

Riverdale Jewish Center - Survey on Future Vision and Profile for Future Senior Rabbi

Yeshiva University
Center for the Jewish Future
October 2017



About the Survey

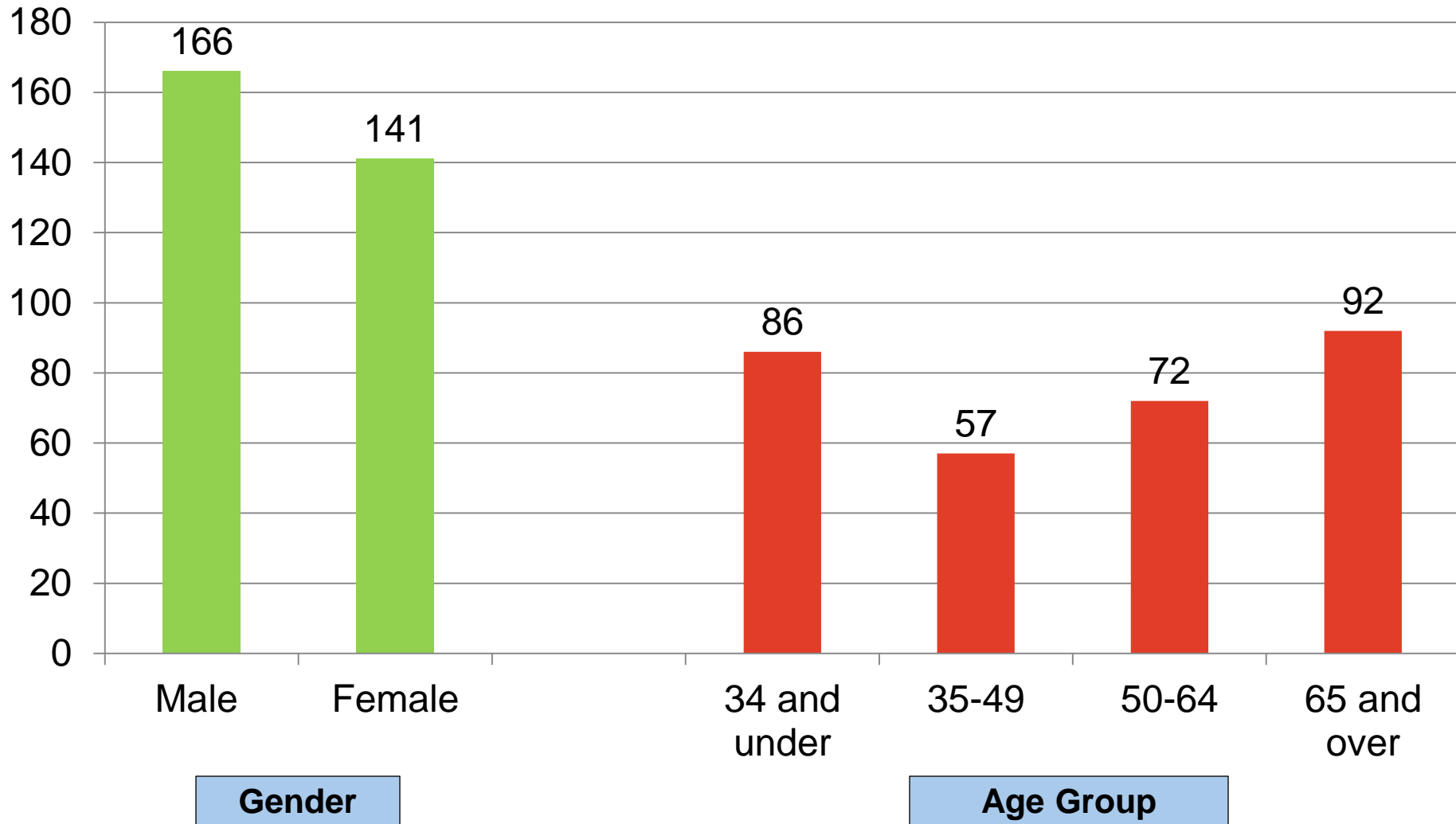
- Undertaken by the RJC Rabbinic Transition Committee
- Expert guidance provided by Bienenfeld Department of Jewish Career Development and Placement, Center for the Jewish Future, RIETS, Yeshiva University (CJF) – Rabbi Ronald Schwarzberg, Director
- Survey questions based on data and answers from focus groups conducted earlier in 2017
- Survey was sent to all adult and full members of RJC
- 679 invitations sent out, 307 complete responses received
- Another 61 responses came in, but were incomplete and therefore excluded



Section 1 – Profile of Respondents Included in the Survey

Gender and Age Group of Respondents

Number of Respondents



Distribution of Respondents by Gender and Age Group

Number and Percentage of Respondents

Age Group	Male	Female	Total
34 and under	46 (27.7%)	40 (28.4%)	86 (28.0%)
35-49	36 (21.7%)	21 (14.9%)	57 (18.6%)
50-64	33 (19.9%)	39 (27.7%)	72 (23.4%)
65 and over	51 (30.7%)	41 (29.1%)	92 (30.0%)
Total – All Age Groups	166 (100%)	141 (100%)	307 (100%)

The above percentages represent the percentage for that age group.

Total and Average Number of Children Living at Home

Age Group of Children	Total Number of Children Living at Home for all Respondents	Average Number Living at Home per Respondent
0-5 years old	149	.49
6-10 years old	79	.26
11-14 years old	57	.19
15-19 years old	43	.14
20 and over	55	.18
Total – all age groups	383	1.25
Number of respondents	307	

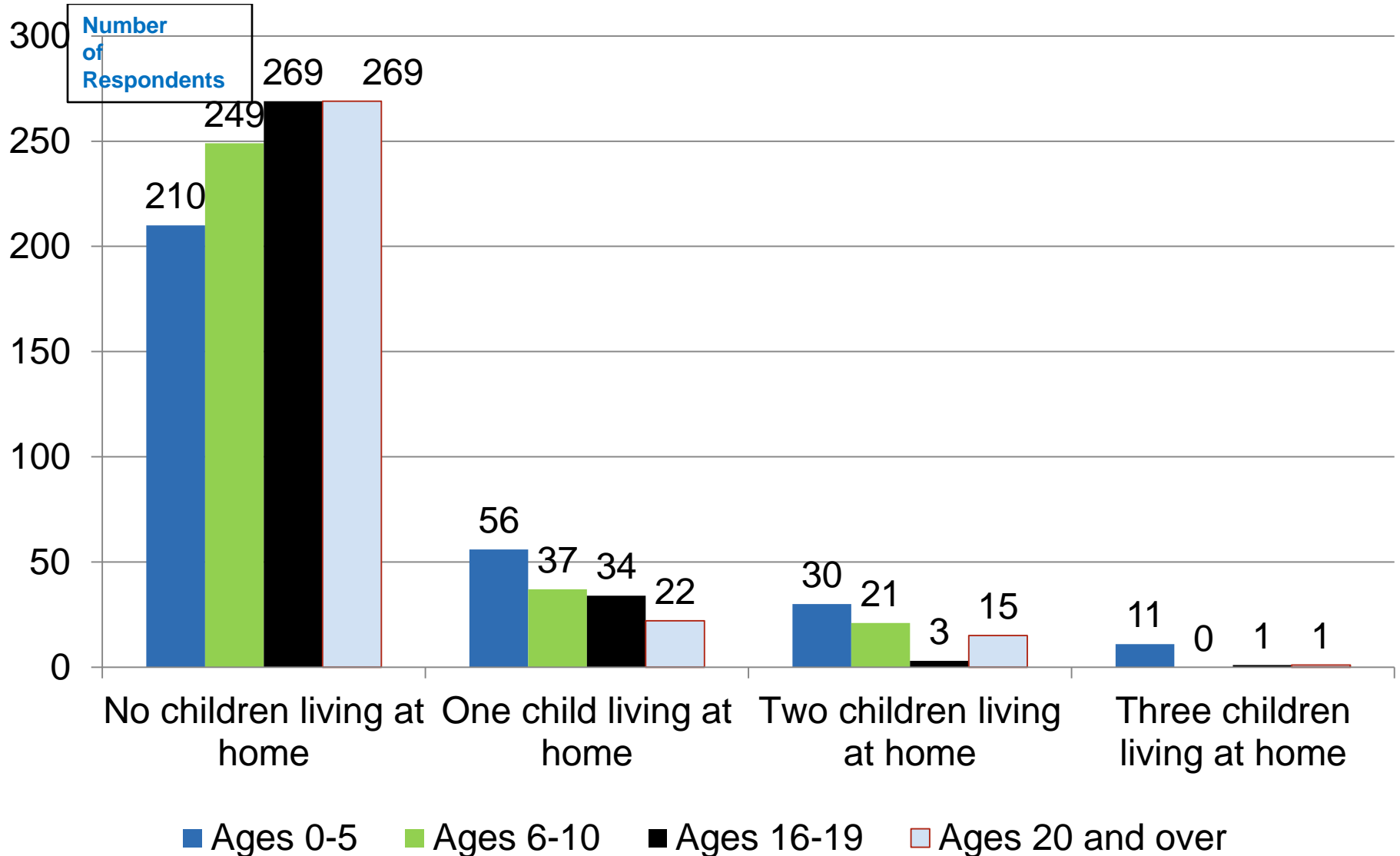
The average number of children living at home is 1.25 for all survey respondents – 1.42 for those respondents age 34 and under, 2.68 for those 35-49, 1.29 for those 50-64 and 0.16 for those age 65 and over.

