

Rabbinical Placement Commission

Rabbi Alan Berlin - Director of Congregational Search Services aberlin@ccarnet.org

355 Lexington Avenue 8th Floor □ New York, NY 10017

Return electronically as an attachment to placement@ccarnet.org

Assistant/Associate Rabbi Application

Type of Position: Full-Time





In keeping with the highest ideals of Jewish tradition and the Reform Movement, our congregation agrees:

1. To abide by the teaching that each individual is created *b'tzelem Elohim*, in the image of God, and we will not discriminate in any way with regard to age, disability, gender, gender identity, race, sexual orientation or marital status.
2. To follow the rules, policies and procedures of the "[Handbook of Placement Procedures.](#)"
3. To take into consideration the principles of "[The Guidelines for Rabbinical-Congregational Relationships.](#)"
4. To conduct our search solely through the Central Conference of American Rabbis.
5. To affirm for every rabbi in the search process that the information we provide in the position description and interview process is accurate.

President: Vanessa Ressler Date: 6/1/22

Please type in the president's name; doing so indicates the president approved this document and authorized this search.

Date of Application: 10/21/22 Date Position is Available: 7/1/23	
Congregation: Temple Beth Sholom	
Street Address: 4144 Chase Avenue	
City/State/Zip: Miami Beach, FL 33140	
Email: rabbipomerantz@tbsmb.org Telephone: 305.538.7231	
Website: www.tbsmb.org	
President: Vanessa Ressler 408.839.8789	Email/Telephone: vanessaressler@me.com
Current Senior Rabbi: Gayle Pomerantz Length of Tenure: 29 years	
Chair/Co-Chairs of Search Committee: Suzanne Meltzer and Barbara Gelber	
Chair Email: smeltzer@gmail.com	Chair Telephone: 305.632.2372
Co-Chair Email: barbara@hunterhunter.com	Co-Chair Telephone: 305.466.4670
Number of members on the search committee: 10	



Implicit Bias Training (see *CCAR Search Committee Resource on Implicit Bias* for more information)

As part of preparing the congregation for this rabbinic search, have the members of the search committee, as a search committee, participated in implicit bias training?

Our Board members all participated in implicit bias training with the URJ represented by Yolanda Savage-Narva and team. Our staff has also participated in implicit bias training and LGBTQ inclusion training with Keshet.

If yes, please describe the training and the ways in which the learning is being integrated into the rabbinic search process.

The training took place as part of a Board Retreat last year. All candidates are welcome to apply and will be considered fairly.

If no, does the search committee intend to participate in implicit bias training prior to moving forward with candidate interviews?

Professional Staff - These are the names, tenure (length of service) and status (part-time or full-time) of the professional staff.

Position	Name	P/F	Tenure
Assistant Rabbi	Joanne Loiben	F	3 years
Assistant Rabbi	Robert Davis	F	27 years
Cantor	Lisa Segal	F	11 years
Rabbi Emeritus	Gary Glickstein		36 years
Support Staff	Noemi Cortes; Iris Amador; Kimberly Hyde; Ariane Davis; Lois Kotzen	F	
Director of Philanthropy	Katy Boyask	F	4 years
Director of Marketing and Communications	Jenny Lowhar	F	4 years
Executive Director	Jeffrey Graff	F	3 years
Educator/Principal	Barb Shimansky	F	5 years
Engagement Director	Mark Baranek	F	23 years
Early Childhood Director	Margie Zeskind	F	15 years



Youth Director/CLASP	Seth Cohen	F	3 years
Membership Director	Craig Berko	F	3 years
Director of Building	Michael Svayg	F	25 years
Director of Finance	Carlos Calmet	F	3 years
Director of Logistics and Technology	Adam Trautenberg	F	4 years

Congregation Identity

Number of member units today: 1107		Number of member units five years ago: 1150	
Families: 840	Single Members: 267	Age Distribution: 20s - 100s	
Date congregation founded: 1942	Is there a building? yes	Date built: 1954 + recent renovations	

Congregation Facilities

Permanent seats in sanctuary: none	Sanctuary Seating Expandable to: 1200	
Number of classrooms: 20	Number of offices: 16	
Social hall/auditorium: yes	Library: none	Youth lounge: yes
Rabbi's study: 5 + clergy conference room	Chapel: yes	Other: Welcome Center

