

### *1. Intro*

- My great honor to serve as Chair of the committee charged with finding TI's next Senior Rabbi

### *2. Acknowledge RSC Members*

- Also my great honor to serve with an extraordinary committee of Temple members.
- Although the really hard work has not yet begun, each has already put in long hours and completed numerous tasks; and each is worthy of recognition.
- Here are the members of the committee: Susan Ebert; Alison Freeman; Naomi Gordon; Aaron Lapat; Jill Medvedow Carol Michael; Michell Shames; Bram Shapiro; Judith Sydney; Bea Wilderman; Kathy Weinman; and Chris Noe as member ex officio.
- Those of you who are here, please stand. If you want to chat about the search, or have a questions, these are the people to see.

### *3. Open Process*

- Board has directed that we conduct an "open search process." The Committee and each Committee member has accepted that directive and committed to an open process.
- Let me explain what we mean by that:
  - Our goal is to attract a robust group of highly qualified candidates from whom we will make our recommendations to the Board.
  - By open process, we mean that each candidate will be considered fairly on the basis of the merits of their application.
  - The merits of each application include the candidate's written response to the job posting, her or his background and experience, the nature and quality of her or his references and what we learn from interviews.
  - Of course, we are only now on the threshold of receiving applications. Because we have not yet received, let alone reviewed, weighed and compared any of the information on which we will make our recommendation, we - obviously - have made no decision and have no preferences. Let me say that again: we have no preferences.

- Because I am a courtroom lawyer by training, I often repeat to the committee what judges tell juries in the course of a trial: you must keep your minds open until you have heard all the evidence, until it is time to decide.
- Based on the many, many hours we have spent together, I am confident that the committee members are eager to see and consider each application we receive; and that their minds - our minds - are open.

#### *4. Generating Applications*

- We have taken many steps to assure that we have a robust group of highly qualified candidates. We think the single most important thing we can do in this regard is to make sure that any candidate considering this opportunity will know that her/his application will be considered on the merits.
- To accomplish this objective, we have:
  - Made it plain in each of the many congregational and individual meetings we have held since February that the process is open and our minds are open.
  - Made it plain to the head of the Rabbinic Placement Commission, which runs the search, that no candidate will receive preferred consideration - that all candidates will be treated fairly.
  - For the past six weeks, we have been calling rabbis all over the country to identify potential candidates. In those calls - easily over 100, we have assured every rabbi with whom we spoke that the process is open.
  - We are at a critical stage. The job description has just been posted by the Placement Commission. It is also posted on the TI website where you can view it. Rabbis all over the country will be reading the description and considering whether to apply. And for them to apply, they must conclude that the process is fair and open.
  - And this is where you come in: If you receive a call or communication about our search, please assure the person you are speaking with that the process is open; and if for whatever reason you have difficulty doing that, please refer the person to me or any member of the RSC.
  - The success of this search; and the future of TI depends on all of us doing our part.

## *5. Next Steps*

- Beginning in late August, we will begin the process of vetting and then winnowing the applications to identify the top 8 or so candidates for an initial interview. Soon after conducting the initial interview, we will winnow the pool further.
- We are just now studying and discussing the process for the final stages of the search. But we know that at some point, the assessment of the finalists will include interaction with and input from congregants. We will provide notice to you of our process once we determine how best to proceed. If you have thoughts or experiences, please let us know.

## *5. Confidentiality*

- A word about confidentiality. This next phase of the search depends upon a high degree of confidentiality.
- Applicants may be reluctant to apply unless they are confident that their applications will only become known to their home congregations if and when they become finalists. Accordingly, to assure a robust pool, we cannot and will not share the names of applicants from other congregations with you. We trust that you understand.
- And a word about rumors: They undermine relationships and community. If you want to know what's going on, call me or ask some other member of the RSC. If we can answer your question we will; and if we can't, we will explain why.

## *6. Community*

- Our driving goal in this process is of course to identify the individual who by experience, personal qualities and attributes is best suited to lead TI in the coming years.
- This process requires choosing. Ultimately, there will be a single successful candidate. We are working hard to make sure that our recommendation will be worthy of your support. But we accept that there may be some who would have chosen differently.
- It is our fervent hope, whoever is selected as our next Senior Rabbi, that through the process of search and selection, we will become an ever stronger and more cohesive Congregation.