Number of Children Living at Home by Age of Respondent and Age of Children

Number of Children Living at Home for Respondents in This Age Group

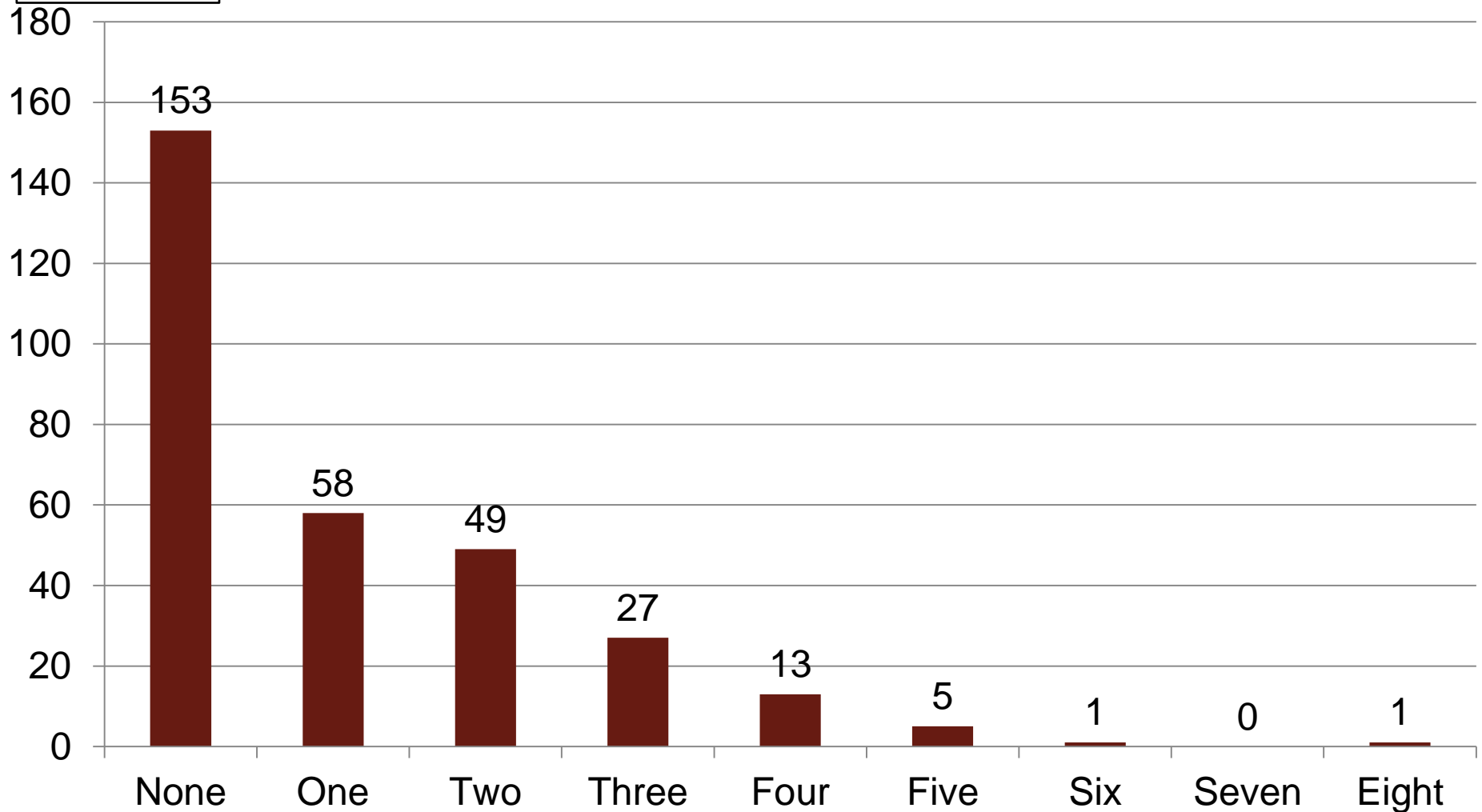
Age Group of Children	34 and under	35-49	50-64	65 and over	Total – all respondent age groups
0-5 years old	103	43	0	3	149
6-10 years old	17	54	5	3	79
11-14 years old	2	39	12	4	57
15-19 years old	0	13	29	1	43
20 and over	0	4	47	4	55
Total children of all age groups	122	153	93	15	383
Total Number of Respondents	86	57	72	92	307

Respondents by Number of Children Living at Home in Each Age Group



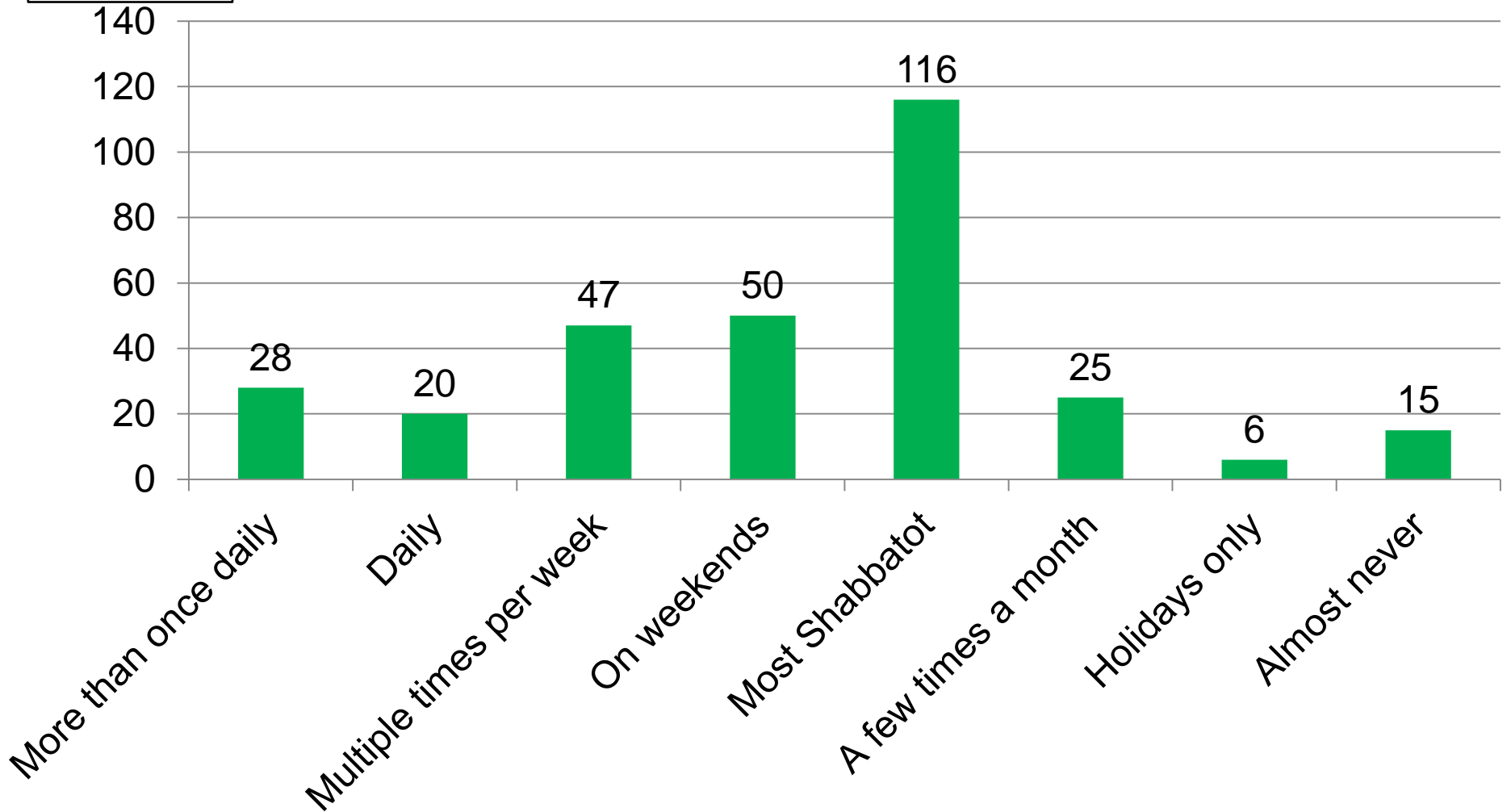
Respondents by Number of Children 19 and Under Living at Home

