



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](mailto:sschickler@reformeducators.org)

<b>CONGREGATION/INSTITUTION</b>	Congregation Har HaShem	<b>DATE OF APPLICATION</b>	May 31, 2022
<b>STREET ADDRESS</b>	3950 Baseline Road		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Boulder, CO 80303		
<b>TELEPHONE NUMBER</b>	303-499-7077	<b>FAX</b>	--
<b>E-MAIL</b>	<a href="mailto:info@harhashem.org">info@harhashem.org</a>	<b>WEBSITE</b>	<a href="http://www.harhashem.org">www.harhashem.org</a>
<b>URJ DISTRICT</b>	Western	<b>DATE POSITION IS AVAILABLE</b>	July 1, 2022
<b>POSITION TITLE</b>	Director of Lifelong Learning	<b>FULL or PART-TIME</b>	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**

### **Our Opportunity**

- We seek an educator who wants to make a difference in the lives of our youngest children and our adult learners. We have a community of learners who are searching for meaning, creativity, and their authentic Jewish voices.
- We seek a collaborative leader who will forge a partnership with our clergy and staff to explore the transformative power of education, spiritual growth and sacred relationships for our community.
- We seek an individual who will bring energy and empathy to advance our congregation's vision of sacred time, sacred learning, sacred relationships and a just world.
- This staff member is joining a senior staff team to build an exciting new alignment. Our Executive Director began in December, our Cantor begins in July, and our new Director of Lifelong Learning will join us in partnership with supportive lay leaders.
- We seek an educator who will work to design and implement learning opportunities to respond to the needs of community members with creativity and experimentation.

### **Our Community**

- We are the one Reform Jewish congregation in Boulder County, creating meaning in our lives through a wide range of Jewish practices.
- We strive to be a community of belonging, seeing people for who they are and where they are in their Jewish journeys.
- We believe that individuals and families should have multiple gateways into Jewish life and learning. We have been experimenting with different programming relating to content, cohort, type of learning (family or peer), schedule and intensity of involvement.
- We value our tent that we have put up since Covid emerged. Not just because it provides a safer environment, but because it represents who we aspire to be... a place that is open on all sides, providing different entry points, and inviting our folks to come toward the center.
- We have just completed a Strategic Visioning process that will guide us toward greater engagement with our community.
- The foundation on which our [Vision](#) is built:
  - We celebrate together and lift each other when we have fallen
    - *G'milut chasadim* - acts of generosity and kindness
  - We are inspired to realize our human potential
    - *B'tzelem Elohim* - in the image of the divine
  - We work to make the world more just
    - *Tzedek, tzedek tirdof* - justice, justice shall you pursue

### **Key Responsibilities include:**

- **Educational Opportunities for Children, Youth and Adults** - The educational offerings reflect the Congregation's priorities. The DLL helps to create, foster and perpetuate a warm and welcoming atmosphere at HHS where all can learn together. The DLL:
  - Develops and implements Hebrew and religious education programs for youth, including individual meetings with each family of "Religious School age" annually to develop an individualized learning plan.
  - Develops and implements formal learning opportunities for students post-b'nai mitzvah.
  - Develops and implements an informal learning program for children and teens including youth groups and day camp.
  - Develops and administers a program of adult learning for our members, and coordinates adult learning with senior staff.
  - Encourages participation in our URJ camps and other Jewish summer camp and Israel experiences.
  - Develops, administers and evaluates programs to engage parents in learning with their children.

