



Covenant for our Rabbinic Search Committee

We, the members of the Rabbinic Search Committee of Congregation Sukkat Shalom, are honored to have been entrusted with the responsibility of finding and nominating our next Senior Rabbi to our Board of Directors. We understand the significance of the task and embark upon it with integrity, open minds, and great respect. Our committee recognizes the impact our decisions will have on our fellow congregants, our future members, and the wider Jewish community, and we take on this duty mindful of our connection to the generations that preceded us and those that will follow us. Throughout the search process, the search committee will follow the placement procedures set out by the Central Conference of American Rabbis, and we pledge to uphold and abide by the following values:

- ***Selfless Service:*** We come together in this endeavor for the sake of the entire Sukkat Shalom community. As we contemplate what and who are best for the future of Sukkat Shalom, we will make the interests of the overall congregation our number-one priority. While we will each be informed by our own personal experiences, we will put aside, to the best of our abilities, our personal biases. Our work may be lengthy, difficult or tedious at times, but we will resist the temptation to expedite decisions for our own convenience, taking care not to shortchange the congregation, the candidates, or ourselves. When we make pivotal decisions, we will take our time, allowing committee members to thoughtfully wrestle in earnest with the issues at hand.
- ***Mutual Respect:*** Our meetings should be a safe, comfortable place to engage with each other in the work of the committee. Members should at all times treat each other with respect, actively seeking out and listening to one another's input, and making room for others to voice differing viewpoints without fear of being judged. We recognize that members come from different backgrounds and perspectives, and that the diversity of our opinions and experiences will help us work together more productively and ultimately enhance the quality of our decision making. When conflict arises, as it inevitably will, we will strive to view it as an opportunity to better understand the issues at hand and the stakes of our decisions. If deliberations become heated, we will pause our discussions when practical and return to address contentious issues once passions have subsided.
- ***Clear Expectations:*** Throughout the search process, committee leadership will as much as possible offer clear guidance to fellow members about assigned tasks, time commitments, and other expectations. In return, committee members are encouraged to volunteer for the many discrete assignments and subcommittee roles that will be critical to the ultimate success of our efforts.



- **Confidentiality:** To protect the candidates and avoid the potential for rumors or undue influence, the search committee will maintain strict confidentiality. We will not disclose the names of candidates or other identifying information about them to members of the congregation, our partners/spouses, our friends, or any others outside the search committee. Likewise, we will not share information about our deliberations or statements made by individual committee members. When information is to be shared outside the search committee (i.e., with the Board of Directors or as part of a reference check), that communication will be initiated or authorized by the search committee chairpersons. We agree to maintain confidentiality even after the final rabbinic selection is made.
- **Transparency:** We know transparency will build trust among the congregation in the committee's efforts and ultimate decisions. Through the chairpersons, the committee will provide frequent updates about the committee's work and the selection process.

Respectfully signed June 15, 2021

Congregation Sukkat Shalom Rabbinic Search Committee Members

Andrea Pauls Backman
Committee Co-Chair

Cathy Baker
Committee Co-Chair

Bob Breit

Steve Horwitz

Shoshana Buchholz-Miller

Ron Packowitz

Kaitlin Donnelly

Debbie Plager

Jim Denton

Abbey Fishman-Romanek

Lisa Fingerhut-Carlton

Jill Schoeneman-Parker

Doug Fisher

Adam Siegel