Number of Respondents



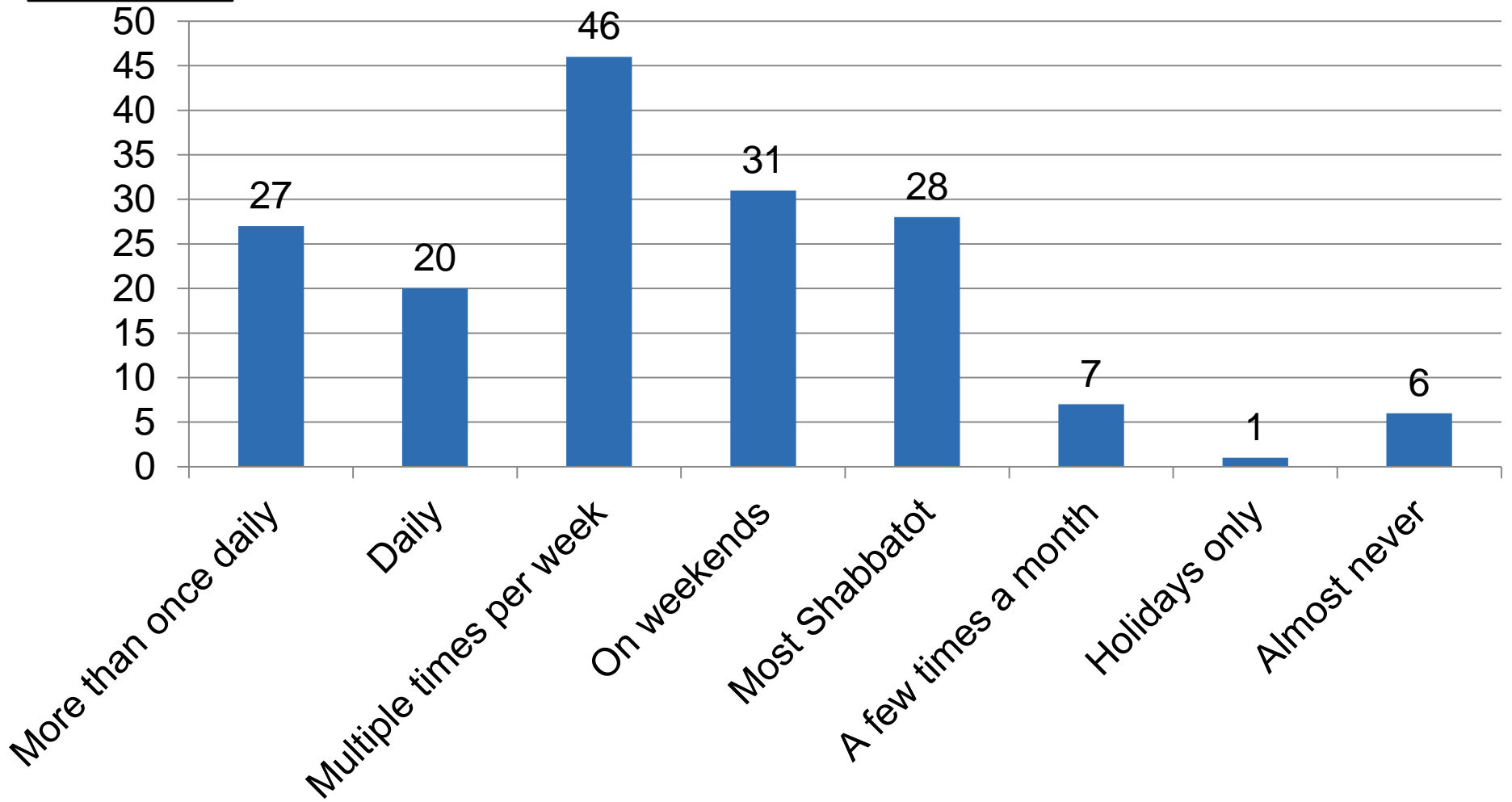
Distribution of Respondents by Frequency of Attending Minyan – Men and Women

Number of Respondents



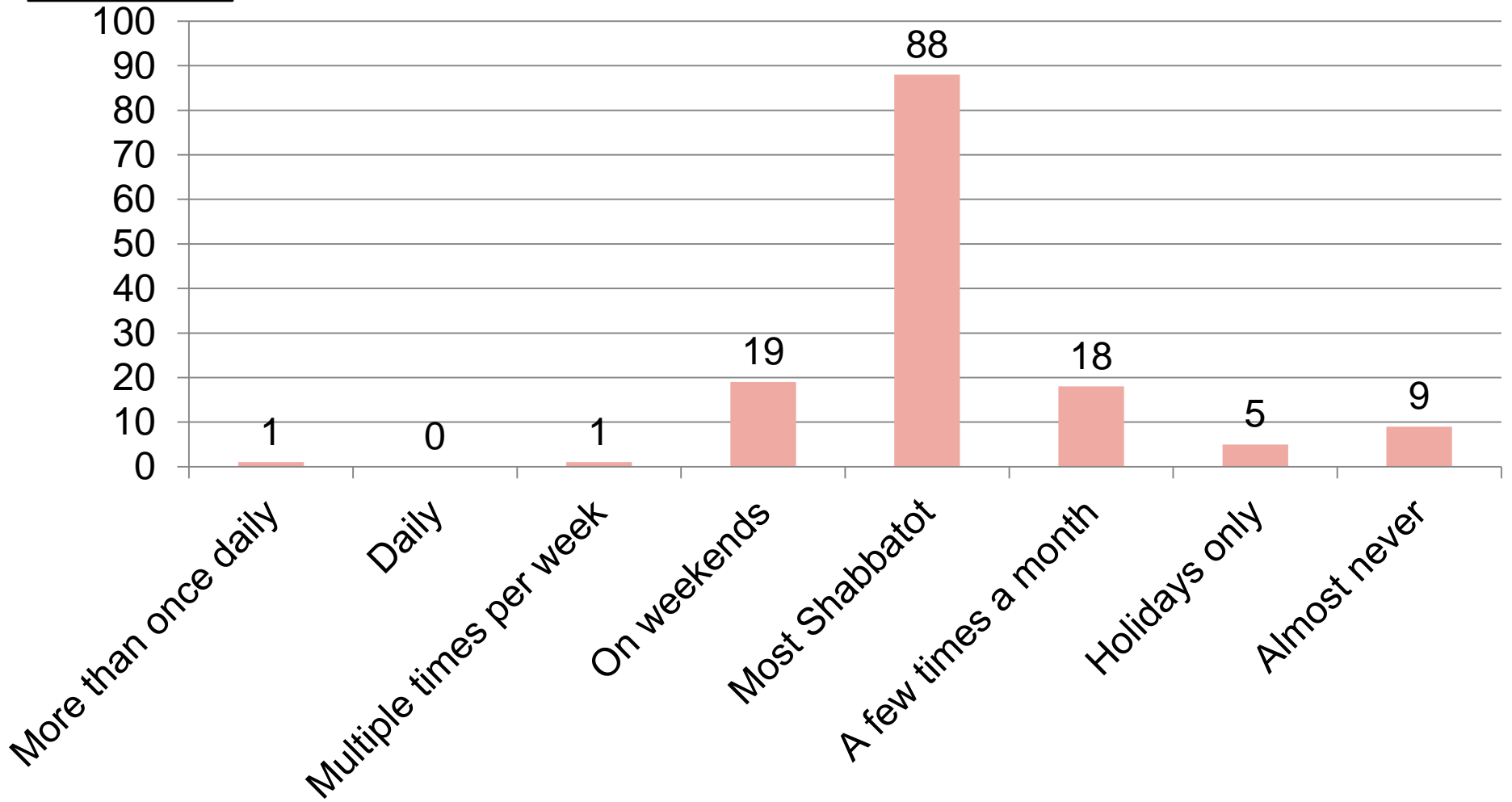
Distribution of Respondents by Frequency of Attending Minyan – Men Only