Religious Services - Please indicate the prayer books used for:

Sabbaths and Festivals: Mishkan Tefila
High Holy Days: Mishkan Tefila

Lifelong Learning

Does your congregation have an early childhood center? yes	
Number of students: 200	Number of classes: 20
Does your congregation have a day school? yes	
Number of students: 58 Number of classes: 6	
Grades: K-5; we also have a full infant care and a preschool	



Does your congregation have a supplemental religious school? yes		
Number of students: 224	Number of classes: 13	Grades: K-10

How many B'nei Mitzvah:	
This year: 45	Five years ago: 45
Does your congregation offer post B'nei Mitzvah or Confirmation programs? yes	
Number of students: 66	Number of classes: 5
Grades: 6 - 10; We also have 2 Fellowships for 11 th -12 th graders (Israel Advocacy and Teen Justice League with 9-14 students in each)	
Does your congregation have an adult learning program? yes	
How many classes per year? 6+	

Informal Learning

Does your congregation have a Middle School youth group? yes	
Number of participants: 35	
Does your congregation have a High School youth group? yes	
Number of participants: 64	
Is your program affiliated with NFTY? yes	
Do you have a summer day camp? yes	Number of participants: 120
How many students in your congregation attend a residential Jewish summer camp? 45	
Does your congregation have a school-year retreat for supplemental school students? yes	
How many attend? 75	
Does your congregation offer adult weekend retreats? yes	
How many attend? 60	

Community Profile

Other Jewish agencies and facilities: Greater Miami Jewish Federation; JCC
Jewish Home for the Aged: Miami Jewish Health Systems
Jewish Community Relations Council: yes
Federation and Welfare Fund: yes
Day school: Temple Beth Sholom Innovative School; Lehrman Day School; Hebrew Academy; Hillel



Other congregations:
Conservative: Turnberry Aventura, Beth David, Menorah, Cuban Hebrew, Emanu-El
Reconstructionist:
Orthodox: Beth Israel; Shul of Bal Harbour and many smaller shuls
Other:
Other major institutions in the community: ADL, Hadassah, AIPAC, Israel Bonds, NCJW, JCS, Mount Sinai Hospital
Colleges and universities in the area: University of Miami, FIU, Miami Dade College

Important Considerations - Please thoroughly fill out all questions listed below.

Temple Beth Sholom welcomes a new assistant or associate rabbi to be a vital part of our clergy team and our vibrant, creative and beloved community. We are passionate about Judaism and its many pathways of living, learning, and acting toward a meaningful and impactful life. We seek an energetic individual who longs for the opportunity to offer spiritual nourishment through engagement, innovation and learning. We are proud of our warm and inclusive community which represents a beautifully diverse population. We are committed to building relationships with depth and meaning, and to value each individual.

The rabbi who joins our team will experience firsthand an environment in which to contribute meaningfully and grow professionally surrounded by a supportive community. She/He/They will be a full member of the clergy staff with responsibilities to guide our community in social justice, cultivating relationships and creating spiritual impact, as well as other aspects of the rabbinate.

In the words of Rav Kook, we would joyfully welcome our new rabbi to join a congregation ready to renew the old and make the new sacred.

Please list the duties and responsibilities of the assistant or associate rabbi (beginning with the most important)

- Serve our community with compassion and enthusiasm. Be an inspiration through your leadership. Care for our congregants and elevate their lives through meaningful life cycle events and sacred worship experiences.
- Participate in every aspect of Temple life.
- Work closely with our Social Justice Director to be a catalyst for change through our many Social Justice activities, including advocacy efforts, service projects, RAC FL and PACT (People Acting for



Community Together) leadership; Gun Violence Prevention Task Force and Mitzvah Day, developing and implementing justice education in Innovative School and JLab religious school.

- Lead Teen Justice League (11th and 12th graders) – meets 2x a month – 1x learning, 1x service plus a service trip experience.
- Tend to spiritual nourishment and needs of congregation through pastoral care.
- Every Rabbi of TBS serves as a teacher to both adults and youth (Torah study, Adult Ed, Conversion Students, Innovative School 1 class a week with clergy)
- Partner with lay leaders and build relationships throughout congregation through Panim el Panim (small groups project).

Please list the congregational policy or practice regarding the length of tenure of the assistant or associate.

