

November 1, 2007

TO: Jewish Community of Central Oregon

FROM: JCCO Strategic Committee on Rabbinical Staffing

RE: Process for Identifying Congregation's Needs for Future Rabbinical Staffing

Dear JCCO Community Member:

As some of you may be aware, the JCCO Board of Directors recently appointed a new Strategic Committee on Rabbinical Staffing to address what level of rabbinical staffing services our community needs and desires into the future. We would like to take this opportunity to introduce ourselves; explain the purpose of our work as directed by the Board; the process we plan to utilize to identify the community's needs; and describe our communication strategy to ensure that all voices have an outlet to be heard.

The Executive Committee of the JCCO Board of Directors appointed six congregants to serve on the ad hoc committee in October. Members were chosen to represent a broad cross section of our community, including long standing members and new members, women and men, and members with and without children. The Executive Committee tried to find representatives they felt would be objective about rabbinical staffing issues and who had the time to devote to a demanding short-term volunteer commitment. Mark Schindel serves as the chairman of the committee, with the remaining members comprised of Lester Friedman, Dawn Derman, David Multz, Laura Fritz, and Dan Fishkin.

The purpose of the Strategic Committee on Rabbinical Staffing is to assess and evaluate the level of rabbinical staffing desired by the JCCO membership over the next five years; how additional Rabbinical staffing, if any, will be paid for; and the process and timetable for attaining any additional Rabbinical staffing. Over the next three months the committee will gather data and input from our community about the Rabbinical needs and desires. All congregants will be encouraged to participate through a series of open community forums, direct discussions, and a survey. The committee will review and analyze the feedback and present a final report to the JCCO Board of Directors in February with recommended option(s) to fulfill future Rabbinical staffing needs.

To date, our committee has developed a charter document and action plan outlining how we will conduct our work. We also have held an in-depth interview with Rabbi Jay to learn directly from him the intricacies of his rabbinic role. Our communication with Rabbi Jay will continue on a regular basis throughout this process.

In order for the ad hoc committee to synthesize and gather information about our congregation's needs for rabbinical services it is imperative that we have the support of the congregation and that everyone participate in this process. We will hold our **first community forum on Tuesday, November 13th from 7:00 – 8:30 pm at Shalom Bayit** to allow community members to meet the Committee and to hear directly about our plan to assess Rabbinical needs, and to ask questions about the committee's process. Additional forums will be held in December and January, and the written survey will be conducted during the month of January.

Throughout the process our committee will strive for complete openness, transparency, and frank communication. To facilitate this we will post our committee charter and action plan as well as summaries of our committee meetings and other relevant information on the JCCO's website (www.jccobend.com). In addition, we are providing contact information of the committee members at the end of this letter so that congregants may contact us directly should they desire to do so. We plan to distribute information primarily via email (using the JCCO Weekly Update email list). If you wish to receive information by mail only, please make sure you are on the JCCO's "mail only" list so that you do not miss out on our communications. (contact Linda Brant at 382-3422.)

It is our fervent hope that, together, we can identify a staffing plan that will meet the broad spiritual, ritual, educational, and social needs of our unique congregation through this process. Please do your part by engaging and contributing to our efforts.

L'Shalom

JCCO Strategic Committee on Rabbinic Staffing

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