Number of Respondents

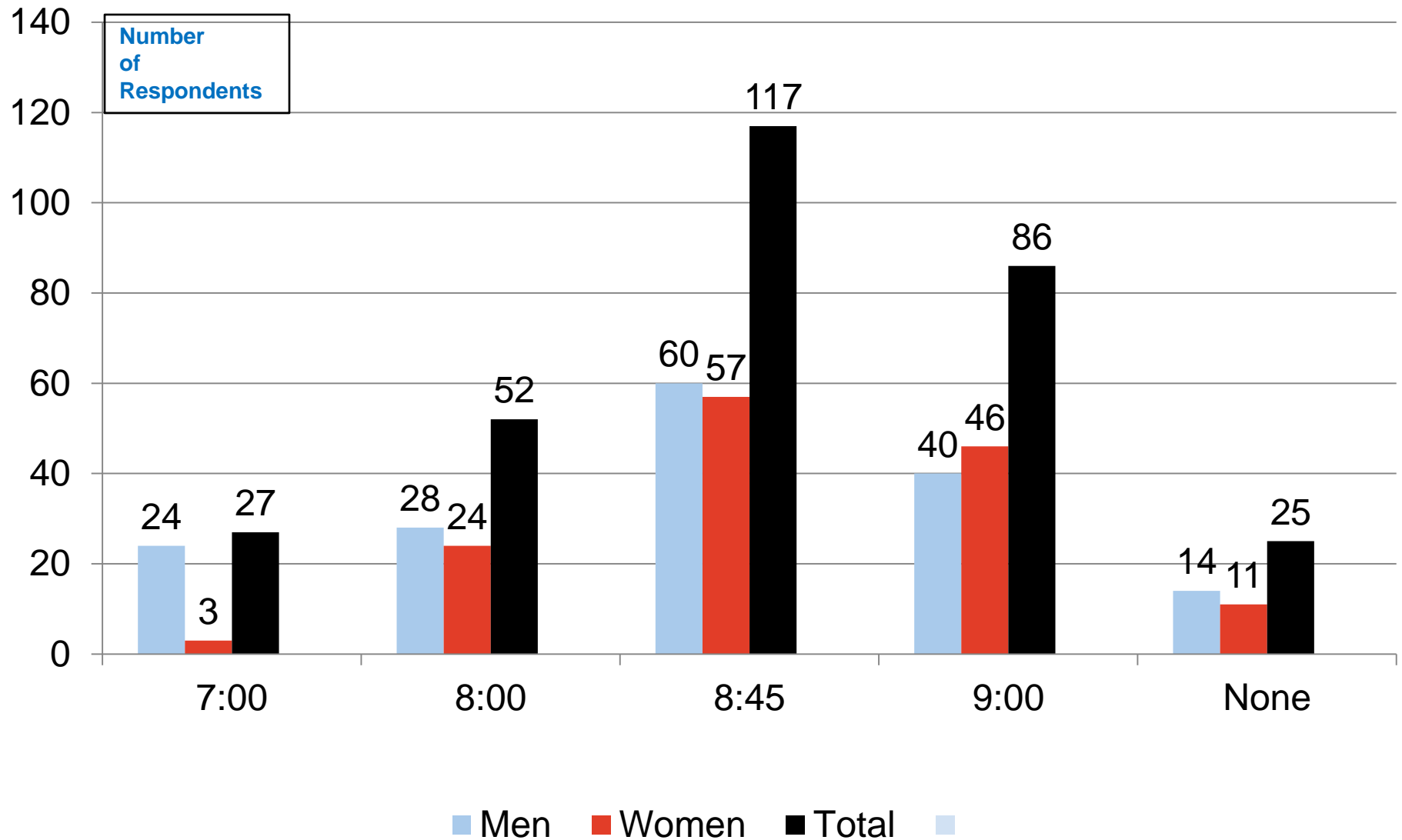


Distribution of Respondents by Frequency of Attending Minyan – Women Only

Number of Respondents

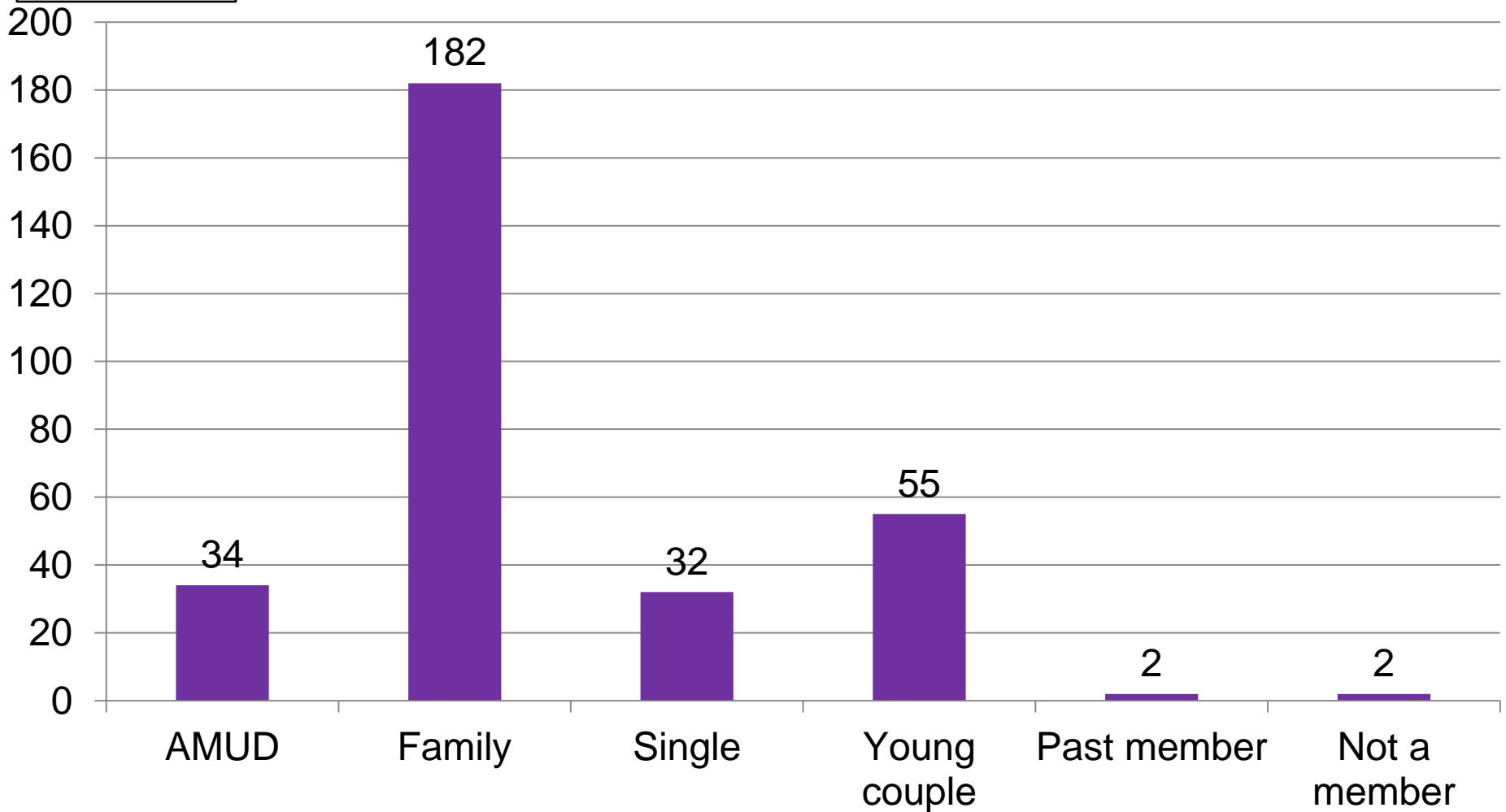


Shabbos Minyan Attended by Respondents



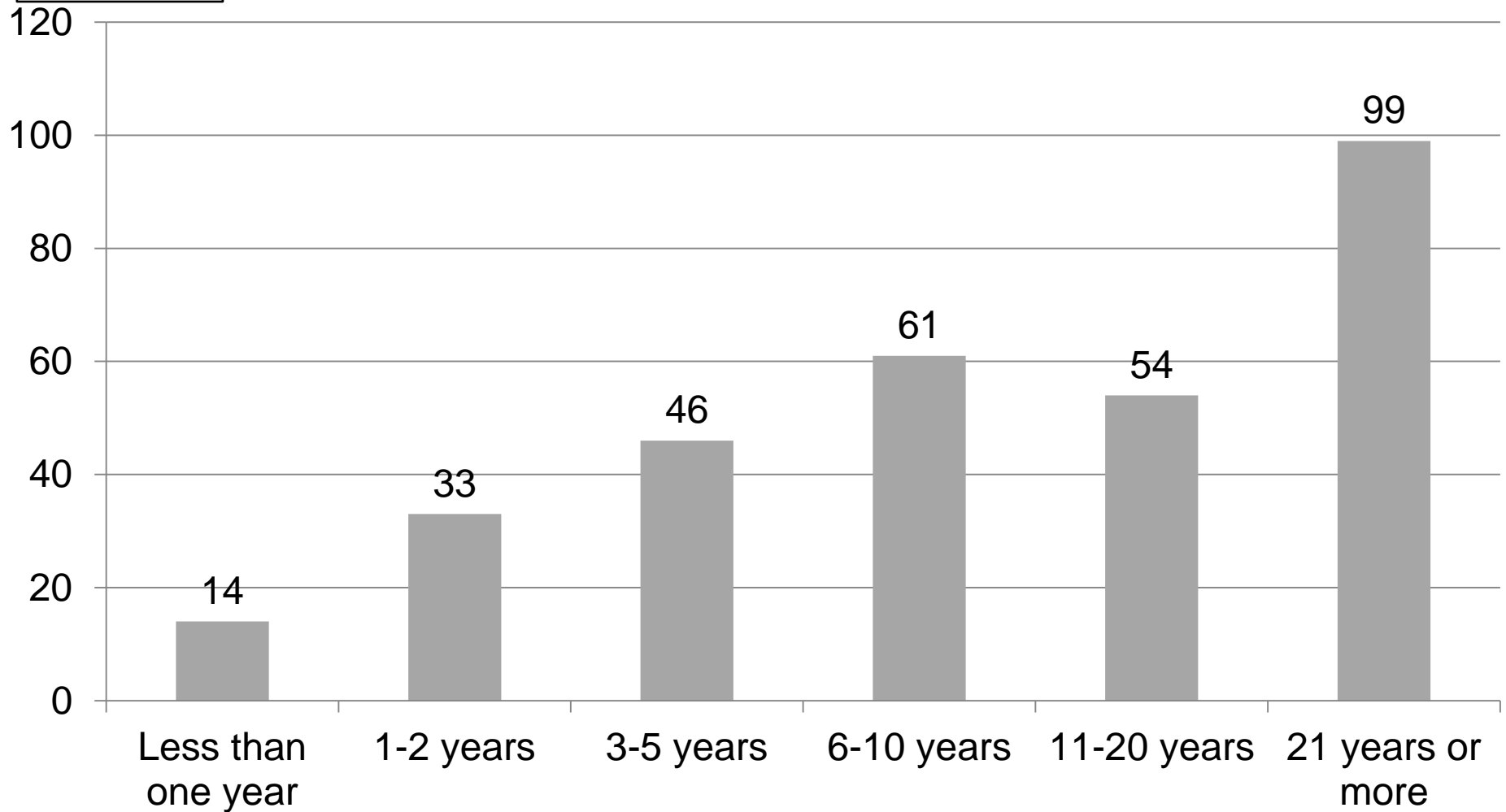
Membership Level of Respondents

Number
of Respondents



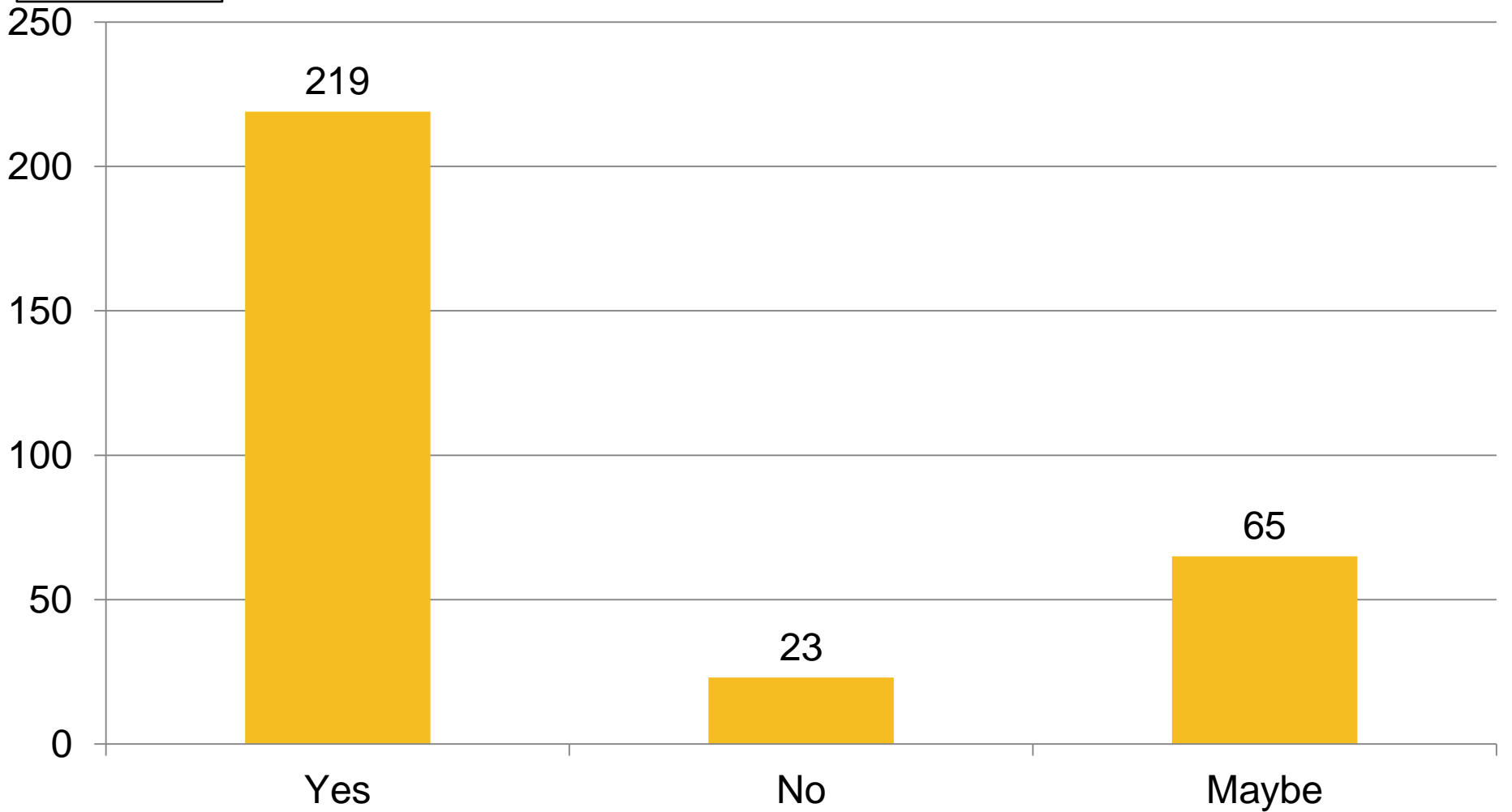
Length of Respondents' Membership at RJC

Number
of Respondents



Plan to Still Live in Riverdale in Three Years?

Number
of Respondents



Respondents' Main Reasons for Attending RJC

Reason for Attending RJC	Number of Respondents Rating it as:					Average Rating / Rank
	Extremely important (5)	Very Important (4)	Moderately Important (3)	Slightly Important (2)	Not at all Important (1)	
Proximity to residence	43	66	116	56	26	3.14 / 4
Davening	70	110	106	15	6	3.73 / 1
Rabbi / rabbinic staff	55	99	105	34	14	3.48 / 3
Educational programming	21	44	110	91	41	2.72 / 6
Catching up with friends / going to kiddush	32	76	97	62	40	2.99 / 5
Social programming	9	51	95	97	55	2.55 / 7
I go to shul because of my children	28	47	58	22	152	2.27 / 8
Hashkafah	79	94	97	20	17	3.64 / 2



Section 2 – Community Vision

Importance of These Goals for RJC Over Next 2-5 Years

Goal	Number of Respondents Rating Goal as:					Avg. Rating / Rank
	5	4	3	2	1	
To play a significantly greater role in the broader Jewish community	38	72	102	59	36	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	63	126	83	26	9	3.68 / 5
To have more focus on building bridges between members of different minyanim	44	88	95	61	19	3.25 / 6
To drive greater religious growth and passion	82	122	73	27	3	3.82 / 4
To increase involvement with Jewish learning	78	135	68	23	3	3.85 / 3
To better engage youth, teens and college-aged members	94	133	55	18	7	3.94 / 1
To better engage young adults	82	139	59	20	7	3.88 / 2
To increase the number and scope of social activities	21	89	111	64	22	3.07 / 8
To have more scholars-in-residence / educational programs	29	86	111	62	19	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Shabbos Morning Minyan Respondent Attends

Breakdown of P18 - 1

Average Rating / Rank for Respondents Who Attend This Shabbos Morning Minyan:

Goal	7:00	8:00	8.45	9:00	None	All
To play a significantly greater role in the broader Jewish community	2.48 / 8	3.42 / 7	3.03 / 9	3.02 / 8	3.16 / 6	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.93 / 2	3.98 / 4	3.63 / 5	3.38 / 5	4.00 / 3	3.68 / 5
To have more focus on building bridges between members of different minyanim	2.78 / 6	3.44 / 6	3.27 / 7	3.28 / 6	3.16 / 6	3.25 / 6
To drive greater religious growth and passion	3.81 / 3	3.92 / 5	3.80 / 3	3.78 / 2	3.88 / 5	3.82 / 4
To increase involvement with Jewish learning	3.96 / 1	4.10 / 1	3.78 / 4	3.70 / 4	4.12 / 2	3.85 / 3