- Takes the leadership role in coordination with other staff to develop communications and events that showcase our strengths, innovation and achievements of our youth education programs and their significance in attracting and retaining members.
  - Serves as a Judaic resource to any congregation member looking to further his/her educational journey.
- **Creation, Management and Supervision of the Educational Team.** The DLL manages a team of teachers, program staff, and teaching assistants (*madrichim*) to manage the youth and adult education programs. The DLL:
    - Recruits, hires, schedules and reviews teachers and *madrichim* for adult learning, religious school, and youth programs.
    - Supervises a program assistant and a youth director.
    - Maintains, updates as necessary, and reviews position descriptions and annual goals for youth director, camp directors, family educator, Student Resource Advocate, teachers, tutors, and other subordinate positions.
    - Leads and partners with the Youth Education Committee.
- **Creator and Provider of Curriculum and Professional Development.** The DLL, in collaboration with the Rabbi and teachers, establishes and maintains a curriculum aligned with Synagogue priorities, and offers classes consistent with it. The DLL:
    - Develops and evaluates religious education curriculum.
    - Develops and implements an on-going training program for faculty, *madrichim*, and b'nai mitzvah tutors.
    - Partners with other organizations, as appropriate, to provide learning opportunities for our members.
- **Manager of the Educational Program.** In coordination with the Rabbi and the Board of Trustees, the DLL oversees the financial management and marketing of the Educational Program. The DLL:
    - Creates a budget, with input from senior youth education staff that both provides adequate resources for staff and programs and considers the overall budget requirements of the Synagogue as a whole.
    - Is careful to utilize financial resources efficiently with careful accounting for its use. Budget expenditures are carefully monitored by DLL to maximize efficiency while ensuring that all staff and programs have sufficient resources.
    - In connection with the Fundraising Committee, identifies and applies for outside sources of income and takes a leadership role to develop the best approach to secure funding and solicit potential donors.
    - Establishes annual adult learning calendar and coordinates facility utilization with HHS calendar.
    - Provides all marketing materials for all educational programs to the marketing director in a timely fashion.
    - Works closely with his/her staff to ensure that all communications, such as handbooks, programs and course descriptions and schedules are up to date and available to all involved in multiple ways.

**Professional Development.**

The DLL continues to grow professionally and provide HHS access to national models and resources in Jewish education through a rigorous professional development commitment including, but not limited to, participation in opportunities provided by the Reform Movement.

**Compensation:**

Salary Range: \$70,000 - \$95,000. (Note that we generally hire within the lower half of that range.)

The DLL reports directly to the Rabbi.

Benefits include: health and dental insurance, long-term and short-term disability, retirement plan, paid vacation, temple membership and professional development. Congregation Har Hashem is in process of finalizing a Family Leave and extended Medical Leave policy.

Ideal Start Date: July 1, 2022

## 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	535	113	90	35
FIVE YEARS AGO	460		150	35

### FUTURE DEMOGRAPHIC PROJECTIONS ARE

The 2018 Greater Denver Metro Jewish population survey (including Boulder County) reported about 135,000 individuals in 51,000 households. 13,000 households are in Boulder County. Boulder has an extraordinary density of Jews. As a percentage of the population, about 11%, we compare it to Manhattan. The affiliation rate is extraordinarily low. There is clear evidence of lots of people moving into the County where we are the only Reform congregation. We see an incredible opportunity to build deeper and wider connections with new additions to our staff team and an emerging strategic vision.

[Click here for a demographic analysis of the congregation in 2017 and 2020.](#)

### NUMBER OF STUDENTS ENROLLED BY GRADE

PreK	K	1	2	3	4	5	6	7	8	9	10	11	12
	1	4	9	10	16	16	30	23	7	18	12	14	14

OTHER (specify): These are last year's numbers. Pre-covid, we had approximately 150 students.

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

HEBREW BEGINS IN GRADE	varies	AND CONTINUES THROUGH GRADE	12	CONFIRMATION BEGINS IN GRADE	10
ADULT PROGRAMMING	Yes	JEWISH PARENTING PROGRAMMING	No		
CAMPS (URJ REGIONAL AND CONGREGATIONAL) OSRUI, Shwayder, Six Points					

## II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	CONFIRMATION	POST-CONFIRMATION
Wed and Sun	None/Private "Mentoring"	Wed	Wed
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
None	None	None	None
CAMP(CONGREGATION ONLY) Summer Day Camp in June			
OTHER (specify) Program has been varying to engage people differently. Look at <a href="https://www.harhashem.org/youth-learning.html">https://www.harhashem.org/youth-learning.html</a> for a fuller description.			

