

## **POSITION SUMMARY:**

We are looking for an inspirational, creative seeker and leader, who in partnership with our charismatic Rabbi, can foster a vibrant community grounded in our strategic vision for “[Imagine 2025](#)” of “Belonging Through Welcoming, Meaningful and Joyous Jewish Experiences.” We seek a leader who is comfortable opening doors, through diverse religious practices, who participates fully in celebrating both religious and cultural Jewish identity, and whose core commitment to social justice honors our name, as Ohavi Zedek, or “Lovers of Justice.”

We seek a Cantor who is comfortable engaging our congregants from across multiple generations, diverse identities and many different backgrounds, and approaches to Judaism; a Cantor who brings passion, creativity, knowledge, experience, collaboration, and management to meet the emotional, spiritual, religious, and educational needs of congregants. A person who is talented and organized - a visionary and a thinker and a doer.... someone who wants to reach each generation and bring the soul through music to a synagogue. In sum, we seek a person who models and serves as a spiritual guide (Shaliach/Shalicha Tzibbur), a community builder and a social activist; whose comfort engaging both head and heart will feed our souls and grow our community into the future. Our next hazzan will benefit from a collaborative approach from our rabbi and lay leadership.

### **Ohavi Zedek (OZ)**

Founded in 1885, OZ is Vermont’s oldest synagogue with a rich history as the hub of Jewish life. OZ started as an Orthodox congregation and became a Conservative synagogue. We continue to evolve as a welcoming, inclusive, intergenerational community that celebrates people from diverse Jewish and cultural backgrounds and those of different faiths. Our community of approximately 300 households includes interfaith and same gender families and supports progressive social-justice causes. We are a highly diverse community that values traditional and alternative approaches to religion, including lakeside services; learning and great programming for all ages and social action projects. Our 8+ acre campus includes a top-notch preschool and day-care on-site, our unique Shalom Shuk (thrift store) that supports Burlington’s multicultural and new American communities, a yurt and outdoor wooded walking trails.

### **Burlington**

Burlington is a vibrant community of 40,000 residents (metropolitan area – 150,000+) with an excellent combination of outdoor, arts & culture, and educational opportunities. It is close to Montreal, Canada, with airport and train proximity to NYC and Boston. The city is situated next to Lake Champlain and the Green Mountains, with world class ski slopes, hiking trails, bike paths and other recreational activities close by. Burlington has a thriving Jewish community with several Jewish institutions representing diverse practices who desire to connect. It has a Jewish day school (Chabad) and a good selection of Kosher food.

**Evidence of a passion/commitment for our three key areas:**

- **Fostering spiritual community**
  - **Creating social justice environment**
  - **Embracing Jewish cultural activities and programs**
1. Ordination from an accredited Cantorial school and experience with leading a Conservative/Masorti service as well as flexibility to design and implement alternative services.
  2. Ability to relate to and connect with diverse, multi-generational constituencies including staff, board, our members, other clergy, donors, volunteers, public officials, funders, members and leaders of other faiths, and the public at large.
  3. Commitment to DEIA (Diversity, Equity, Inclusion, Accessibility) in order to make OZ a welcoming space for all through empathetic leadership and effective conflict resolution.
  4. Demonstrated ability to work independently and as a team, with proven listening skills and the ability to appreciate multiple sides of any discussion.
  5. Specific knowledge of and experience with engaging and inspiring congregants' minds and hearts through words of Torah.
  6. Collaboration through music with the rabbi and the congregation.
  7. Being a model for engaging the community through Social Action and Social Justice initiatives and programming. Working collaboratively with our community members and other faith partner organizations honoring the dignity of all.
  8. A deep desire to create belonging through enhancing Ohavi Zedek as a cultural "Center for Jewish Life."
  9. Experience building revenue, comfort with technology and strong marketing skills.

**Essential Duties of the Cantor:**

1. Work closely with the Rabbi in a *chevrutah* partnership that leads synagogue life, including prayer, ritual, and a commitment to lifelong learning. Seek and facilitate contributions from clergy, staff, board, and members to ensure that all voices are valued.
2. Create spiritual experiences – musical programs/concerts/special Shabbatot to engage congregants.

3. Develop varied styles of service, emphasizing congregational participation and teaching new melodies and styles to the community. Includes experience with a musical instrument.
4. Experience in Pastoral Care including, but not limited to outreach to hospitals/assisted living facilities, meeting 1-1 with congregants in need.
5. Administer the B' Mitzvah program – intake, scheduling timeline for each student and parents, being one of the tutors, monitoring the progress– in collaboration with the Rabbi.
6. Responsible for Torah learning: Teach adult classes in leyning Torah and Haftarah. Able to read Torah and chant Haftarah in services as needed. (NOTE: We have triennial reading, and many strong lay-leyners)
7. Perform Cantorial duties at Funerals and Batai Avelim, weddings and other life cycle events of members when requested.
8. Participate as clergy for the Hebrew School – teaching music to the once weekly classes.
9. Participate as clergy for the Full Circle pre-school – singing songs of Shabbat and Holidays once per week.
10. Identify and coordinate musical events to be held at Ohavi Zedek.
11. Participate with the post-B'Mitzvah teen program (Nadav) - engage the youth to lead parts of the service, read Torah and chant Haftarah.
12. Coordinate evening minyanim, attending, and conducting when necessary.
13. **Other duties as assigned:** The Cantor approaches the job with flexibility and understanding that job duties may change from time to time.

**A message from our Rabbi Aaron Philmus:**

"Shalom to my future partner in leading the Jewish spiritual life of Burlington! I am very excited to collaborate with you in this holy work. OZ is a really unique place that brings together people with knowledge and passion for Jewish tradition/history along with a commitment to creativity and embodied spiritual practice. We have already begun partnering with congregants to form nigun circles and musical ensembles for special events. You will be pleased to know that our people love to sing! Since I am also new to the community, we will have an opportunity to develop a new vision for OZ together."

**Working Conditions:**

There is flexibility to work from a home/remote office in the course of daily planning. Work outside the office may include hospital, nursing homes, member homes, classroom environments, outdoor venues, restaurants, and other civic/public establishments.

**Reports to:** Rabbi Aaron Philmus

**Salary Package Range:** \$120K to \$130K including Salary and Benefits, based on experience.

**For more information:** Please contact our Cantor Search Committee at [cantorsearchOZ@gmail.com](mailto:cantorsearchOZ@gmail.com)