To better engage youth, teens and college-aged members	3.59 / 4	4.08 / 2	4.04 / 1	3.76 / 3	4.20 / 1	3.94 / 1
To better engage young adults	3.56 / 5	4.04 / 3	3.89 / 2	3.84 / 1	3.96 / 4	3.88 / 2
To increase the number and scope of social activities	2.44 / 9	3.12 / 9	3.24 / 8	3.14 / 7	2.68 / 9	3.07 / 8
To have more scholars-in-residence / educational programs	2.78 / 6	3.38 / 8	3.30 / 6	2.98 / 9	2.88 / 8	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Age of Respondent

Breakdown of P18 - 2

Average Rating / Rank for Respondents Who Are in This Age Group:

Goal	34-	35-49	50-64	65+	All
To play a significantly greater role in the broader Jewish community	2.94 / 8	2.79 / 9	2.85 / 8	3.49 / 7	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.49 / 5	3.75 / 4	3.46 / 5	3.98 / 4	3.68 / 5
To have more focus on building bridges between members of different minyanim	3.30 / 6	3.07 / 7	2.94 / 7	3.55 / 6	3.25 / 6
To drive greater religious growth and passion	3.90 / 1	3.93 / 2	3.60 / 4	3.87 / 5	3.82 / 4
To increase involvement with Jewish learning	3.85 / 2	3.72 / 5	3.71 / 3	4.05 / 2	3.85 / 3
To better engage youth, teens and college-aged members	3.64 / 4	4.16 / 1	3.90 / 1	4.12 / 1	3.94 / 1
To better engage young adults	3.79 / 3	3.82 / 3	3.83 / 2	4.02 / 3	3.88 / 2
To increase the number and scope of social activities	3.05 / 7	3.21 / 6	2.85 / 8	3.20 / 9	3.07 / 8
To have more scholars-in-residence / educational programs	2.88 / 9	2.93 / 8	3.19 / 6	3.48 / 8	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Length of Time in the Community

Breakdown of P18 - 3

Average Rating / Rank for Respondents With this Length of Time in the Community (Years):

Goal	<1	1-2	3-5	6-10	11-20	21+	All
To play a significantly greater role in the broader Jewish community	3.36 / 6	2.79 / 9	3.00 / 8	2.79 / 9	2.96 / 9	3.34 / 7	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.57 / 4	3.30 / 5	3.50 / 5	3.51 / 5	3.96 / 2	3.85 / 4	3.68 / 5
To have more focus on building bridges between members of different minyanim	3.36 / 6	2.97 / 6	3.13 / 6	3.49 / 6	3.02 / 8	3.36 / 6	3.25 / 6
To drive greater religious growth and passion	3.86 / 2	3.88 / 1	3.80 / 4	3.74 / 3	3.96 / 2	3.79 / 5	3.82 / 4
To increase involvement with Jewish learning	3.71 / 3	3.82 / 2	3.93 / 1	3.70 / 4	3.91 / 4	3.91 / 3	3.85 / 3
To better engage youth, teens and college-aged members	3.57 / 4	3.58 / 4	3.91 / 2	3.87 / 1	4.13 / 1	4.07 / 1	3.94 / 1
To better engage young adults	3.93 / 1	3.79 / 3	3.83 / 3	3.79 / 2	3.91 / 4	3.96 / 2	3.88 / 2
To increase the number and scope of social activities	3.21 / 8	2.85 / 8	2.91 / 9	3.13 / 7	3.09 / 7	3.16 / 9	3.07 / 8
To have more scholars-in-residence / educational programs	2.93 / 9	2.91 / 7	3.13 / 6	2.97 / 8	3.37 / 6	3.24 / 8	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Expectation to be in Community in Three Years