## 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	Fred Greene	Full	7
ASSOCIATE RABBI	Ruth Gelfarb	Part	10
ASSISTANT RABBI			
CANTOR	Devorah Avery	Full	Starts July 2022
EDUCATOR	Katherine Schwartz	Full	25
ASSISTANT EDUCATOR	--		
ADMINISTRATOR	Alan Friedman, Exec Dir	Full	6 months
PROGRAM DIRECTOR	Lisa Webber, Dir of Membership Engagement	Full	8
YOUTH WORKER	Ethan Stone	Full	2

EARLY CHILDHOOD EDUCATOR	Leah Boonin and Caroline Saliman	Part	
Inclusion Specialist	Aryn Miller	Part	26
Facilities Manager	Andrew Frank-Martin	Full	8

**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.**

Our Review process is currently being revised. For the last few years, our “senior staff” were being reviewed according to specific criteria and themes. We sent a survey to a mutually agreed upon group of congregants for feedback. The material was brought together and an evaluation was presented by the Rabbi. The Director of Lifelong Learning does report to the Rabbi.

We are exploring other processes with our Personnel Committee, including the Mutual Review information and Values Based Guidelines from the URJ.

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Lane Geraths	Full	6 months
TO RABBI(S)	Kambrie Kriegshauser	Full	6 months
TO CANTOR(S)	Kambrie Kriegshauser	Full	6 months
TO ADMINSTRATOR			

NUMBER OF TEACHERS		SPECIALISTS	
COORDINATORS / DEPARTMENT HEADS		ART	
PRIMARY		COMPUTER	
INTERMEDIATE		DANCE	

UPPER		DRAMA	
BAR / BAT MITZVAH		HEBREW	
HIGH SCHOOL / POST B'NAI MITZVAH		LEARNING CENTER	
ARE THERE ANY FULL-TIME TEACHERS ?		LIBRARIAN	
CUSTODIAL STAFF (specify full or part-time)	1 full, 1 p/t		

#### IV. FACILITIES

SANCTUARY	Yes	NUMBER OF CLASSROOMS	
CHAPEL	No	ART ROOM	No
LIBRARY	No	MUSIC ROOM	No
SOCIAL HALL / AUDITORIUM	Yes	YOUTH LOUNGE	yes
SANCTUARY / SOCIAL HALL COMBINATION	Yes	TEACHER RESOURCE CENTER	yes
		EDUCATOR'S OFFICE	yes
		COMPUTER ROOM	No
		STUDENT LEARNING CENTER	No
OTHER (SPECIFY)	We own a second building on a five-acre campus. We have classrooms, offices, and sanctuary in the main building, and the Youth Lounge, Event Room, and addition meeting and classrooms are in our South building.		
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?	Yes, but our Early Childhood program is monthly		

AGE of BUILDINGS:	SANCTUARY	1986	SCHOOL		OFFICE AREA	1967
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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.

#### V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in	1965	and became a member of the URJ (UAHC) in	
The Shabbat prayer book used is	Mishkan Tefila		
The High Holy Day <i>machzor</i> used is	Mishkan HaNefesh		
Has the Religious School received ARJE Accreditation ?	No	If yes, in what year ?	

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

1. To advance a culture of belonging, bringing people together to create a safe space that will radiate comfort, inspiration, celebration, and hope to our congregants of all ages.
2. To engage people in meaningful ways so that Jewish life will flourish in our community and in their homes.
3. To be a congregation that will be mission-driven, sustainable, and relevant for individuals and their families in Boulder County.

