Cantorial Placement Commission of the Conservative Movement Congregational Questionnaire

Cantors Assembly Placement Office
55 South Miller Road, Suite 201
Fairlawn OH 44333-4168

Congregation: Temple Israel Street Address: 4901 Providence Road

City, State Zip: Charlotte, NC 28226

Phone: (704) 362-2796

Fax: (704) 362-1098

Website: Where can I look on the Web for info about the local Jewish community?

www.temleisraelnc.or

Name of Search Committee Chair: Co-Chair Gary Michel; Co-Chair Dana Stoogenke

Name of Congregation President: Ron Weiner

PERSON AUTHORIZED TO RECEIVE RECOMMENDATIONS:

Name: In addition to the two co-chairs and president listed above, Glenda Bernhardt

Position: Executive Director, Temple Israel

COMMUNITY PROFILE:

Other Jewish agencies and facilities:

Jewish Community Relations Council yes

Jewish Home for the Aged no

Independent Living for Senior Citizens Yes (not a Jewish agency)

How many other Conservative congregations are in your community? none

Provisions for Kosher Food limited

Federation and Welfare Fund yes

How many other synagogues? 5 in the area

Mikveh? yes

What are the other major institutions in your community?

Jewish Federation of Greater Charlotte: www.iewishcharlotte.org

Leon Levine Jewish Community Center: mw/.charlottejcc.org

Charlotte Jewish Preschool: www.charlotteiewishpreschool.org

Gleiberman's Kosher Mart and Restaurant: www.gleibermans.com

Charlotte Jewish Day School: www.cjdschool.org

Temple Beth El: http://templebethel.orq

Ohr HaTorah: http://www.chabadnc.org

What are the colleges and universities in your area?

University of North Carolina at Charlotte

Davidson College
Queens University
Central Piedmont Community College

Is there a Solomon Schechter or other High School in your community?

No

Is there a Jewish all-day school in or near your community? If yes, where?

Charlotte Jewish Day School (k-5th grade): www.cidschool.org
American Hebrew Academy (9th -12th grade boarding school): https://americanhebrewacademy.org
Charlotte Jewish Preschool (1 -pre-k): www.cjpkids.org
Jewish Preschool on Sardis (infant to 4): www.ipsonsardis.org

POPULATION IN COMMUNITY

Total Population: 842,000 Jewish Families: 5,950 Jewish Individuals: 14,000

CONGREGATIONAL STATISTICS

Number of member units today: 557 (total)

Single Children Children Families 419 Members
138(age 0-4) 55(age 5-13) 190

Age Distribution is: 0-96

Number of member units 5 years ago: 631 (total)

Single Children Children
Families 458 Members 172(age 0-4) (age 5-13)

Membership is stable. Change in number of households from 2013 is due to deaths and resignations based on relocation away from Charlotte. Future Demographic Projections are:

Date Synagogue Founded: 1895

Are you affiliated with United Synagogue? We will be effective December 4, 2017.

Is there a synagogue building? (if yes, when was it built?) Yes, 1992

Number of permanent seats in sanctuary: 600 Sanctuary expandable to: ,400 in separate building

Number of Classrooms: Number of Offices: 7

SYNAGOGUE FACILITIES

Please check all that apply:

- [x] Social Hall/Auditorium
- [x] Kitchen
- [x] Library
- [x] Youth Lounge
- [x] Rabbi's Study
- [x] Hazzan's Study
- [x] Day Care
- [x] Other: Chapel & 4 Multi-purpose meeting/function rooms

- The Morris & Sylvia Speizman Sanctuary — consists of 600 fixed seats set in four-tiered semi-circular configuration, including balcony seats. A rear operable wall can be removed to open the space into the Leon & Sandra Levine Social Hall, which allows seating to increase to 1 ,400, which is needed to accommodate High Holy Day service attendance.
- The Mindy Ellen Levine Chapel — an intimate prayer space with seating for 90.

- The Leon & Sandra Levine Social Hall — a beautiful 5,000 square foot hall with capacity to seat up to 320 people for a plated meal and 350 for a lecture. Features 25-foot ceilings and crystal chandeliers
- Multipurpose Rooms — Flexible spaces for meetings, lectures, classes and activities. Individuals hold 10-15 people, depending on set-up and can be combined to accommodate up to 75 people.
- Commercial Kitchen- large kosher kitchen with separate dairy and meat preparation stations, washing areas, pantries, ovens and refrigeration equipment.
- The Rose Room Gift Shop — run by the Sisterhood.
- 17 classrooms and the Temple Israel Religious School offices are housed in the Gorelick Family Education Building located across the parking lot from the temple building.
- The Charlotte Jewish Preschool and the Center for Jewish Education are located on the Shalom Park campus across the parking lot from the temple building.