Breakdown of P18 - 4

Average Rating / Rank for Respondents Who Have This Plan to Still Live Here in 3 Years :

Goal	Yes	No	Maybe	All
To play a significantly greater role in the broader Jewish community	3.06 / 9	3.04 / 7	3.03 / 9	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.67 / 5	3.87 / 1	3.65 / 5	3.68 / 5
To have more focus on building bridges between members of different minyanim	3.24 / 6	3.30 / 6	3.26 / 6	3.25 / 6
To drive greater religious growth and passion	3.81 / 4	3.78 / 3	3.88 / 2	3.82 / 4
To increase involvement with Jewish learning	3.87 / 3	3.65 / 5	3.88 / 2	3.85 / 3
To better engage youth, teens and college-aged members	3.99 / 1	3.83 / 2	3.83 / 4	3.94 / 1
To better engage young adults	3.88 / 2	3.74 / 4	3.91 / 1	3.88 / 2
To increase the number and scope of social activities	3.12 / 8	2.70 / 9	3.06 / 8	3.07 / 8
To have more scholars-in-residence / educational programs	3.18 / 7	2.74 / 8	3.17 / 7	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Gender

Breakdown of P18 - 5

Average Rating / Rank for Respondents of this Gender:

Goal	Male	Female	All
To play a significantly greater role in the broader Jewish community	2.88 / 9	3.26 / 9	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.58 / 5	3.79 / 5	3.68 / 5
To have more focus on building bridges between members of different minyanim	3.10 / 6	3.43 / 6	3.25 / 6
To drive greater religious growth and passion	3.79 / 3	3.87 / 3	3.82 / 4
To increase involvement with Jewish learning	3.90 / 1	3.80 / 4	3.85 / 3
To better engage youth, teens and college-aged members	3.81 / 2	4.09 / 1	3.94 / 1
To better engage young adults	3.78 / 4	3.99 / 2	3.88 / 2
To increase the number and scope of social activities	2.89 / 8	3.29 / 8	3.07 / 8
To have more scholars-in-residence / educational programs	2.92 / 7	3.40 / 7	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Goals for RJC Over Next 2-5 Years – By Number of Children 19 & Under Living at Home

Breakdown of P18 - 6

Average Rating / Rank for Respondents With this Number of Children 19 & Under Living at Home:

Goal	None	1	2	3+	All
To play a significantly greater role in the broader Jewish community	3.35 / 7.	2.69 / 9	2.86 / 9	2.77 / 9	3.06 / 9
To encourage more engagement with Tefillah and overall decorum in the building	3.84 / 4	3.22 / 5	3.65 / 5	3.74 / 5	3.68 / 5
To have more focus on building bridges between members of different minyanim	3.37 / 6	2.95 / 6	3.47 / 6	3.00 / 7	3.25 / 6
To drive greater religious growth and passion	3.75 / 5	3.79 / 1	3.86 / 3	4.09 / 2	3.82 / 4
To increase involvement with Jewish learning	3.90 / 3	3.67 / 2	3.84 / 4	3.94 / 3	3.85 / 3
To better engage youth, teens and college-aged members	3.96 / 1	3.62 / 4	3.98 / 2	4.23 / 1	3.94 / 1
To better engage young adults	3.93 / 2	3.64 / 3	4.02 / 1	3.83 / 4	3.88 / 2
To increase the number and scope of social activities	3.10 / 9	2.81 / 7	3.18 / 8	3.19 / 6	3.07 / 8
To have more scholars-in-residence / educational programs	3.35 / 7	2.74 / 8	3.20 / 7	2.91 / 8	3.14 / 7

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

How Respondents Rated Three Most Important Goals for RJC Over Next 2-5 Years

Goal	Number of Respondents Rating Goal as:			Points / Rank
	Most Important	2nd Most Important	3rd Most Important	
To play a significantly greater role in the broader Jewish community	28	20	39	163 / 6
To encourage more engagement with Tefillah and overall decorum in the building	66	53	39	343 / 2
To have more focus on building bridges between members of different minyanim	41	31	36	221 / 3
To drive greater religious growth and passion	81	59	30	391 / 1
To increase involvement with Jewish learning	20	54	39	207 / 4
To better engage youth, teens and college-aged members	30	26	48	190 / 5
To better engage young adults	21	26	23	138 / 7
To increase the number and scope of social activities	6	15	22	70 / 9
To have more scholars-in-residence / educational programs	14	23	31	119 / 8

Points = 3 x number who rated it most important + 2 x number rating it as 2nd most important + 1 x number rating it as 3rd most important

Importance for RJC to Run More Programs For:

Number of Respondents Rating Goal as:

Program	5	4	3	2	1	Avg. Rating / Rank
Seniors	51	106	108	32	10	3.51 / 2
Younger couples (22-34 years old)	41	119	106	24	17	3.47 / 5
Youth, teens and college-aged members	75	127	84	15	6	3.81 / 1
Young Adults	44	119	98	32	14	3.48 / 4
Widow(er)s and older singles	53	96	117	29	12	3.49 / 3
Middle-aged members	27	102	122	39	17	3.27 / 6
Women - exclusive	34	74	105	56	38	3.03 / 7
Men - exclusive	15	58	118	62	54	2.73 / 8

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance for RJC to Run More Programs For: - by Gender

Breakdown of P26

Average Rating / Rank for This Gender

Program	Men	Women	Total – Both Genders
Seniors	3.33 / 4	3.72 / 3	3.51 / 2
Younger couples (22-34 years old)	3.37 / 2	3.57 / 5	3.47 / 5
Youth, teens and college-aged members	3.68 / 1	3.97 / 1	3.81 / 1
Young Adults	3.33 / 3	3.65 / 4	3.48 / 4
Widow(er)s and older singles	3.23 / 5	3.79 / 2	3.49 / 3
Middle-aged members	3.16 / 6	3.40 / 6	3.27 / 6
Women - exclusive	2.92 / 7	3.17 / 7	3.03 / 7
Men - exclusive	2.62 / 9	2.87 / 8	2.73 / 8

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance for RJC to Run More Programs For: - by Age

Breakdown of P26

Average Rating / Rank for This Age Group

Program	34 and Under	35 – 49	50 – 64	65 and Over	Total – All Ages
Seniors	3.52 / 2	3.39 / 4	3.36 / 3	3.68 / 3	3.51 / 2
Younger couples (22-34 years old)	3.47 / 4	3.54 / 2	3.46 / 2	3.42 / 5	3.47 / 5
Youth, teens and college-aged members	3.69 / 1	4.04 / 1	3.81 / 1	3.80 / 1	3.81 / 1
Young Adults	3.36 / 6	3.53 / 3	3.36 / 3	3.65 / 4	3.48 / 4
Widow(er)s and older singles	3.48 / 3	3.33 / 5	3.35 / 5	3.70 / 2	3.49 / 3
Middle-aged members	3.28 / 7	3.33 / 5	3.18 / 6	3.29 / 6	3.27 / 6
Women - exclusive	3.41 / 5	3.23 / 7	2.58 / 7	2.91 / 7	3.03 / 7
Men - exclusive	3.07 / 8	2.68 / 8	2.44 / 8	2.67 / 8	2.73 / 8

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Extent of Agreement or Disagreement With Statements

Rating RJC

Statement	Number of Respondents Indicating That They:				Avg. Rating / Rank
	Strongly Agree	Agree	Disagree	Strongly Disagree	
I believe that RJC is a model for modern Orthodoxy for other Jewish institutions and shuls	43	157	87	20	2.73 / 1
I believe that RJC has a common vision / mission that could be articulated easily by the membership	12	112	141	41	2.31 / 3
I believe that RJC provides opportunities for people with talent to contribute in meaningful ways that lead to greater leadership roles	27	154	97	28	2.59 / 2
I believe that RJC integrates new members effectively	6	94	158	45	2.20 / 4