The current policy regarding length of tenure for the assistant/associate rabbi is not circumscribed.

What three qualities are most important to your congregation in your new assistant or associate rabbi?

1. Our ideal candidate will be passionate, inspiring, hard-working and self-motivated with high energy, who is personally warm, loving and relatable.
2. Collaborative, flexible team player with a balanced ego. We value each other's unique contributions and depend on each other's support.
3. Strong organizational and community organizing skills, with a desire to connect, experiment and innovate.

The three most important priorities of our assistant or associate rabbi should be:

1. Upholding and continuing to amplify our robust social justice program in partnership with lay leaders and colleagues with your passion and soul.
2. Leading with passion, joy and commitment.
3. Love being Jewish and love the Jewish people.

The single most important thing an assistant or associate rabbi needs to know about our congregation is:



Temple Beth Sholom is a warm, inviting and inclusive “neighborhood” or community. We are seeking a spiritual leader who will be involved in every aspect of Temple life from our Innovative School tots to the pulpit and High Holy Days, to grow with us and make a profound impact on the lives of our congregants.

We are financially stable and strong and able to give many scholarships for Jewish camping and Israel experiences, which we value deeply. We are located in beautiful Miami Beach, which not only has the sand, palm trees and ocean, but a rich cultural life and a fully diverse population. We have a rich history, a dynamic team approach and a strong Zionist culture.

What are the three primary goals of your congregation?

Our goals as set forth in our mission statement are to create meaningful relationships and transformative experiences by committing to our core values of spirituality, education, community, Israel and repairing the world. We regard ourselves as stewards of our tradition at the same time as we recognize the need to be dynamic and innovative. We believe that people matter and it is our mission to help them make their lives matter.

What are the three most important issues to confront in your congregation in the next five years?

As many of our Senior Staff and Clergy edge toward retirement, we will have to maintain our beloved character as we integrate new Staff and Clergy into our synagogue. Additionally, as home prices rise in Miami Beach, we want to continue to be accessible to people of all economic backgrounds. We have to continue to find new ways to cultivate “multi-access” experiences and stimulate a desire to return to “in-person”. Finally, we must continue to adapt and evolve and provide multiple “on-ramps” to remain relevant and compelling as our Jewish population changes. We continue to ask these questions as we look toward our future:

1. What is the spiritual support and guidance people are seeking to enrich their lives?
2. Why? We seek to question, probe, evaluate and experiment as we plan, not settling for “because this is how we’ve always done it.”
3. How do we create robust horizontal relationships that keep people connected to each other and TBS?
4. How might we impact people’s lives in ways that add quality, enrichment, meaning and purpose?

