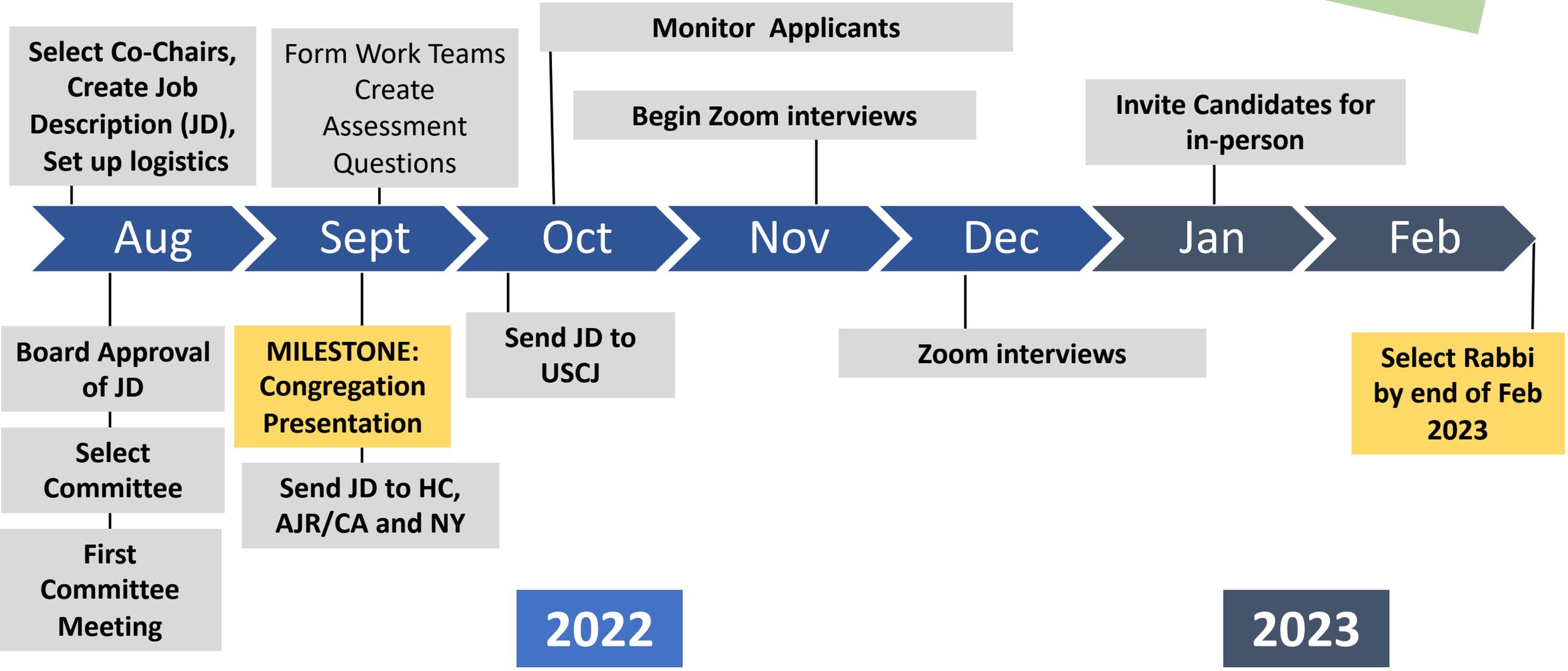


# Rabbi Search Process Timeline

**DRAFT**



## Search Committee Teams/Assigning Tasks

- **Search Team:** Sending out the materials to places and receiving candidates for the Committee's preliminary review

Our intent is to find the best "fit" for our community. To that end, we are reaching out to a number of Rabbinic seminaries for candidates. A preliminary review will entail examining each candidate's overall interest in and capacity for fostering our vision for "Imagine 2025," including our Center for Jewish Life and Social Action together in addition to our Religious and Spiritual needs.

- **Assessment Team:** Creating Interview Questions/Assessment/ Scoring Rubric

Following the selection of initial candidates for an hour-long Zoom interview, the assessment team will carefully devise questions and preparing a "Scoring Rubric" with which to allow all participants to evaluate each candidate. As necessary, there may be follow-up questions and conversation prior to determining who will be invited for an onsite visit with our congregation.

- **Hospitality Team:** Planning for how many and how to schedule in-person try-outs – timeline for selection

Obviously, we need to "sell" ourselves to our ideal candidate. Having an effective hospitality team will be critical.

- **Contract Team:** When the Time has come, this group will be responsible for creating a contract (with legal assistance) and conducting preliminary negotiations.

This work will be undertaken collaboratively with the Board.

## Role of the Congregation Throughout the Process

While boundaries that need to be in place to insure candidates' confidentiality at the beginning stages of the search, congregants will be informed to the fullest extent possible (with reports on numbers of applicants and non-personal information). The congregation will evaluate finalists and communicate its preferences to the Board for final review.