

Clergy Transition -- Ohavi Zedek Listening Sessions -- Top-Line Report

The Executive Committee conducted a series of “listening sessions” to gain input into how to structure clergy leadership after Rabbi Amy’s retirement in June of 2023.

Specifically, the listen sessions offered congregants the opportunity provide input into the decision to reduce expenses moving into fiscal year 2023 by reducing clergy from 2 full-time staff to 1 full-time clergy with support.

Additionally, congregants were given the opportunity to “vote” on 3 choices:

- Cantor Steve as full-time clergy with part-time support of admin and or Rabbi.
- Cantor Steve as full-time clergy with half-time Rabbinic support.
- Full-time Rabbi and full-time Cantor, with an understanding that the congregation would need to raise the additional funds for this.

Participation:

- 9 sessions were held with over 80 congregants (sign-ups were over 90)
- Additionally, congregants who could not attend a listening session were provided the opportunity to submit feedback via email directly to Jeff.
- In total we heard from over 100 congregants.

Top-line

- Some Congregants desire a full-time Rabbi, full-time Cantor and a full-time Executive Director; however, a large majority understand and approve the decision to live within membership annual donations.
- Congregants overwhelming agree to the need to retain Cantor Steve.
- 80% of participants approved of Cantor Steve as clergy leader for a 2-year transition period – 2023 – 2025.
- Participants were split on how best to support Cantor Steve.
 - o 60% supported the idea of part-time support with admin and or Rabbi.
 - o 40% supported the idea of half-time Rabbi

Recommended for Board to establish and authorize a task group to move forward and:

- o Create a job description for Cantor Steve
- o Determine with Cantor Steve what support he needs
- o Determine what a part-time or half-time Rabbi’s responsibilities would be
- o Undertake a search to determine viability of either PT or HT Rabbi
- o Clarify transition plan goals and outcomes

- Provide transition plan (2023 – 25) and longer-term outcomes (2025 and beyond) for clergy leadership to the board at the August meeting

- **Hold a special congregational meeting on Sunday, September 18 to:**
 - o Approve transition clergy leadership plan
 - o Amend bylaws