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(O) OTHER PROFESSIONAL STAFF

1 1

RabbiAssistant RabbiEducator or Principal

1

Executive Director Organist Ritual Director

3

SecretarialYouth DirectorChoir 1 Director 1

3 Program Director, Accounting Manager, Facilities

Other: Manager

RELIGIOUS SCHOOLS

The goal of Temple Israel Religious School is to nurture our children to celebrate their Jewish identity in the context of our modern American lives and to commit to a life of Jewish living and learning.

Temple Israel Religious School is a warm, inviting place where children are encouraged to explore their Jewish traditions and heritage. We take pride in working with families to strengthen each child's Jewish identity and connection to the greater Jewish community. We hold Jewish learning, worship, and community as central values. Our desire is that students will continue a path of lifelong learning.

Our dynamic and engaging grade level curricula are supplemented throughout the year with family education and holiday programs, music, mitzvah projects and Junior congregation. We have a strong and dedicated staff of educators, who strive to integrate formal and informal Jewish educational experiences to bring thousands of years of history and traditions alive.

The guiding educational philosophy is to instill in the students a love of Judaism and a desire to celebrate their Jewish identity. To accomplish this, we want the students to have an understanding and knowledge of prayers, holidays, history and ethics so they can develop into active participants in our vibrant Jewish community. Our program incorporates art and music for all students. The concepts targeted at each grade level serve as a guide for our teachers. As students move through the school they continue to learn new tefillot each year (while working to master the tefillot from the previous year).

Do you have a weekday Hebrew School?Yes [X] No

If so, how many days per week? 2day

How many pupils? 130

Do you have a Sunday School?Yes [X] No

Do you have a High School?Yes [X] No

The Consolidated High School of Jewish Studies of Charlotte (CHS) is a supplementary Jewish high school for students in grades 8-12, sponsored by Temple Beth El and Temple Israel, and open to all Jewish teens in Charlotte. CHS program meets two hours each Wednesday and includes approximately 80+ students in grades 8-12 from the entire community. CHS offers courses in all aspects of Judaism and a unique opportunity for students to interact with their peers. CHS also offers diverse social and community-service activities. CHS students are encouraged to develop strong Jewish values and a sense of unity with the Jewish People. This program includes one core curriculum course and one elective hour, concluding with a social period at the end of the evening.

How many B'nai Mitzvah per year? 20-30

Are there tutors for B'nai Mitzvah?Yes [X]

At Temple Israel, we love working with all of our B'nai Mitzvah children and their families. Our children work with our rabbis, the cantor, and their teachers to prepare for a truly special day.

All of us share in a wonderful partnership — working together to ensure two things: first, that the entire Bar/Bat Mitzvah journey (from the time when a date is selected up to the day of the service/celebration itself) is as meaningful as possible. And second, that this moment of Jewish affirmation/celebration is indelibly linked to a lifelong love for being Jewish.

Our B'nai Mitzvah program inspires our students to be engaged with Torah study, with the community and with each other. Children learn both Torah and Haftarah trope and are encouraged to read more than just the maftir Aliyah. Each child also does a mitzvah project. The project is described in the bi-monthly Bulletin as part of the B'nai Mitzvah announcement and during the child's D'var Torah.
In the 6th grade, the B'nai Mitzvah class attend a retreat which begins with Havdallah and learning with the Senior Rabbi as the parents have the opportunity to meet with the B'nai Mitzvah Director and each other. The evening then continues as the parents leave the kids for an overnight of the kids socializing, playing games and having fun. The next morning, the kids load buses for either an outing of community service or team building activities.

Approximately twelve months prior to the B'nai Mitzvah date, our students begin a structured preparation for their special day. The first step in this preparation is sixteen-week small group course taught by the cantor and/or teachers from the religious school. Following completion of this course, students begin one-on-one meetings with the cantor to prepare Torah and Haftarah and to refine their prayer leading skills. Six weeks prior to the B'nai Mitzvah date, students begin meeting with the senior rabbi to prepare their Divrei Torah. If additional help is required, Temple Israel can recommend a number of qualified tutors on an individually paid basis.

