



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

633 Third Avenue | New York, NY 10017-6778

EDUCATOR SEARCH APPLICATION

CONGREGATION/INSTITUTION	Temple Beth Tikvah	DATE OF APPLICATION	3/22/2022
STREET ADDRESS	196 Durham Road		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Madison, CT 06443		
TELEPHONE NUMBER	(203) 245-7028	FAX	
E-MAIL	office@tbtshoreline.org	WEBSITE	www.tbtshoreline.org
URJ DISTRICT	E9	DATE POSITION IS AVAILABLE	7/1/2022
POSITION TITLE	Educator (either clergy or non-clergy)	FULL or PART-TIME	Full-Time

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)



temple beth tikvah
בית תקוה

Educator

We are a vibrant, inclusive Reform Jewish 300-family congregation on the Connecticut shoreline looking for a dynamic, innovative, and collaborative Educator (either clergy or non-clergy) with strong interpersonal skills. The Educator will serve as director of the K-12 religious school and the B'nai Mitzvah program and lead congregation-wide education programs. An Educator who is also clergy would partner with our Rabbi as a member of the clergy team. Clergy applicants may be either Rabbis or Cantors.

Responsibilities

Direct the religious school for our students in K-12 (approximately 80), including:

- Recruiting, hiring, managing, and guiding all religious school staff.
- Planning curriculum, calendar, schedules, field trips, and special events.
- Coordinating parent-teacher meetings and communicating with parents.
- Working with parents and teachers to find solutions for students with special needs.
- Ensuring a safe learning environment.
- Teaching special classes such as the Tikkun program for 8-9th grade.
- Preparing the annual religious school budget; monitoring expenses.
- Working closely with the Education Committee.

Oversee the B'nai Mitzvah program: coordinating the B'nai Mitzvah calendar and student assignments; meeting with parents; tutoring students in Torah and Haftarah and/or assigning tutors; evaluating student progress. We will have 10 B'nai Mitzvah students in 2022-23.

Serve as a member of the clergy team (if applicable):

Rabbi Educator

- Collaborate on planning and participate in Shabbat, High Holiday, and other services and events.
- Chant Torah and teach and empower congregants to chant Torah.
- Officiate at life-cycle and interfaith events.
- Provide pastoral care.
- Lead Torah Study for congregation biweekly.

Cantor Educator

- Arrange and lead music for services, including Shabbat, High Holiday, and other programs.
- Chant Torah and teach and empower congregants to chant Torah.
- Officiate at life-cycle and interfaith events.
- Provide pastoral care.
- Lead Torah Study for congregation biweekly.
- Provide oversight and guidance to the adult choir.
- Enhance the liturgical and musical skills of the congregation.
- Collaborate with Jewish musical artists as part of our Silidker Music Weekend.

Total compensation package:

\$105,000 - \$120,000 (salary & benefits) for clergy
\$65,000-\$90,000 (salary & benefits) for non-clergy

Start Date: July 1, 2022

Please send a resume and cover letter to: Jodie Ambrosino, Search Chair, at drjoambrosino@gmail.com; and Leslie Powell, Search Co-chair, at 40Moose@gmail.com

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	288	121	80	15
FIVE YEARS AGO	296	126	85	15
FUTURE DEMOGRAPHIC PROJECTIONS ARE		Our synagogue is undergoing an \$8 million renovation, to be completed in Spring 2022. This should drive new membership and an increase in student enrollment.		

NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8-9	10	11-12
36	5	7	5	6	8	13	9	15	9	7	6
OTHER (specify):											

DAY CARE	n/a	PARENTS' DAY OUT	n/a	EARLY CHILDHOOD	36 (PreK)
OTHER (specify):					

HEBREW BEGINS IN GRADE	3	AND CONTINUES THROUGH GRADE	7	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	Weekly and more			JEWISH PARENTING PROGRAMMING	n/a
CAMPS (URJ REGIONAL AND CONGREGATIONAL)		Nearby Camp Laurelwood is very popular but unaffiliated.			

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Sundays 9:30-12:00	Wednesdays 3:45-5:15	Sundays 10:00-11:00	Sundays monthly 12:00-2:00
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
PreK Mon-Fri 8:00-5:30	n/a	Tues/Thurs 9:30-11:00	n/a
CAMP(CONGREGATION ONLY)	n/a		
OTHER (specify)			

III. STAFF

Even if they will not be associated with the congregation next year, please list the names of all current 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
RABBI	Danny Moss	Full Time	1
CANTOR EDUCATOR	Jennifer Boyle	Full Time	2
ADMINISTRATOR	Kim Romine	Full Time	8
ASSISTANT ADMINISTRATOR	Bonnie Mahon	Full Time	7
PRESCHOOL DIRECTOR	Jennifer Casillo	Full Time	3
YOUTH ADVISOR	Caroline Shelton	Part Time	1
ASSISTANT TO CANTOR EDUCATOR	Adele Merenstein	Part Time	1
CUSTODIAN	Daniel Graitta	Full Time	1
CUSTODIAN	Len Dwarica	Part Time	10
CUSTODIAN	Dyanna Green	Part Time	6

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.

