



EDUCATOR SEARCH APPLICATION

RETURN ORIGINAL TO:
(Preferably by E-mail)
 Rabbi Stan Schickler, RJE
 Association of Reform Jewish Educators
 633 Third Avenue
 New York, NY 10017-6778
 212-452-6510 sschickler@reformeducators.org

CONGREGATION/INSTITUTION	Congregation Emanu-El	DATE OF APPLICATION	10/25/2017
STREET ADDRESS	2 Lake Street		
CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE	San Francisco, California 94118		
TELEPHONE NUMBER	(415) 751-2535	FAX	(415) 751-2511
E-MAIL	jsinger@emanuelf.org	WEBSITE	Emanuelf.org
URJ DISTRICT		DATE POSITION IS AVAILABLE	July 2018
POSITION TITLE	Director of Youth and Family 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

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	2003	450	667	74
FIVE YEARS AGO	2012	400	553	73
FUTURE DEMOGRAPHIC PROJECTIONS ARE		We imagine that we will stay about this same number in the future.		

NUMBER OF STUDENTS ENROLLED BY GRADE

Pre-K	K	1	2	3	4	5	6	7	8	9	10	11	12
12	50	52	62	81	60	80	72	67	39	26	19	24	23
OTHER (specify):													

DAY CARE	N/A	PARENTS' DAY OUT	N/A	EARLY CHILDHOOD	Yes (87 children- 2s to TK)
OTHER (specify):					

HEBREW BEGINS IN GRADE	4th	AND CONTINUES THROUGH GRADE	7th	CONFIRMATION BEGINS IN GRADE	12th
ADULT PROGRAMMING	Weekly classes, Torah study, Scholars in residence		JEWISH PARENTING PROGRAMMING		Family Education
CAMPS (URJ REGIONAL AND CONGREGATIONAL)			Camp Newman, Six Points, JCC Maccabi and Camp Tawonga		

II. DAYS AND TIMES OF CLASSES

RELIGIOUS SCHOOL	HEBREW SCHOOL	TEEN FELLOWSHIP	POST-CONFIRMATION
Sunday 9am-11:45am or Wednesday 4-6:30pm	Sunday 1-2pm, Monday and Thursday 4:15-5:30pm, 5:15-6:30pm, Off-site in Marin and SOMA	Sundays 10:30am-12pm	Sundays 11:45am-1pm
WEEKDAY EARLY CHILDHOOD	DAY CARE	PARENTING/FAMILY PROGRAMMING	PARENTS' DAY OUT
Monday thru Friday 8:45am-5:45pm	N/A	Saturday and Sunday mornings	N/A
CAMP(CONGREGATION ONLY)		Shabbatons three times a year	
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
CO-SENIOR RABBIS	Beth and Jonathan Singer	F	5
ASSOCIATE RABBIS	Sydney Mintz	PT	20
	Ryan Bauer	F	11
	Carla Fenves	F	7
ASSISTANT RABBIS	Jason Rodich	F	3
CANTOR	Marsha Attie	F	18
	Arik Luck	F	3
INTERIM YFE EDUCATOR	Flora Kupferman	F	20+

ADOLESCENT AND ADULT EDUCATOR	Ariana Estoque	F	25
ADMINISTRATOR	David Goldman	F	4
PROGRAM DIRECTOR	Terry Kraus	F	15
INTERIM EARLY CHILDHOOD EDUCATOR	Nika Greenberg	F	3

SECRETARIES/ADMINISTRATIVE ASSISTANTS		FULL or PART-TIME	YEARS SERVED
TO EDUCATOR(S)	Natalya Gomes Jenny Cohen	F F	22 1
TO RABBI(S)	Saundrah Anjali Rebecca Reiner	F F	1 3
TO CANTOR(S)	Seanda Robertson	F	3
TO ADMINISTRATOR	Jessica Marx	F	8

NUMBER OF TEACHERS		SPECIALISTS	
LEAD TEACHERS	16	ART	1 FT 1 PT
ASSISTANT TEACHERS	20	COMPUTER	-
TEEN TEACHERS	52	DANCE	-
SONG LEADER	1	DRAMA	-
		HEBREW	2
ARE THERE ANY FULL-TIME TEACHERS ?	No	LIBRARIAN	-
CUSTODIAL STAFF (specify full or part-time)		We have five FT maintenance employees	

IV. FACILITIES

SANCTUARY	2	NUMBER OF CLASSROOMS	15
CHAPEL	1	ART ROOM	1
LIBRARY	1	MUSIC ROOM	-
SOCIAL HALL / AUDITORIUM	1	YOUTH LOUNGE	-
SANCTUARY / SOCIAL HALL COMBINATION	1	TEACHER RESOURCE CENTER	-
		EDUCATOR'S OFFICE	2
		COMPUTER ROOM	-
		STUDENT LEARNING CENTER	-

OTHER (SPECIFY)	
IS THE EARLY CHILDHOOD FACILITY SHARED WITH RELIGIOUS SCHOOL ?	Yes

AGE of BUILDINGS:	SANCTUARY	1920s	SCHOOL	1920s	OFFICE AREA	
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V. CONGREGATIONAL IDENTITY

The Congregation / Institution was founded in 1850
The Shabbat prayer book used is Mishkan Tefilah
The High Holy Day <i>machzor</i> used is Mishkan Hanefesh
Has the Religious School received ARJE Accreditation? No

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

1. To create a vibrant Jewish Community
2. To build a Reform Judaism of meaning
3. To be a center that promotes Jewish leadership

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

We are one of the Central Institutions of San Francisco Judaism. We have a diverse population skewing young. Our community invests deeply in religious leadership and creative programs to strengthen Jewish life.

What are the strengths of your educational program?