RELIGIOUS SERVICES AND AUXILIARY ACTIVITIES

What prayer book does the synagogue use for:

Sabbath and Festivals: Siddur Lev Shalem for Shabbat and Festivals (2016)

Daily Services: Siddur Lev Shalem for Shabbat and Festivals (2016)

High Holy Days: Mahzor Lev Shalem (2010)

What is the adult attendance at services without a Bar or Bat Mitzvah?

Kabbalat Shabbat: 50-75 Festivals: Shabbat Varies, but > 120- High Holy Days; I , 300+ Varies

Shabbat Morning: 300* Daily Morning Minyan: (10 +)* * Daily Evening Minyan: (10+)

*De

pends on whether there is a Bar/Bat Mitzvah.
**We offer morning minyan on Sunday and Thursday.

RELIGIOUS SERVICES AND AUXILIARY ACTIVITIES CONT.

What is the participation of women in services?

Aliyot: X Count in Minyan: x All Torah Honors: x

Board Members: x Congregational Officers: x Committees: x

Other: _____

What is the type of Torah reading?

Full Kriah: X Triennial: Torah is read by: Typically by congregants, sometimes by Cantor

Hazzan officiates with:

Organ: Friday Ni ht Professional Choir: Volunteer Choir: HHDa s

Use of instrumentation: On Friday nights, including occasional Rock Ha Shabbat services

Friday Evening. X Sabbath Morning. Festivals: High Holy Days:

Attendance at Youth and Children's Services? Yes x (2030 Pending 40+

USY Membership? Yes No

Men's Club Membership? Yes X 100+ No

Sisterhood Membership? Yes X 100+ No

Kadimah, pre-high school, youth group membership?Yes X 60+ No

Name of present Rabbi: Rabbi Murray Ezring Years served: 23

Name of preceding Rabbi: Years served:

Name of present Hazzan: Elias Roochvarg Years served. 22

Name of preceding Hazzan: Years served:

SYNAGOGUE MISSION

What are the three primary goals of your synagogue?

1) To serve as a sustainable and inclusive religious home for the Conservative Jewish population of Charlotte, inspiring all to enjoy meaningful relationships with each other, the broader community, Torah and God through traditional and innovative expressions of Judaism.
2) To foster a love of Judaism, lifelong learning, and lifetime connections.
3) To become better versions of ourselves as we incorporate social justice and acts of gemilut hasadim into our daily lives.

What are your synagogue's strengths?

1) For more than 120 years, Temple Israel and its members have put our Jewish values into practice by engaging in acts of gemilut hasadim. Temple Israel is truly a mishpacha that embraces the gifts of youth and the wisdom of elders. Our community is inclusive, progressive, and inspirational. Our history and roots in Charlotte are both deep and rich but our innovative expressions of Judaism ensure that Temple Israel remains relevant today.

2) We are egalitarian, inclusive, and multi-generational. We encourage respect and appreciation for all members of all ages and abilities, and we provide an accessible gateway to Kehillah life. We use Siddur Lev Shalem and the Etz Hayim chumash. Our services consist of a great deal of Hebrew; we read a third of the weekly parasha each Shabbat, and we support a daily minyan. We welcome and embrace dual faith families who have made a commitment to raise their children as Jews. We fully support all steps they take towards greater integration into the Jewish Community.

3) Temple Israel encourages its members to find opportunities to participate with members of all faiths and ethnic origins within our greater community in social justice programs.

We offer robust lifelong learning opportunities for all ages and extensive youth programming opportunities. We also provide scholarships to encourage our children to attend Camp Ramah.

4) We are located on Shalom Park, a dynamic center of Jewish life encompassing a campus of 54 acres where Reform & Conservative synagogues reside harmoniously together with the Levine Jewish Community Center, Charlotte Jewish Preschool, Jewish Federation of Greater Charlotte, Jewish Family Services, the Center for Jewish Education (which houses the Levine-Sklut Judaic Library and the Blumenthal Educator Resource Center, Moishe House National Headquarters, Camp Mindy and where a vibrant, diverse Jewish kehillah exists unlike any other community in the US and perhaps globally. Charlotte, N.C. is a wonderful and fast-growing community with over 100 new residents to the region daily. New Jewish families move to the Charlotte region and want to locate near Shalom Park because of the park's amenities and proximity to Uptown.

5) Charlotte is a wonderful place to live, worship and play. It is a city of purposeful newcomers. The city has emerged as one of the South's — and one of the United States' — premier cities. Today Charlotte is one of the 20 most populous cities in the country. The beautiful Blue Ridge Mountains are two hours to the north and Atlantic beaches are three hours to the south. The city's high quality of life, affordable housing, below-average cost of living, abundant career opportunities, world-class arts and major sports attract talented individuals from around the globe.