Currently, our Cantor Educator oversees all of the Religious School staff. While she does not meet with each teacher to conduct a formal annual review of their performance, she does meet with them regularly to provide informal feedback and to support their growth as teachers. In past years, this process was more structured and formalized, and we look forward to resuming this practice. Previous clergy conducted live observations of the teachers and met with them to offer feedback. Our Cantor Educators meet with the President of our synagogue annually, sometimes with the Chair of the Education Committee, to discuss their performance.

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS	1	ART	
PRIMARY (K-4)	4	COMPUTER	
INTERMEDIATE (5-8)	3	DANCE	
UPPER (9-12)	2	DRAMA	
BAR / BAT MITZVAH	3	HEBREW	4
HIGH SCHOOL / POST B'NAI MITZVAH	2	LEARNING CENTER	
ARE THERE ANY FULL-TIME TEACHERS ?	no	LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)	3 (1 Full Time, 2 Part Time)		

IV. FACILITIES

SANCTUARY	Y	NUMBER OF CLASSROOMS	12
CHAPEL		ART ROOM	
LIBRARY	Y	MUSIC ROOM	
SOCIAL HALL / AUDITORIUM	Y	YOUTH LOUNGE	Y
SANCTUARY / SOCIAL HALL COMBINATION	Y	TEACHER RESOURCE CENTER	
		EDUCATOR'S OFFICE	Y
		COMPUTER ROOM	
		STUDENT LEARNING CENTER	
OTHER (SPECIFY)	Playground, Kitchen		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?		Temporarily. After current renovation (to be completed spring 2022), these facilities will have their own spaces.	

AGE of BUILDINGS:	SANCTUARY & SCHOOL	Built 1977; undergoing complete renovation; to reopen in Spring 2022	OFFICE AREA	Built in 1986; undergoing complete renovation; to reopen in Spring 2022
-------------------	--------------------	--	-------------	---

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	1972	and became a member of the URJ (UAHC) in	1975
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?

Temple Beth Tikvah is a vibrant, inclusive Reform Jewish community, guided by Torah and interconnected through our traditions and values of tikkun hanefesh (enriching our lives) and tikkun olam (improving the world). We are committed to: (1) inclusion and diversity, (2) worship and education, and (3) meaningful social justice activities.

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

We celebrate and take inspiration from our inclusivity and diversity and see this as one of our greatest strengths. Our size as a roughly 300-family congregation creates a warm environment in which congregants know each other well. We have a robust volunteer culture and active lay leadership. Our proximity to and many of our congregants' ties to Yale University provide us with rich intellectual and cultural resources. It is important to the families in our congregation that our children graduate from Religious School with a deep understanding of their Judaism and the motivation to continue learning into adulthood.

What are the strengths of your educational program?

Our Religious School is academically rigorous with concentrations in both Hebrew and Judaica. Currently, we have about 80 students enrolled. Learning at the B'nai Mitzvah level takes place in pods, which encourages collaboration and camaraderie. We focus on learning trope to chant Torah, beginning as early as fifth grade, which equips students to participate in Torah services beyond B'nai Mitzvah and throughout their lives. Our religious school enlists the help of special education professionals for students who require additional academic support. Students often become madrichim in our religious school, substituting in classes, and teaching religious school while in college. Our teachers are often congregants with deep investment in our community and in the future of the Jewish people. Our teachers' commitment and diversity are one of our great strengths.

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

We seek an Educator who has (1) strong interpersonal skills and emotional intelligence; (2) excellent administrative and organizational abilities; and (3) an innovative, dynamic approach to youth development and Jewish education.

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

We wish to find an Educator with vision who will inspire our children and families and create a joyful learning environment. Most importantly, the Educator's most important priorities should be:

1. To strengthen the curriculum and staff of the religious school, including the Hebrew Lab
2. To oversee a rigorous, loving B'nai Mitzvah program
3. To communicate and engage with parents, students, and community members in a highly organized manner.

Longer-term, we seek an Educator who can propose and implement a compelling vision for Jewish learning and identity formation in the 21st century. This will include partnerships with stakeholders: parents, teachers, our Rabbi, and the broader TBT Community.

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

We wish to build a long-term relationship with an Educator who will see our children and their parents through all the years of their Jewish learning. We hope to find an Educator who will commit themselves to our community just as we will commit ourselves to them.