**What are the congregation's/institution's strengths?***Our top three Distinctive Advantages*

1. We have inspiring rabbinical leadership and high-quality staff that provide excellent pastoral care and Jewish wisdom, strong administrative leadership, innovative and creative youth and adult educational programs, and meaningful music and b'nai mitzvah preparation.
2. We engage in deep, continuous, and committed acts of Tikkun Olam.
3. We have created a sense of home/community where many members feel that they belong, feel comfortable, and feel connected. Our commitment to diversity and inclusion are essential components to who we are.

*Other Distinctive Advantages in order of priority*

1. People are welcome regardless of their particular beliefs or approach to Judaism.
2. We have a central location in Boulder.
3. We have long-term stability and longevity.
4. We have a large physical campus and valuable real estate.
5. We are a full-service Jewish community that has a wide range of activities and programs.
6. We provide strong outreach and an excellent base for retired people moving to Boulder.
7. We have incorporated some innovative and creative practices.

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

We are eager to experiment and meet people where they are. During Covid, we launched The EPIC ICAN Jewish Journey program, an opportunity for families to engage in Jewish learning and community in ways that are personally meaningful, provide connection to others and allow for families to select options based on, schedule and interest. Our program focuses on cohort learning of both peers and families, provides small group learning as well as large intergenerational community events. We aim to gather people in our building, out in the world and in their homes - all the places in which Judaism happens and learners can find opportunities for growth. Celebration, t'filah, Hebrew, joy and challenge are found in all of our options. We recognize that our students are on a journey and we hope to develop in and with them the tools, knowledge and companions to make that journey EPIC, joyful and successful. For more information, see <https://www.harhashem.org/youth-learning.html>

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

1. We seek an Educator who wants to work with a new team – collaborating, thinking out of the box, and building comradery.
2. Our Educator needs to be an engager...someone who wants to build connections with congregants of all ages, and with seekers who want a Jewish connection. This is an essential element as we continue to build a community of belonging.
3. We are open to an Educator who wants to do something different, while still responding to the needs of students, individuals and families. Jewish learning today needs to be creative, compelling, accessible, and meaningful. Our education partner is to get to know us and plan for greater engagement.

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

1. Get to know us. Begin to accompany us on our Jewish journeys. Ask a lot of questions of our congregants. Listen to what our congregants are saying that they need.
2. Grow our Youth/Education programs again. We live in an area where "joining" is not assured. Our learning programs need to matter to our congregants and they are seeking to be in relationship with our leadership team. So does the community building aspect among our families with young children.
3. Contribute as a leader. We value the perspectives and voice of our Educator. We want this individual to step forward as a congregational leader.
4. Rebuild a holistic learning plan for our students of all ages.

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

We are a work in progress. Every community and every individual are, to be sure. But we see incredible potential for our wonderful, imperfect congregation to be a community that is essential to the lives of its participants. We are ready to lead in how to innovate, emphasize engagement (not participation), and nurture the Jewish journeys of those who connect to us.



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

1. How to build meaningful connections to a growing Jewish population in the county who are largely unaffiliated, disconnected, and only moderately interested in Jewish institutions. There are a lot of people moving to the area for 'quality of life' factors and to join with families. This is especially critical with our youth as their connection to Har Hashem is essential to sustainability and growth. We have extraordinary potential and look forward to building a team with a new cantor and executive director.
2. Advancing a culture of giving. We have an incredible, beautiful [vision](#). Our goals are substantial. We want to make a difference in people's lives in meaningful ways. Cultivating donors and major gifts is a priority of our leadership team's work.
3. To determine our future on our campus. We are situated on five acres of prime real estate in the City of Boulder. We have expanded our original building, we acquired an adjacent building, and purchased two homes (which are being rented to formerly homeless individuals engaged in a ready to work program). We are about to engage in an exploration of what ought to happen with our campus in order to maximize our potential, keep it secure, and sustainable.

