

Strategic Committee on Rabbinical Staffing

COMMUNITY FORUM

December 9, 2007

MEETING NOTES

The second community forum was held at Shalom Bayit on December 9, 2007. The Agenda for the meeting was as follows:

AGENDA:

1. Introductions
2. Ground Rules & Review of meeting agenda
3. Overview by Rabbi Jay of his Rabbinical work
4. Questions & suggestions on additional Rabbinical needs by members
5. "Voting" by members on their top 5:
 - a. Personal preferences
 - b. Community preferences
6. Wrap up and next steps

The meeting was called to order and, after brief introductions and opening remarks by the moderator (David Multz), began with a presentation by Rabbi Jay about the scope of his role and responsibilities as Rabbi.

Rabbi Jay began with a more general statement, stressing that the key to successful change is communication. He recited an example of his own personal experience of having hurt the feelings of a congregant several years ago without realizing it. He knew that the relationship had become strained but was unclear as to what had happened. Only after recently learning of the hurt and speaking directly to the congregant did he learn that he had said something several years back that had affected their relationship for many years after. He encouraged the congregation to speak to one another.

Rabbi Jay continued with a brief explanation of his contractual Rabbinic duties. He explained that he is a part-time Rabbi but that he has a set salary, and is not paid hourly. He further clarified that the amount of time he spends on his Rabbinic duties has nothing to do with his compensation. He stated that he works approximately 700 to 800 hours annually. He also mentioned that his wife, Judy, contributes at least ten hours a week, almost like a free part-time administrator.

Strategic Committee on Rabbinical Staffing

COMMUNITY FORUM

December 9, 2007

MEETING NOTES

After Rabbi Jay's remarks the forum was opened up to the congregation for comments or questions to the Rabbi or Committee. Several congregants spoke and, generally, asked the following questions or made the following comments:

Establishment of a fund to assist members and non-members, alike.

More interest in inter-faith issues; Interfaith Ministers of Central Oregon ("IMCO")

More interest in a focus on prayer, both individual and community

Seeking spiritual leadership as much as physical leadership

Seeking more outreach in interfaith, both marriage as well as the larger community

Questions regarding outreach to, and acceptance of, the gay community

Expression of support for the State of Israel and warning not to tolerate new anti-Semitism in Bend

Caution regarding the upcoming community survey; prioritize needs and understand what the community is willing to pay for

Inquiry regarding the Rabbi's training, ordination and religious background

Caution to remember the past as we go forward, and respect what was before us in going forward

What does the Rabbi believe the community needs are now – what areas are most underserved

Inquiry regarding summer activities and B'nai Mitzvah students

Focus more on Jewish education, and perhaps add an educator as a community resource for all the educational needs.

What would the Rabbi see as the function of an additional educator or Cantor

What would the Rabbi ask of the congregation to assist with lay leadership

The Rabbi responded to each question personally directed to him. Generally, his responses were as follows:

Several members of the congregation are already very active with IMCO

The congregation is welcoming to gay congregants; we love everyone

The Rabbi explained that he was raised orthodox and attended Yeshiva, but rejected that lifestyle due to the negativity and restrictions. He stated that he tries very hard to make it work for everyone

The Rabbi responded that he believes that the teens in the community are underserved, and that he also wants to give more to Adult Education

The Rabbi responded that we can do summer B'nai Mitzvahs

The Rabbi responded that he wants to have someone teach and interact with teenagers; and bring more music into the services.

The Rabbi responded that he would like to see more community participation in services; everyone is welcome to be part of the service

Strategic Committee on Rabbinical Staffing

COMMUNITY FORUM

December 9, 2007

MEETING NOTES

At this time, the moderator explained the process of “voting” by members for their top five Rabbinical Needs. All attendees were given two different colored pairs of five dot stickers. They were then invited to go up to the charts placed on the walls around the meeting room and select their top five choices by placing their colored dots next to the respective lists of Rabbinic needs. One set of dot stickers (Blue) represented their personal preferences; while the other set of dot stickers (Red) represented their community preferences.

The forum ended after the “voting” was completed.

Results of the “voting” are reflected in the table on the following page:

Strategic Committee on Rabbinical Staffing

COMMUNITY FORUM

December 9, 2007

MEETING NOTES

List & Voting for JCCO "Rabbinical Needs" from Community Forum (12/9/07)

| P | C | A. RELIGIOUS LEADER |
|----------|----------|---|
| 50 | 43 | A1. "Part-time" Friday evening services (~2 times per month) |
| 40 | 72 | A2. "Full-time" Friday evening services (almost every Friday evening) |
| 5 | 0 | A3. "Some" Saturday morning services (several per year; esp. for B'nai Mitzvah) |
| 6 | 4 | A4. "Full-time" Saturday morning services (almost every Saturday morning) |
| 11 | 3 | A5. Rosh Hashanah / Yom Kippur services |
| 16 | 3 | A6. Various holiday services (several per year) |
| 5 | 0 | A7. Preparations for sermons/speeches (for each service) |
| 11 | 6 | A8. Preparations with B'nai Mitzvah students & families |
| 1 | 1 | A9. Conduct Wedding ceremonies |
| 3 | 0 | A10. Conduct Funeral ceremonies |
| 0 | 0 | A11. Conduct Baby Naming & Bris ceremonies |
| 0 | 0 | A12. Conduct Conversion/Affirmation ceremonies |
| 0 | 0 | A13. Cantor |
| 14 | 15.5 | A14. Spiritual Leader |
| 12 | 33.5 | A15. "Glue" & Overall Philosophy (diversity) |
| 0 | 2 | B. RELIGIOUS EDUCATOR |
| 0 | 0 | B1. Answer Jewish questions |
| 1 | 2 | B2. Jewish education for Conversion/Affirmation |
| 29 | 17 | B3. Judaism/Jewish/Hebrew/Prayers Education |
| 0 | 1 | B4. Monthly article for JCCO Newsletter |
| 3 | 1 | B5. Relationship teachings |
| 18 | 12.5 | B6. Teen Education |
| 26 | 20.5 | B7. Adult Education |
| 0 | 7 | C. COUNSELOR |
| 4 | 2 | C1. Support during illness |
| 11 | 3 | C2. Support at death in the family |
| 2 | 0 | C3. Support with family issues |
| 0 | 5 | C4. Support with religious/interfaith issues |
| 4 | 3 | C5. Support during difficult times |
| 0 | 0 | D. INTERFAITH SPOKESPERSON |
| 4 | 5 | D1. With other religious organizations (i.e., churches, IMCO, etc) |
| 0 | 0 | D2. With Government & Non-Profit organizations (i.e., Charities, etc) |
| 4 | 5 | D3. With Schools (i.e., public & private schools, etc) |
| 0 | 2 | D4. With Media (i.e., Newspaper, Radio, TV, etc) |
| 7 | 7 | D5. Interfaith outreach |
| 0 | 0 | E. ADMINISTRATOR |
| 5 | 6 | E1. Welcoming new/potential members |
| 0 | 0 | E2. Oversee "Kosher" kitchen |
| 0 | 0 | E3. Scheduling appointments |
| 0 | 0 | E4. Respond to e-mails & phone calls |
| 0 | 0 | E5. Organization of the sanctuary |
| 2 | 1 | E6. Religious Chair on JCCO Board |

P = Personal needs; C = Community needs