What are your congregation's weaknesses?

1) Effectively engaging with all the segments of our congregation and better demonstrating the joy, relevance and importance of Conservative Judaism, particularly to young single and married members for whom religion is becoming less of a focus as other demands compete for their time. Our members (and potential members) face more choices and challenges than ever and we have to find innovative ways to bring our message of Conservative Judaism to those people where they are, which increasingly is outside of the Temple building.

2) We need to create engaging and meaningful experiences for members of all ages to foster a lasting connection to Temple Israel and Conservative Judaism, paying particular attention to periods of transition (transition from preschool to elementary school, post B'nai Mitzvah, transition to an "empty nest") to ensure that we retain members during these times.

3) Currently, we do not have a formal leadership development program for potential temple leaders and we need to create one so that we can train the leaders of the future to effectively sustain vital temple auxiliary groups, committees and programs.

The three most important issues to confront your synagogue in the next five years will be:

1) Defining and implementing a vision to meet the needs of an increasingly diverse membership, including providing programming that engages members across all age groups, interfaith families, members from diverse religious and regional backgrounds.

2) Engaging and training a new generation of lay leaders and donors who will continue the extraordinary commitment to Tl that has been provided by our members during the first 120 years of our temple life; L'Dor V'Dor.

3) Attracting the dynamic new clergy leadership team who bring their passion and unique gifts to the holy work of helping our community connect to itself in ever more meaningful ways. Temple Israel is engaging in searches for a new cantor and rabbi after enjoying decades of service from an outstanding clergy team. We need to get this right because if we do, it can impact our kehillah beautifully for decades, not just years.

SYNAGOGUE MISSION CONT.

What three qualities are most important to you in your new Hazzan?

1) Ability to connect with people, including children, families, young adults, and older adults.

2) Engaging, collaborative and innovative, while remaining true to tradition. Using music to help us rekindle those cherished feelings we have all shared and connect us to new musical experiences that deepen our love and appreciation for being Jews.

3) Serving as a teacher and religious leader. Instilling a love of our faith and not primarily as a performer, but as one who invites us all to be part of the joy that music makes possible in such a compelling way.

The three most important priorities of our Hazzan, based on broad congregational engagement are:

1) Leading engaged and ruach-filled services and experiences.

2) Supporting the relationships and connections among our members, both inside our congregational family and throughout Shalom Park as well as with the broader and diverse communities we touch, including the Israel.

3) Collaborating in meaningful experiences for all B'nai Mitzvah, Temple Israel Religious School students, and learners of all ages.

X

Housing:

Is affordable housing available within walking distance of the synagogue?Yes [X] No [X]

What are the housing arrangements with the current Hazzan?
The current Hazzan own's his own home.

Thank you for completing the Congregational Questionnaire. At the Cantorial Placement Commission, we are committed to doing our best to assist you during your search. Once again, if you have any questions or concerns, please feel free to contact us.

If so desired, additional job description or documentation may be sent to marthakelly@cantors.org.

Our congregation agrees to search for a Cantor through the Cantorial Placement Commission of the Conservative Movement. As the Cantors Assembly charges no fee for this service, we understand that in return the Cantors Assembly requires congregations to search for a Cantor exclusively through its Placement Commission for an initial period of three months. *

During this three-month exclusive listing period, we will only interview cantors whose resumes are sent to us by the Cantors Assembly and will not seek candidates through any other means, including, but not limited to, an agent, agency, advertisement or through social media.

At the end of this three-month period, should we elect to broaden our search to include applications from non-Cantors Assembly candidates, we will so notify the Cantors Assembly. If we elect to bring a non-Cantors Assembly member to our synagogue for an in person interview, we will, likewise, promptly inform the Cantors Assembly (the Cantors Assembly does not require that the names of such candidates be shared).

We further commit, throughout this process, to provide ongoing and timely updates to the Placement Commission on the status of our search. We also understand that the Cantorial Placement Commission may deny service to a congregation should ethical or Halachic concerns arise. **

By submitting this form, the congregation and its representatives agree to abide by these placement rules.

Signature (or Digital Signature) of Authorized Representative:

ion

Date:

*In extenuating circumstances for which a congregation can demonstrate compelling reasons that it cannot abide by the exclusivity provision, a waiver may be requested.

** Please be aware that a severance dispute with your current or former Hazzan may cause a delay in our ability to forward Cantors Assembly candidates. Should there be such a conflict, we urge you to resolve the matter amicably and as quickly as possible.