**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	Total Jewish population
<b>JEWISH INSTITUTIONS IN AREA</b>	One Conservative synagogue, two Renewal communities, Adventure Judaism, Judaism Your Way, Hillel and Chabad. Denver has many Jewish organizations and congregations.
<b>JCC</b>	Boulder JCC
<b>Federation</b>	JEWISHcolorado
<b>Jewish Family Service</b>	JFS of Colorado, with a satellite office in Boulder
<b>Central Jewish Education Agency</b>	None
<b>Jewish Day School (which grades) ?</b>	In Denver
<b>Other</b>	
<b>Majority of members' children attend public school, private school, or Jewish day school ?</b>	Mostly Public School. No Jewish Day School in Boulder County
<b>Colleges, universities and music conservatories in the area include</b>	University of Colorado Boulder, Naropa University, Colorado State University (Ft. Collins), University of Denver, CU-Denver, Regis University (Denver), CO School of Mines, Metropolitan State Univ (Denver)
<b>What cultural opportunities are available (e.g., symphony, opera, museum, theatre, sports, etc.) ?</b>	Musical opportunities include the Boulder Philharmonic Orchestra, Colorado Music Festival at historic Chautauqua, and College of Music at the University of Colorado Boulder featuring CU opera, faculty recitals, public talks, the Grammy Award-winning Takács Quartet, and Jewish music concerts co-sponsored with the Program in Jewish Studies. Other cultural opportunities include the Boulder Museum of Contemporary Art (BMoCA), Dairy Arts Center, and the full cultural resources of Denver (30 min). Recreational opportunities include hiking near Boulder and in the mountains, Rocky Mountain National Park (45 min), skiing (nordic/downhill) and snowboarding, Boulder reservoir for swimming and boating, mountain biking, and more. Proximity to Denver and everything the city has to offer. Sports teams such Colorado Rockies, Denver Nuggets, Denver Broncos, Colorado Rapids, theater at the Denver Performing Arts Center and musical venues like Ball Arena and Red Rocks

## 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."**

<b>PROPOSED SALARY or SALARY RANGE</b>	\$70,000 - \$95,000 (Note that we generally hire within the lower half of that range.)
<b>Percentage of pension (RPB) in addition to salary (15% recommended)</b>	15
<b>Length of original contract (two years recommended)</b>	2-3


### STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY

Medical-Hospitalization	x	Moving Allowance	x	Books & Periodicals	x	Sabbatical	x
Major Medical Insurance	x	Professional Dues	x	Congregational Membership	x	Cell Phone	
Dental Insurance	x	ARJE Conference	x	Religious School Tuition	x	Laptop Computer	x
Long Term Disability Insurance	x	URJ Biennial	x	Early Childhood Tuition	x	Israel Trips	
		Regional URJ Gathering					
Other (please specify)	Short term disability. Congregation Har HaShem is in process of finalizing a Family Leave and extended Medical Leave policy.						

**Social Security is required by Federal Law**

Is this position being listed with any other professional placement service ?	No
If "YES" please indicate which one and the title by which it is being listed	

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>	Fred Greene, Rabbi, Congregation Har HaShem
<b>Signature</b>	

## CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

<b>NAME</b>	Alice Gansfield	<b>POSITION</b>	Co-Chair, Member of the Board
<b>STREET ADDRESS</b>	4394 Apple Court		
<b>CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE</b>	Boulder, CO 80301-1745		
<b>TELEPHONE NUMBER</b>	<u>303.817.0254</u>	<b>FAX</b>	
<b>E-MAIL</b>	<u>agansfield@gmail.com</u>		
<b>Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):</b>			
Co-Chair: Jessica Lowrey, 625 Glenwood Dr, Lafayette, CO 80026 Mobile: <u>303.579.9570</u> <u>99jessiel@gmail.com</u>			
Send Resumes and Letters of Interest to: <a href="mailto:DLLsearch@HarHaShem.org">DLLsearch@HarHaShem.org</a>			

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

Congregation Har HaShem's Vision Statement:

<https://www.harhashem.org/vision>

Other Resources about who we are can be found in the About Us Section on our Website:

[www.harhashem.org](http://www.harhashem.org)