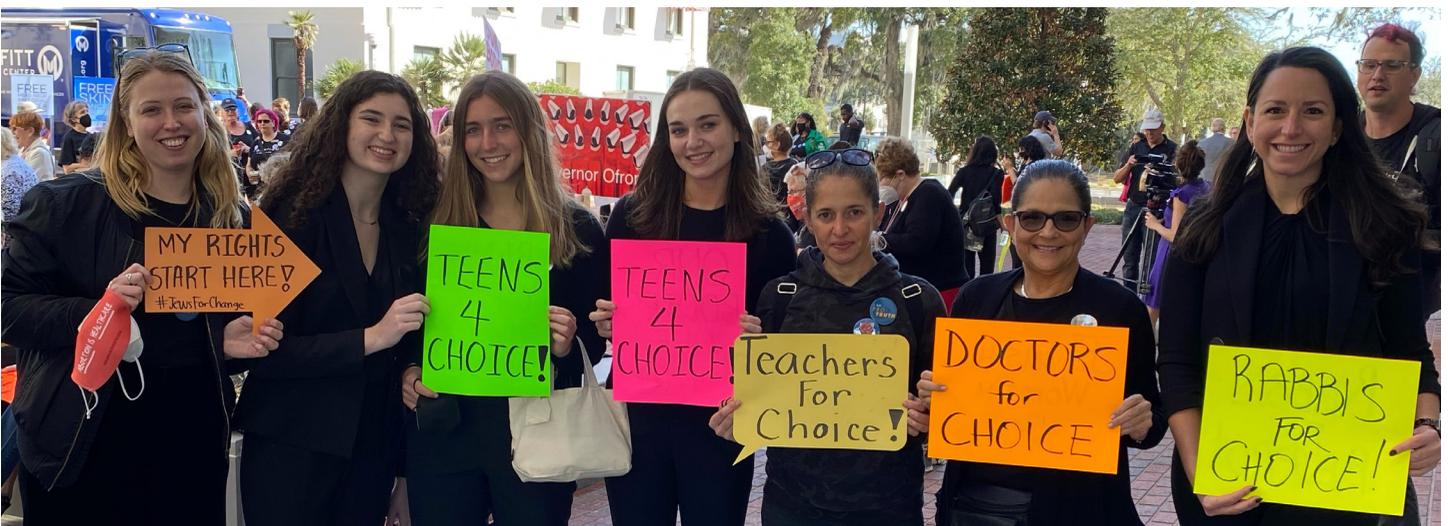


Mission Statement

Temple Beth Shalom is a vibrant, inclusive Jewish congregation in Miami Beach affiliated with the Union for Reform Judaism. We develop meaningful relationships and transformative experiences by committing to our core values:

What are your congregation's core values?

- **Spirituality Avodah:** We seek spiritual growth bound by a common desire to live mindful Jewish lives.
- **Education Torah:** We encourage lifelong learning to deepen our knowledge and observance of Jewish traditions.
- **Community Kehilah:** We offer a warm and welcoming atmosphere for all who seek affiliation with our synagogue by providing cultural, educational, personal and social opportunities that connect us to each other.
- **Israel Yisrael:** We support the Jewish people, the land of Israel and the State of Israel.
- **Repairing The World Tikkun Olam:** We pursue peace and equality within our congregation and throughout the world through social justice, charitable giving and acts of loving-kindness.





What are your congregation's strengths?

We are known for our warm, down-to-earth and welcoming environment. This feeling is evident from the moment someone walks into our beautifully renovated campus, with a large open-space Welcome Center (*Ulam HaShalom*) and Holy Grounds Coffee Bar. Our Innovative School is cutting edge with an overwhelming enrollment and waiting list for our Infant Care. Despite the hardships caused by the pandemic, we have grown, welcoming many New Yorkers who came to South Florida, enabling us to maintain our financial stability. We welcome anyone who wishes to be a part of TBS regardless of their financial circumstances to join us and provide scholarships to Jewish camps and Israel. Even during the past two pandemic summers, we sent 20+ high schoolers to Israel each summer. We encourage experimentation and understand the role of failure in achieving excellence. We are developing a more robust and diverse selection of worship opportunities, including a new *Kavanah* initiative. Our social justice program is growing by leaps and bounds with a large team of energetic lay leaders. We are committed to realizing our Jewish values of justice and righteousness even as we live at this moment of great challenge to democracy.

What are your congregation's greatest challenges?

As the only Reform urban congregation on Miami Beach, we have a vast variety of members with different religious backgrounds, nationalities and orientations. Our challenge is to embrace the diversity and maintain unity.





Finances

Size of the congregational budget: \$7,500,000
Percent of the budget covered by dues: 31%
Average member dues: \$2,047
Other sources of revenue:
Fundraising: \$150,000
Endowment: \$10,500,000
Other: \$3,000,000

Remuneration - We ask that you indicate a specific figure or a specific range

Proposed base compensation (salary and parsonage): \$120,000 - \$175,000 depending on experience	
Percentage of pension in addition to base compensation: 15%	
Standard benefits of a rabbi in addition to salary (not included above)	
Health insurance: yes	Income-Disability insurance: Short term paid by Temple
Convention allowance: yes	Sabbatical: no
Car allowance: no	Life insurance: no
Professional Expenses: yes	Books and periodicals: yes
Organizational Dues: yes	Social Security Reimbursement: no
Housing: no	Other:
Family Leave Policy: yes	

Briefly describe the financial condition of the congregation.

Temple Beth Sholom is in solid financial condition. We have produced annual operating surplus results for close to twenty consecutive years. We have an endowment with over \$10million to fund long term capital projects as well as a \$3 million operating reserve that can be used to fund short term Temple cash needs.

Please provide a history of your congregation if it is not located on your website.

It is on our website. Please learn more about us at: tbsmb.miami/rabbi

Thank you for participating in the Reform Movement’s Placement process. We look forward to working with you toward a successful conclusion to your search.