |
| The Shabbat prayer book used is                        | Mishkan T'filah, plus one Shabbat a month with Visual T'filah                         |  |      |
| The High Holy Day <i>machzor</i> used is               | Mishkan Hanefesh; Rosh Hashanah Under the Stars & Family Services use Visual T'filah. |  |      |
| Has the Religious School received ARJE Accreditation ? | No  | If yes, in what year ?                   |      |

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

- A. BHC aims to inspire meaningful and creative individual action and Jewish community.
- B. BHC places an emphasis on social justice (BHC Justice) and on nurturing a caring community (BHC Cares).
- C. BHC is a large congregation, which focuses on connecting in small settings and personally with those who are part of our community.

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

- A. Founded in 1830, BHC is not stuck in its rich history; rather we are more concerned with the present and the future. We are willing to experiment with new ideas, reinvigorate ongoing offerings, and give different people the chance to dream and lead. This congregational trait has served us well during the pandemic.
- B. Rosh Hashanah Under the Stars is BHC's marquee annual moment. In addition to all our other High Holy Day services, we hold an open-to-the-community Erev Rosh Hashanah service, which draws 5,000-7,000 attendees annually to the outdoor summer location of the Baltimore Symphony Orchestra. To be clear, BHC also values our many smaller opportunities to learn and connect.
- C. BHC's work environment and governance culture are always aiming at being healthy and positive. Equally important, the interactions between our staff and leadership are positive and open. We value both our staff and our members.

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

- A. BHC has nurtured a flexible educational environment, with a variety of options and opportunities. We have a healthy mix of long-term and newer teachers. Our children are excited to participate on Sunday mornings and beyond.
- B. Our Next Gen: Millie and Alvin Blum 8<sup>th</sup>-12<sup>th</sup> Grade Teen Program provides a dynamic set of formal and informal opportunities to connect and inspire our older students.
- C. We enjoy our second Friday of the month Family Shabbat, at which our congregational service involves Visual T'filah, lively music and Confirmand-provided drashot. We look forward to reinstituting the Family Shabbat dinner, which has been paused by the pandemic.

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

- A. BHC is looking for a creative educational leader, who enjoys connecting, learning and experimenting. We hope that exploration will lead to inspired teaching as well.
- B. BHC aims to engage staff who are interested in collaboration with fellow staff, congregants, and those beyond our congregation. We hope that our Director of Education will share this attitude and serve as a catalyst for such interactions.
- C. BHC depends on our Director of Education to be a senior leader of the congregation and a role model in areas of commitment, caring, presence, and values.

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

- A. BHC's new Director of Education should focus upon building relationships with our children, parents, and faculty, for upon that foundation they will be able to nurture a dynamic and creative educational community. As part of this relationship-building, the diversity of our community should be embraced, including interfaith families, LGBTQ, Jews of Color, ability and mobility, and more.

- B. BHC's new Director of Education will need to focus on guiding our educational programs creatively forward, in light of the pandemic and transitions of the past two years. We are looking for someone to make their own creative mark on our congregation, while building upon a decade of qualitative and quantitative momentum, which has been impacted by the pandemic.
- C. BHC's Director of Education should nurture continued flexibility, vitality and growth in our learning programs, be it Youth Education, Next Gen: The Millie and Alvin Blum 8<sup>th</sup>-12<sup>th</sup> Grade Teen Program, E. B. Hirsh Early Childhood Center, and adult education. Many of our congregants have been specifically attracted or excited by our open approach to a diversity of individuals, families and approaches.

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

BHC is an open and diverse congregation (include relatively new and generations-long congregants) that is looking for a long, stable, and mutually fulfilling relationship with all our staff members, especially, at this moment, with our next Director of Education.

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

- A. BHC has been impacted by the pandemic in similar ways to other congregations. Our membership numbers have remained fairly steady, but engagement in Youth Education has been more challenged. Our Director of Education, together with our entire team of staff and lay leaders, will need to work hard and creatively to engage our students and families moving forward.
- B. Our Youth Education families enjoy Sundays and Family Shabbat. We would love to inspire these families to engage further in Shabbat services and communal life. This engagement will have long-term implications for BHC's health.
- C. Our current campus was started in 1951 and added to over time. We face challenging decisions regarding upgrading and maintain. However, we do benefit from a convenient location. Issues of physical plant, financial planning, and membership recruitment and retention remain quite real, as they are for many congregations.