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

Our most important challenge for the next few years is to restabilize and regroup our congregation after disruption caused by the COVID-19 pandemic; the total renovation of our synagogue (an \$8 million project), which has precluded its use for two years; and two clergy transitions of both Rabbi and Cantor Educator. With pandemic restrictions nearing an end, or at least having adapted to them, and the synagogue renovation project nearing completion, we have every reason for optimism over the next several years. We believe the synagogue renovation will help us grow our congregation and our level of activity. Rabbi Moss, who has been with us for one year, along with our new Educator (to be hired) will have the pleasure and the challenge of working together to build a bright future for Temple Beth Tikvah.

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, 2022

VII. COMMUNITY ATTRACTIONS

General population of location	CT Shoreline Towns + New Haven = 250,000 people	Total Jewish population	23,000 in Greater New Haven area (2010 data) (https://www.jewishdatabank.org/databank/search-results/study/565)
JEWISH INSTITUTIONS IN AREA	<p>TBT is part of the Greater New Haven Jewish community. Institutions include:</p> <ul style="list-style-type: none"> • An Interfaith Clergy group on the Shoreline and a multi-denominational Board of Rabbis and Cantors of Greater New Haven • Nearby Yale University, with all of its academic and cultural resources, including the Joseph Slifka Center for Jewish Life • Kosher markets in New Haven and Hartford • An annual Jewish Festival on the Guilford Green, organized by Chabad of the Shoreline • Camp Laurelwood (Madison, CT) • Two nearby Reform congregations, in Chester and in Hamden. We partner with the Chester congregation for Yom HaShoah services. There are also multiple Conservative and Orthodox congregations in the New Haven area. • Several Jewish day schools in the New Haven area, including Ezra Academy (Conservative) and Southern Connecticut Hebrew Academy (Chabad) • BBYO Connecticut Valley Region • Frequent train service to both New York and Boston (roughly two hours in either direction), with all they have to offer. 		
JCC	Woodbridge, CT		
Federation	At JCC in Woodbridge, CT		
Jewish Family Service	New Haven , CT		
Central Jewish Education Agency			
Jewish Day School (which grades) ?	Ezra Academy, Woodbridge, CT (Pre-K to 8 th grade). Southern Connecticut Hebrew Academy, Orange, CT (K-12).		
Majority of members' children attend public school, private school, or Jewish day school ?	The majority of children in the congregation attend public school.		
Colleges, universities and music conservatories in the area include	Yale University, Yale School of Music, the Yale Institute of Sacred Music, Wesleyan University, Connecticut College, University of Connecticut, Southern Connecticut State University, Central Connecticut State University		
What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?	There is an abundance of world-class music, theater, art, museums, and collegiate sports at nearby Yale University – far too much to list! In addition, the area boasts the New Haven Symphony Orchestra, the New Haven Chorale, the Guilford Performing Arts Festival, many chamber music series and community theaters, the Katherine Hepburn Cultural Arts Center, the Elm Shakespeare Company, the International Festival of Arts and Ideas, the Neighborhood Music School, Long Wharf Theater, the Goodspeed Opera House, the Ivoryton Playhouse, the Shubert Theater....and more.		

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."**

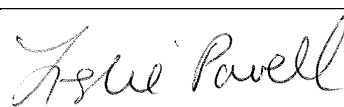
PROPOSED SALARY or SALARY RANGE	Minimum \$60,000 for non-clergy/ Minimum \$85,000 for clergy
Percentage of pension (RPB) in addition to salary (15% recommended)	Negotiable
Length of original contract (two years recommended)	2 years

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY							
Medical-Hospitalization	Y	Moving Allowance	Y	Books & Periodicals	Y	Sabbatical	Y (after 7 years)
Major Medical Insurance	Y	Professional Dues	Y	Congregational Membership	Y	Cell Phone	N
Dental Insurance	Y	ARJE Conference	Y	Religious School Tuition	Y	Laptop Computer	Y
Long Term Disability Insurance	N	URJ Biennial	N	Early Childhood Tuition	N	Israel Trips	N
		Regional URJ Gathering	N				
Other (please specify)	Paid time off; these benefits are negotiable based on experience and circumstances						

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	Academy for Jewish Religion, Hebrew College, jewishjobs.com, CLAL

In making this request to the ARJE PLACEMENT SERVICE, the congregation/institution agrees that it will	
A	
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	Leslie Powell, Co-Chair, Search Committee
Signature	

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME	Jodie Ambrosino	POSITION	Chair, Search Committee
STREET ADDRESS	196 Durham Road		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	Madison, CT 06443		
TELEPHONE NUMBER	203 232 4324	FAX	
E-MAIL	drjoambrosino@gmail.com		
Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):			
drjoambrosino@gmail.com (Jodie Ambrosino, Chair, Search Committee)			
40moose@gmail.com (Leslie Powell, Co-Chair, Search Committee)			



temple beth tikvah
בית תקווה

Our Mission

Temple Beth Tikvah is a vibrant, inclusive Reform Jewish community, guided by Torah and interconnected through our traditions and values of tikkun hanefesh (enriching our lives) and tikkun olam (improving the world).