

November 4, 2019

Rabbi Steven Pruzansky

Rabbi

Rabbi Ari Zahtz

Associate Rabbi

Rabbi Yosef Weinberger

Assistant Rabbi

Elysia Stein

Executive Director

Rivka & Yehoshua Szafranski

Youth Directors

Rabbi Jonathan Schachter

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Andrew Berkowitz

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Esti Kaminetzky

Recording Secretary

Chaim Kiss

Gabbai Rishon

Dear Members,

We are excited to offer our first of many periodic updates on the status of the CBY Rabbinic search process.

At last week's Board of Directors' meeting, the Rabbinic Transition Committee presented to the Board the detailed results of the shul-wide Survey taken over the summer. Following that presentation, the Position Description for our new Rav (prepared by the Transition Committee utilizing those Survey results) was approved by the Board. A copy of both the Survey results and the Position Description have been uploaded to the shul's website where they can be viewed under the "Rabbinic Transition" tab (bnaiyeshurun.org/rabbinic-transition.html). Please note, though, that only members can view the Survey results by logging in to their Shul account. If you require assistance logging in, please contact the Shul office.

The completion of this Position Description officially passes the baton to us, the Rabbinic Search Committee. As we work to fulfill our responsibilities to both the members and the candidates, we will strive to keep the membership as informed as possible as this exciting process unfolds.

To begin, we would like to thank the entire Transition Committee for the hours of hard work they put into conducting the focus groups, preparing the Survey, analyzing its results and incorporating them into the final Position Description. Undoubtedly, this will make our mission in searching for the best candidates that much more successful.

We have, today, uploaded the Position Description to the YU CJF Rabbinic Careers Website, which reflects the official launching of our rabbinic search. Over the next few days, we will begin to receive resumes from interested candidates, which will be the first expression of interest that we will have received from any candidate.

Why is that language bold and underlined? Because it means that all those rumors that you and we have been hearing (e.g., "I heard we already hired Rabbi So-and-So") are all emphatically untrue. Unfortunately - and we apologize sincerely for this in advance - we (the Rabbinic Search Committee members) will be unable from this point forward to comment on any of these false rumors.

Why should that be so? Notwithstanding the overriding need for transparency, it is extremely critical that we maintain the utmost confidentiality surrounding this

Congregation Bnai Yeshurun

641 West Englewood Avenue | Teaneck, NJ 07666

P: 201.836.8916 F: 201.836.1888

office@bnaiyeshurun.org | www.bnaiyeshurun.org



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process. Towards that end, each member of the Rabbinic Search Committee has already signed a binding Non-Disclosure Agreement. That means that, other than the names of finalists invited for a *Probah*, none of us may ever reveal the identities of the candidates being considered. Disclosing any such information would jeopardize the search process, discourage the best candidates from applying, put our Shul in a terrible light, and would likely compromise a Rav's current position and relationship with his congregation and community; and, so, simple *mentschlichkeit* and *derech erez* demand nothing less from us. We are sure you agree, and we thank you in advance for your understanding and cooperation.

We expect to receive dozens of resumes over the next several weeks, which we will be reviewing, ultimately reducing that number to a more manageable 10-15 or so candidates. We expect that to happen during the first half of December.

As for the candidates themselves, we know this has been said many times before, but it is worth repeating, that (i) candidates applying through CJF are not limited to applicants from YU alone, but from any Rav affiliated with the RCA; and (ii) none of this precludes us from pursuing candidates outside the RCA family in whom we may have an interest.

To conclude, it will be our objective throughout this process to be as open and transparent as possible, and that each of our members feels included and heard. Towards that end, we encourage you to approach any one of us with any thoughts you might have, or to email the Committee as a whole at rabbinicsearch@bnaiyeshurun.org.

May Hashem bless our wonderful shul with great *hatzlacha* throughout this exciting process and for many years to come.

Rhonda Avner
Steven Becker, Co-Chair
Chani Chesner
Saul Kaszovitz, Co-Chair
Simcha Katz
David Rauch
Danny Saks
Chaya Schwartz
Yaakov Sheinfeld
Dovid Weinstein