There are 700 children that are coming to an urban synagogue that's welcoming and warm. Our parent body is very engaged and we offer creative pathways for families.

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

1. Passionate belief in the potential for religious school education to grow the next generation of Jews.
2. Willingness to partner with clergy etc. to innovate and take our already solid educational program to the next level. Ability to use the many support structures that are in place for our Director of Education to be a success. Organized and people-oriented. Prefers partnerships to doing it alone.

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

1. A full assessment of the current program to look for strengths and weaknesses before making changes.
2. Get to know the stakeholders-- senior rabbis, clergy and staff, parents, teachers, children.
3. Help devise a 3-5 year plan to develop our religious education program to the fullest.

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

Congregation Emanu-El is a financially stable, vibrant historic synagogue that endeavors to create new excellence in Jewish education. Our clergy and staff enjoy an unusually strong and positive partnership. We truly enjoy working in this congregation.

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

1. We hope to engage in a multi-million dollar capital campaign to significantly upgrade our facility including brand new religious school classrooms, offices and gathering space.
2. We hope to build on our currently stable and popular religious school program to offer deeper opportunities for Jewish learning, Jewish identity building and community building.
3. We continue to seek ways to be a highly effective social justice and adult learning focused community.

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?

We currently are blessed with an Interim Religious School Director who is doing an excellent job and has no interest in continuing.

VII.COMMUNITY ATTRACTIONS

General population of location: 7 million

Total Jewish population: 400,000

JEWISH INSTITUTIONS IN AREA

JCC: yes

Federation: yes

Jewish Family Service: yes

Central Jewish Education Agency: ----

Jewish Day School (which grades)?: yes

Other: Contemporary Jewish Museum, great place to live.

Majority of members' children attend public school, private school, or Jewish day school?:

Mix

Colleges, universities and music conservatories in the area include:

Rich intellectual and cultural life.

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

It is San Francisco

IX.REMUNERATION

INDICATE EITHER A SPECIFIC FIGURE OR A SPECIFIC RANGE. The "Proposed Salary" section should read, for example, "the salary range is \$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: \$120,000

Percentage of pension (RPB) in addition to salary (15% recommended):

We offer competitive benefits, including participation in our health benefits and 403b plan

Length of original contract (two years recommended): 2 year

STANDARD BENEFITS FOR THE EDUCATOR, IN ADDITION TO SALARY

Medical-Hospitalization: variety of subsidized plans offered

Moving Allowance: yes

Books & Periodicals: yes

Sabbatical: can request

Major Medical Insurance: see above (Medical-Hospitalization)

Professional Dues: yes

Congregational Membership: yes

Cell Phone: yes

Dental Insurance: yes

ARJE Conference: yes

Religious School Tuition: yes

Laptop Computer: yes

Long Term Disability Insurance: as per other employees

URJ Biennial: at times

Early Childhood Tuition: percentage of 50% off

Israel Trips: upon request

Regional URJ Gathering: yes

Other (please specify): ----

Social Security is required by Federal Law

Is this position being listed with any other professional placement service?

It will be

If "YES" please indicate which one and the title by which it is being listed

Director of Youth and Family 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 GUIDELINE FOR EDUCATOR CONGREGATIONAL RELATIONSHIPS ("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:

Rabbi Jonathan Singer, Richard and Rhoda Goldman Senior Rabbi

Signature:

Richard and Rhoda Goldman Senior Rabbi

CHAIRPERSON OF THE EDUCATOR SEARCH COMMITTEE

NAME: Rabbi Jonathan Singer

POSITION: Senior Rabbi

STREET ADDRESS: 2 Lake Street

CITY, STATE/PROVINCE, ZIP CODE/POSTAL ZONE: San Francisco, CA 94118

TELEPHONE NUMBER: (415) 751-2535

FAX: (415) 751-2511

E-MAIL: jsinger@emanuelsf.org

Resumes of applicants should be sent to the following persons e-mail address(es) (please include more than one e-mail address):

Rabbi Jonathan Singer: jsinger@emanuelsf.org

Rabbi Beth Singer: bsinger@emanuelsf.org

Rabbi Carla Fenves: cfenves@emanuelsf.org

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

Director of Youth and Family Education Job Description Congregation Emanu-El, San Francisco

We are looking for a visionary partner to work with our talented clergy and communal teams to take our education programs to the next level. We believe in Jewish education that can be loving, deep, and community-building. We want to inspire our children and their parents to keep building a meaningful Judaism.

Emanu-El sits at the center of one of the most exciting communities in the world and is teaming with families of all varieties who want to share Jewish values, history, and knowledge with their kids and each other. We are working to offer a diversity of educational experiences that reflect a large community while also helping to create truly knowledgeable liberal Jews. We believe that this educator will have influence beyond our boundaries and will help shape Jewish education nationally.

Our dream educator would be both a team player and a leader who wants to engage with Jews who are creating 21st century Jewish life in the Bay Area. He/she would both support innovation and teach an authentic Judaism of meaning.

We believe that the synagogue is a critical institution of Jewish life. Our team is a fun group of people who are always analyzing, thinking and improving our approaches. Our director will be supported by a full-time staff. Our Director will have the chance to reenvision our building as we prepare to engage on a capital campaign. Emanu-El is a welcoming synagogue that celebrates diversity of all kinds. We expect our educational leader to also respect and embrace that diversity.

We recognize that this is sacred (and hard) work. Here are the core responsibilities of the role:

- Build community among students and parents
- Recruit, supervise and mentor the teaching staff
- Vision curriculum from Kindergarten to 12th grade
- Guide the b'nai mitzvah process and how to continue to engage with students after b'nai mitzvah
- Integrate youth and family education into larger synagogue
- Engage with the national conversation about Jewish education