## VI. INCUMBENT EDUCATOR

|  |   |
|--|---|
| <b>Has the current educator been informed that the congregation / institution is in placement?</b> | Pam Mandell transitioned from Assistant Director of Education to Interim Director of Education when the position was vacated near the start of the Fall 2021 school year. |
| <b>On what date will the current educator relinquish his/her current position ?</b>                | June 30, 2022   |

## VII. COMMUNITY ATTRACTIONS

|   |   |                                |                       |
|---|---|--------------------------------|-----------------------|
| <b>General population of location</b>     | 2.8 Million Metro Area  | <b>Total Jewish population</b> | 100,000 approximately |
| <b>JEWISH INSTITUTIONS IN AREA</b>        |   |                                |                       |
| <b>JCC</b>                                | Yes, 2 campuses   |                                |                       |
| <b>Federation</b>                         | The Associated: The Jewish Federation of Baltimore  |                                |                       |
| <b>Jewish Family Service</b>              | Yes   |                                |                       |
| <b>Central Jewish Education Agency</b>    | Yes   |                                |                       |
| <b>Jewish Day School (which grades) ?</b> | Krieger Schechter (through 8 <sup>th</sup> grade), Beth Tfiloh (Modern Orthodox through 12 <sup>th</sup> grade) and several other Orthodox day schools. |                                |                       |

|   |   |  |
|---|---|--|
| <b>Other</b>  | 2 other Reform congregations, 5 Conservative congregations, dozens of Orthodox congregations, 2 Reconstructionist congregations, Pearlstone Center and Outdoor Education Campus (which is merging with Hazon), Baltimore Hebrew Institute at Towson University, Jewish Museum of Maryland (featuring BHC's 1845 original building), CHANA: Jewish Response to Abuse, Camps Louise & Airy, Capital Camps, Ner Israel Yeshiva, four Hillels, and numerous other Jewish organizations.   |  |
| <b>Majority of members' children attend public school, private school, or Jewish day school ?</b>         | We estimate approximately 70% public, 30% private, including a small number in day school.  |  |
| <b>Colleges, universities and music conservatories in the area include</b>                                | Johns Hopkins University (including Peabody conservatory), Goucher College, Towson University (including the Baltimore Hebrew Institute), University of Maryland: Baltimore County, Morgan State University, and many smaller ones.   |  |
| <b>What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?</b> | Baltimore has many cultural opportunities, including Baltimore Museum of Art, Walters Art Museum, American Visionary Art Museum, Baltimore Ravens, Baltimore Orioles, Baltimore Symphony Orchestra, Baltimore Center Stage, Everyman's Theatre, Hippodrome Theater, Modell Performing Arts Center at the Lyric, and more. There are wonderful opportunities to enjoy nature, including the Chesapeake Bay, parks, and we are not far from the Appalachian Trail.<br>We are also just about an hour from Washington D.C. and all it offers culturally. |  |

## VIII. REMUNERATION

|  |                                |
|--|--------------------------------|
| <b>INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE.</b> 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 <b>DO NOT</b> WRITE "negotiable", or "open," or "not yet determined" with no numbers included. <b>Without this information, your position will not be included in the ARJE's placement listings. It is also highly recommended that you NOT list remuneration as a "package."</b> |                                |
| <b>PROPOSED SALARY or SALARY RANGE</b>   | The Minimum salary is \$60,000 |
| <b>Percentage of pension (RPB) in addition to salary (15% recommended)</b>   | 15%                            |
| <b>Length of original contract (two years recommended)</b>   | 2-3 years                      |

| STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY |   |                        |                 |                           |     |                 |                 |
|---|---|------------------------|-----------------|---------------------------|-----|-----------------|-----------------|
| Medical-Hospitalization                                   | Family  | Moving Allowance       | Yes             | Books & Periodicals       | Yes | Sabbatical      | NA              |
| Major Medical Insurance                                   | Family  | Professional Dues      | Yes             | Congregational Membership | Yes | Cell Phone      | yes             |
| Dental Insurance  | Family  | ARJE Conference        | Yes             | Religious School Tuition  | Yes | Laptop Computer | Yes             |
| Long Term Disability Insurance                            | Yes   | URJ Biennial           | To be discussed | Early Childhood Tuition   | Yes | Israel Trips    | To be discussed |
|   |   | Regional URJ Gathering | To be discussed |                           |     |                 |                 |
| Other (please specify)                                    | A. Short Term Disability. B. Vision Insurance. C. Flexible Spending D. BHC is generally supportive of ongoing professional development. |                        |                 |                           |     |                 |                 |