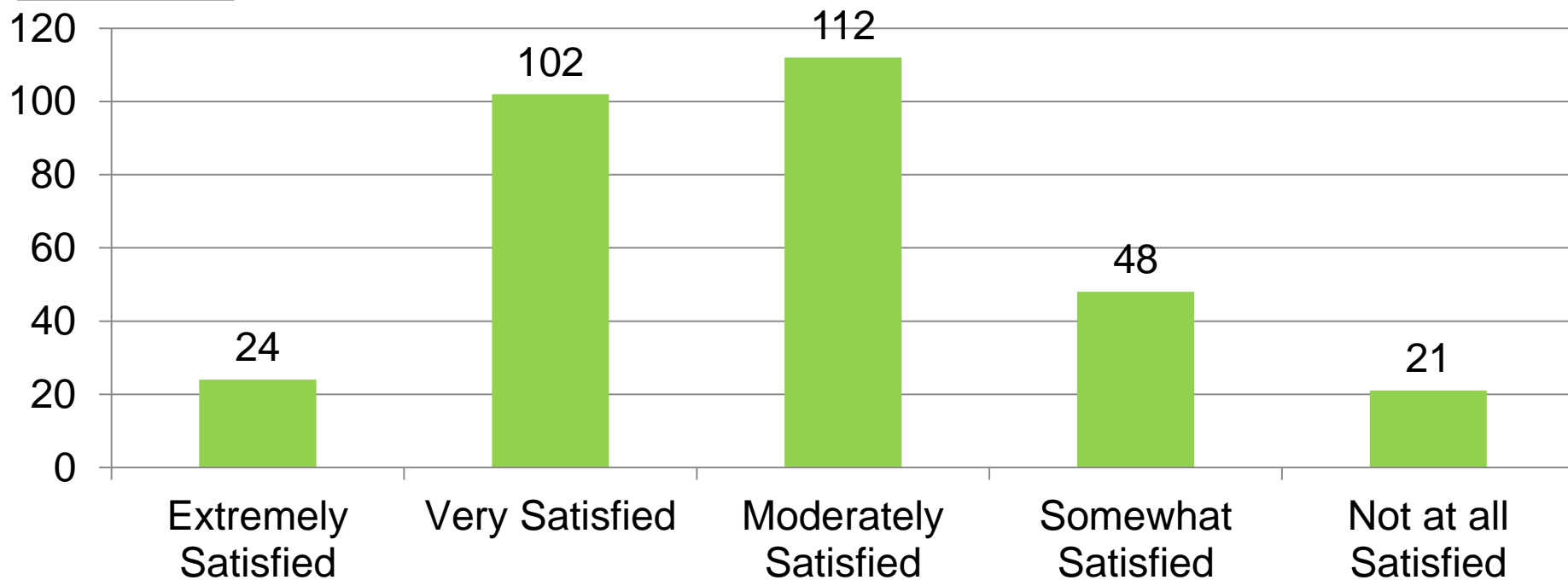
Above Ratings: 4 = Strongly Agree, 3 = Agree, 2 = Disagree, 1 = Strongly Disagree



Section 3 – Professional Team

Respondents' Satisfaction that Team Structure Meets the Needs of the RJC Community

Number of Respondents



Professional team structure includes a Rabbi, Executive Director, Chazzan, Rabbinic Intern(s) who live in Riverdale, shared Yoetzet Halacha who does not live in Riverdale, Directors of Youth Programming and an Assistant Youth Director

The average satisfaction rating is 3.20, where 5 = extremely satisfied, 4 = very satisfied, 3 = moderately satisfied, 2 = somewhat satisfied, and 1 = not at all satisfied

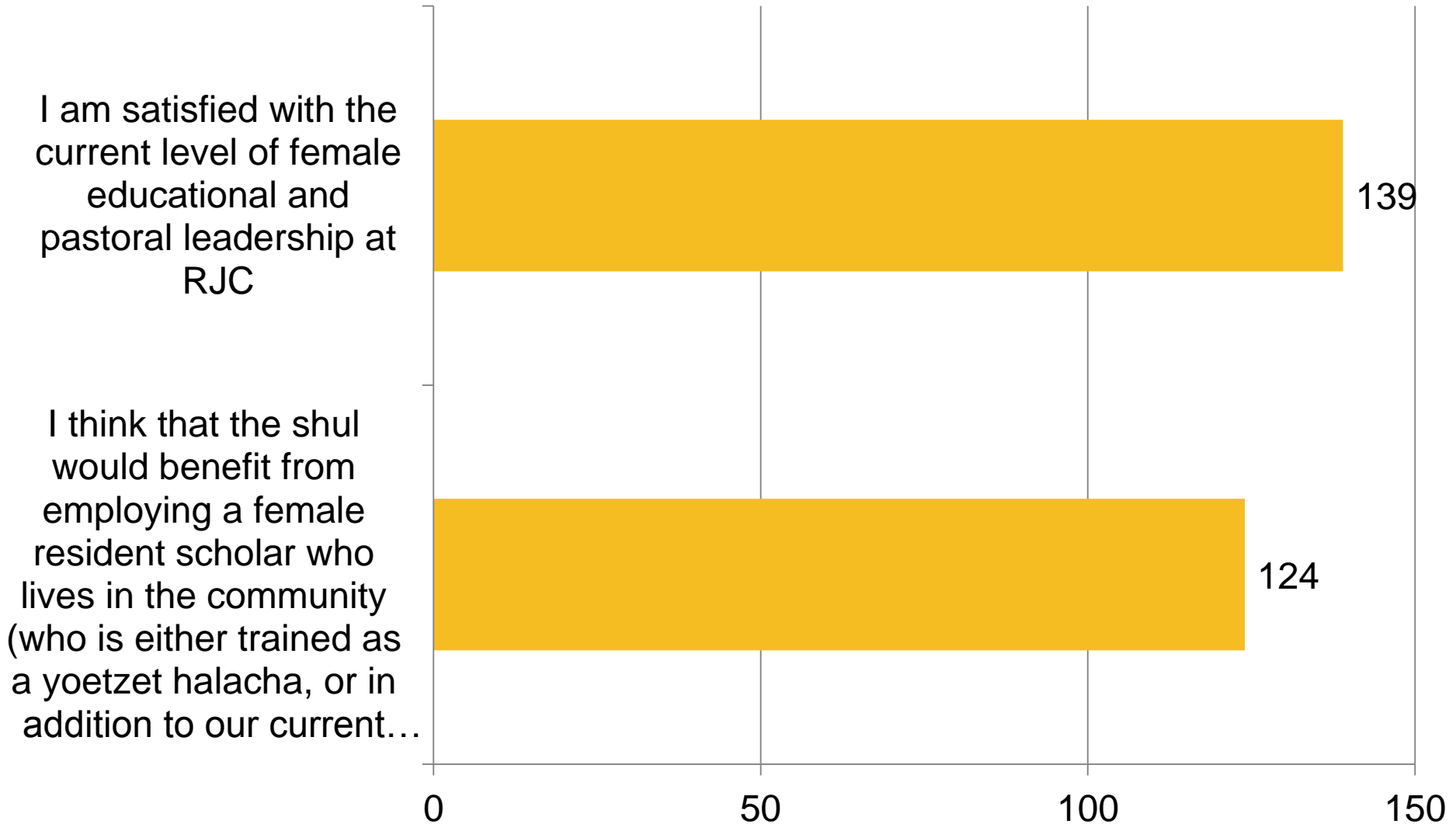
Importance for RJC Professional Team to Provide:

Number of Respondents Believing that Providing This Item is:

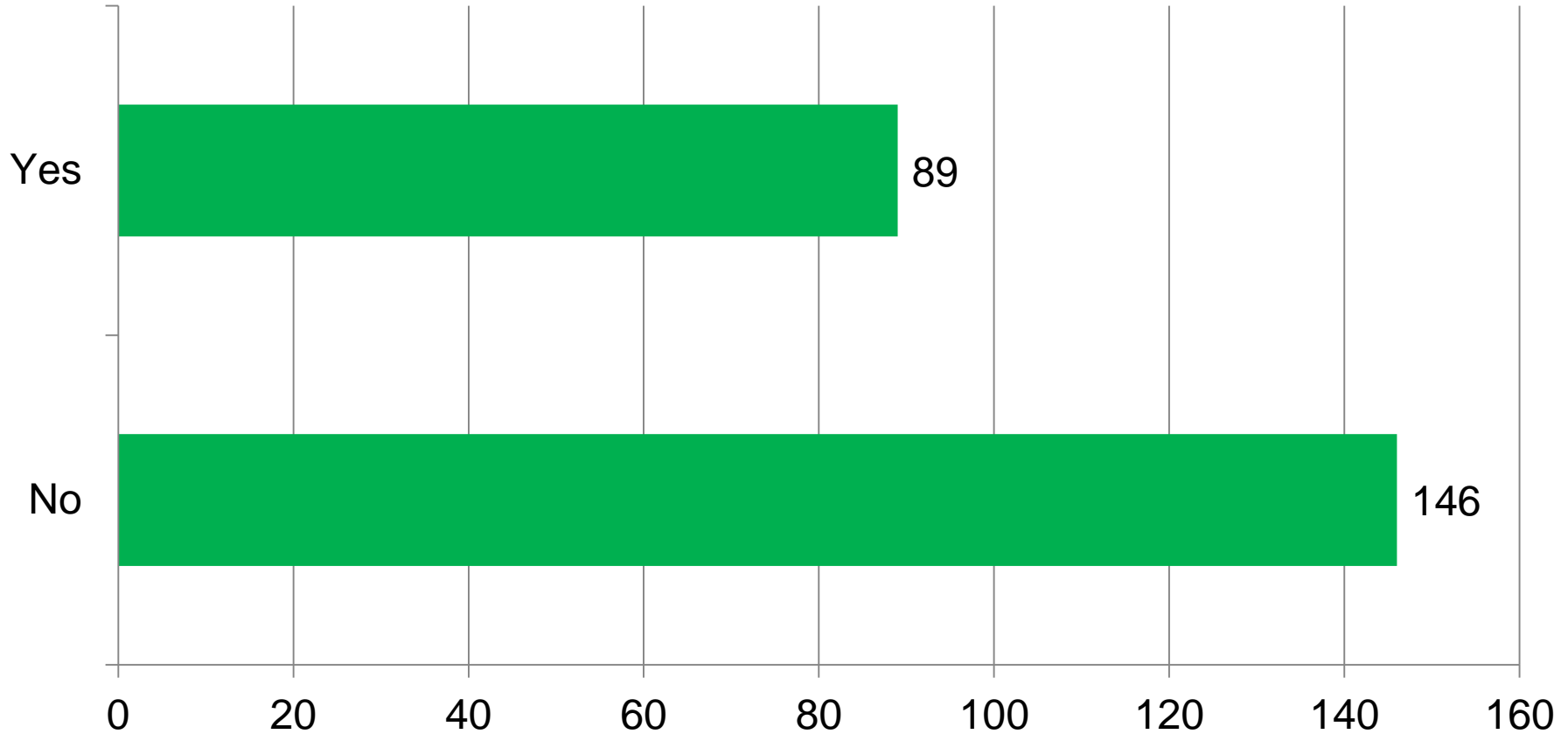
Item	5	4	3	2	1	Avg. Rating / Rank
Unity and Inclusiveness amongst the membership	113	128	49	14	3	4.09 / 3
Leadership and vision, with strong management skills	144	129	28	5	1	4.34 / 1
Social, educational, and communal programming	68	150	67	21	1	3.86 / 5
Religious inspiration	150	114	34	9	0	4.32 / 2
Community outreach and congregational engagement through enhanced multi-generational programming and chessed	71	125	79	25	7	3.74 / 6
Healthy relationships with youth, teens, and those college aged	104	126	59	15	3	4.02 / 4

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Which Statement is More Aligned with Respondent Views?