### Social Security is required by Federal Law

|   |  |
|---|--|
| Is this position being listed with any other professional placement service ? | Yes, though we would love to find someone through ARJE |
| If "YES" please indicate which one and the title by which it is being listed  | Not clear yet, always listed as Director of Education  |

**In making this request to the ARJE PLACEMENT SERVICE, the congregation/institution agrees that it will**



|   |   |
|---|---|
| A | In keeping with the high ideals of Reform Judaism, not exclude a candidate from consideration based on age, gender, sexual orientation or marital status;   |
| B | Keep the ARJE Placement Service informed of ALL interviews and their outcomes;  |
| C | Reimburse all travel and related expenses for an Educator invited for an interview;   |
| D | Arrange the terms of its contract and/or letter of agreement with its Educator-Designate following the principles of the document entitled <i>GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS</i> ("The Blue Book"), as adopted and recommended May 1988 by the Board of Trustees of the Union of American Hebrew Congregations, the Central Conference of American Rabbis, and the National Association of Temple Educators; |
| E | On acceptance of the contract and/or letter of intent by both the congregation/institution and the Educator-Designate, forward a copy of the contract and/or letter of agreement for the files of the Placement Service, ALL files being confidential.  |
| F | <b>NOTIFY THE ARJE PLACEMENT OFFICE OF THE NAME OF THE EDUCATOR-DESIGNATE WHEN THE SEARCH IS FINALIZED.</b>   |

|   |   |
|---|---|
| <b>Name of person completing this form and position in congregation / institution</b> | Rabbi Andrew Busch & Marty Rochlin (Search Chair) |
| <b>Signature</b>  | Andrew Busch & Marty Rochlin                      |

## CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

|   |   |                 |              |
|---|---|-----------------|--------------|
| <b>NAME</b>   | Marty Rochlin   | <b>POSITION</b> | Parent       |
| <b>STREET ADDRESS</b>   | Baltimore Hebrew Congregation, 7401 Park Heights Avenue |                 |              |
| <b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>   | Baltimore, MD 21208                                     |                 |              |
| <b>TELEPHONE NUMBER</b>   | 410-707-5135  | <b>FAX</b>      | 410-764-7948 |
| <b>E-MAIL</b>   | martyrochlin@verizon.net                                |                 |              |
| <b>Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):</b>  |   |                 |              |
| Jo Ann Windman, Executive Director, <a href="mailto:jwindman@baltimorehebrew.org">jwindman@baltimorehebrew.org</a> and Rabbi Andrew Busch, <a href="mailto:abusch@baltimorehebrew.org">abusch@baltimorehebrew.org</a> |   |                 |              |
|   |   |                 |              |

### Mission Statement

While Baltimore Hebrew Congregation does not have a formal mission statement, we are clear on our identity and our goals. We are constantly creating a progressive, dynamic and diverse congregation, filled with meaningful experiences and relationships. With tremendous respect for our congregation's history and customs, we seek innovative ways to explore our Jewish heritage. We seek to impact our world through engaging our community in social justice and social action. We welcome individuals, couples and families without regard to ethnicity, interfaith status or sexual orientation. We seek to engage and welcome all who are interested in exploring the many facts of Reform Jewish life.

### Youth Education Program and Philosophy

Our Youth Education program incorporates Religious School, Family Education, alternative social action programs, youth groups, a one-week summer camp, and Next Gen: The Millie and Alvin Blum 8<sup>th</sup>-12<sup>th</sup> Grade Teen Program at BHC.

In our K-2 grades, we emphasize a game based cooperative philosophy bringing Judaism to life through games. In our 3-7 grades, we encourage students to connect their passions and Jewish life through exploration and creativity. Our Hebrew program is in transition. We had embraced Onward Hebrew, focusing on learning Hebrew through movement and T'filah experiences, while deepening Hebrew skills as school progresses. We are starting conversations towards evaluating and updating our approach to Hebrew education. Our B'nai Mitzvah program balances acquiring Hebrew and prayer skills, together with developing relationships with our clergy and educators, other students and families, and the congregation as a whole. Our Post-B'nai Mitzvah offerings allow for a great deal of student input and choice in the nature and content of studies, while actively exploring issues that are relevant to being an adolescent and to being a Jewish adult. In the process, we hope to develop strong and creative Jewish identities, linked to our congregation, the Jewish community and Israel. Our program focuses on the individual child and we strive to be inclusive of all children and their families.