Willingness for Dues Increase to Achieve Optimal Professional Team



Wording of question: “Recognizing that all members would like to keep dues as low as possible, would you be willing to entertain a dues increase in order to achieve what you would consider the optimal professional team?”



Section 4 – The Future Senior Rabbi

Importance of These Qualities for Next RJC Senior Rabbi

First of 3 pages

Number of Respondents
Rating This Quality as:

Quality	5	4	3	2	1	Avg. Rating / Rank
<u>Scholarship</u>						
1: High level Torah scholarship	156	129	19	0	2	4.43 / 2
2: Worldly (e.g., conversant with popular culture)	88	154	49	9	6	4.01 / 18
3: Well educated secularly (e.g., masters or doctorate)	72	120	79	24	12	3.70 / 21
4: Respected as a Jewish scholar	81	132	69	20	5	3.86 / 20
5: Dynamic teaching ability	131	133	35	6	1	4.26 / 9
6: Excellent speaker	136	123	43	4	1	4.27 / 8
<u>Proven Leadership Strength</u>						
7. He is charismatic / inspirational	133	120	45	7	2	4.22 / 12
8. He is willing to take a stand when necessary	149	120	32	5	1	4.34 / 6

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Qualities for Next RJC Senior Rabbi

Second of 3 pages

Number of Respondents
Rating This Quality as:

Quality	5	4	3	2	1	Avg. Rating / Rank
9. He supports and collaborates with others in developing new programs and activities	93	136	63	13	2	3.99 / 19
10. He has the ability to enforce and command respect for decorum	129	123	39	13	3	4.18 / 13
11. He has a vision for bringing healing and unity to the community	153	84	48	13	9	4.17 / 14
12. He is willing to play a role in fundraising	36	81	117	51	21	3.20 / 22
<u>Hashkafah (Modern Orthodoxy)</u>						
13. He is respectful of all of the different and unique models of Judaism found in the community	132	106	43	15	11	4.08 / 16
14. He is engaged with present day issues of concern to the modern Orthodox community	133	126	37	11	0	4.24 / 11
15. He is respectful and able to partner with the broader Orthodox community from right to left	118	111	58	13	6	4.05 / 17

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Importance of These Qualities for Next RJC Senior Rabbi

Third of 3 pages

Number of Respondents
Rating This Quality as:

Quality	5	4	3	2	1	Avg. Rating / Rank
16. He is passionate and involved in Israel and other Jewish causes	142	112	42	10	0	4.26 / 10
<u>Ability to Unify</u>						
17. He is a bridge builder and has the ability to navigate conflict	140	116	36	6	3	4.28 / 7
18. He is welcoming and non-judgmental	159	106	33	3	2	4.38 / 4
19. He has strong people skills	192	90	20	1	0	4.56 / 1
<u>Relationship Building Capability</u>						
20. He reaches out to and connects with all diverse parts of the congregation	151	119	32	4	0	4.36 / 5
21. He has excellent pastoral skills for all life cycle events	155	122	24	6	0	4.39 / 3
22. He supports and becomes involved with the congregation's youth	120	125	45	16	1	4.13 / 15

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important

Respondents' Ranking of Order of Importance of Broad Qualities for Next Senior Rabbi of RJC

Broad Quality	Number of Respondents Rating it as:					Points/ Rank
	Most Important Quality (5)	2 nd Most Important Quality (4)	3 rd Most Important Quality (3)	4 th Most Important Quality (2)	Least Important Quality (1)	
Scholarship	65	69	55	52	66	3.05 / 3
Proven Leadership Strength	79	75	78	48	27	3.43 / 1
Hashkafah (Modern Orthodoxy)	75	60	70	58	44	3.21 / 2
Ability to Unify	54	46	52	76	79	2.74 / 4
Relationship Building Capability	34	57	52	73	91	2.58 / 5

Points = 5 x number who rated it most important + 4 x number rating it as 2nd most important + 3 x number who rated it as 3rd most important + 2 x number who rated it as 4th most important + 1 x number rating it as least important quality

Degree to Which Next Senior Rabbi of RJC Should Encourage the Congregation to:

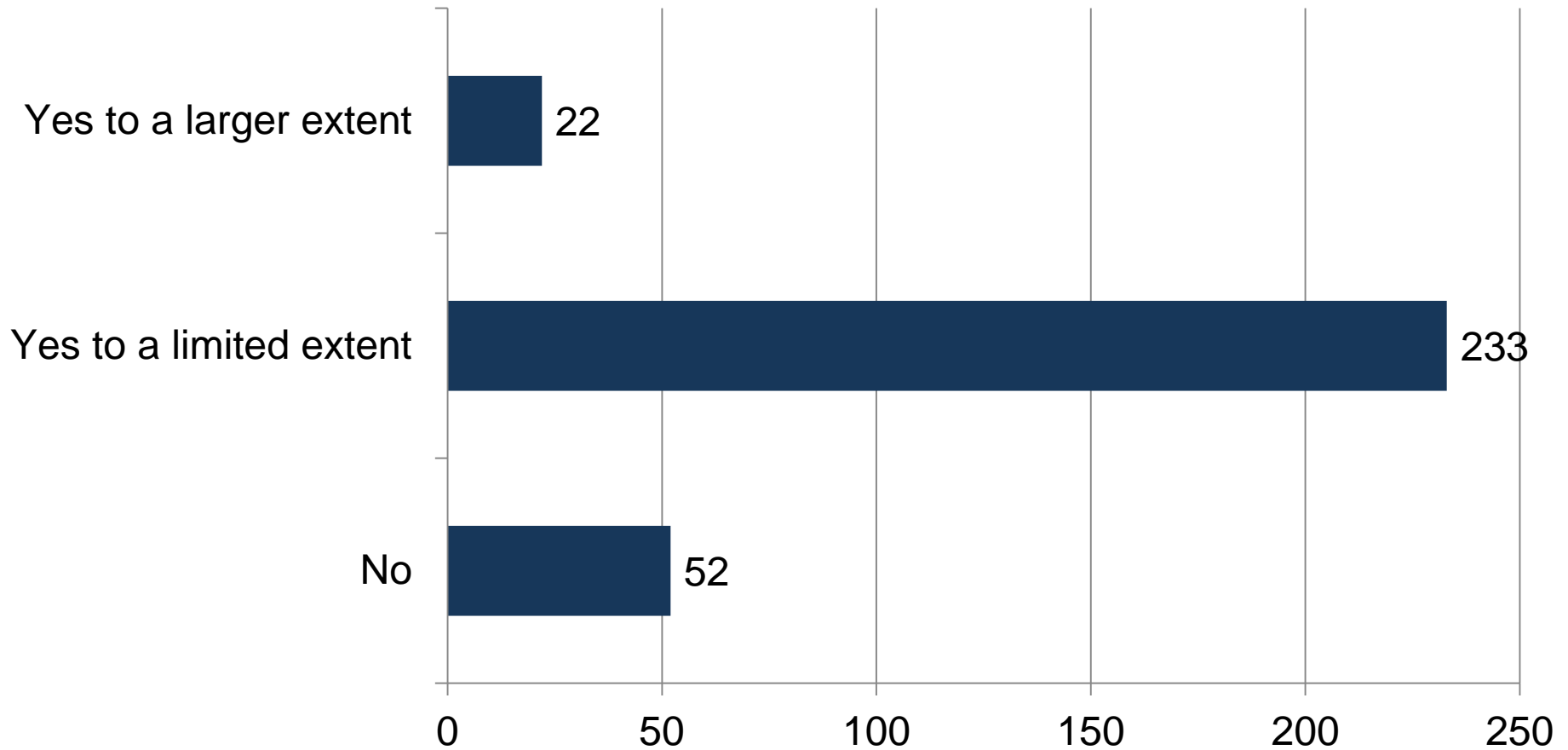
Number of Respondents Believing that This Item is:

Item	5	4	3	2	1	Avg. Rating / Rank
Elevate the level of religious observance (e.g., attend minyan and shiurim more frequently)	54	86	108	49	10	3.41 / 5
Deepen spirituality and passion for Judaism	96	133	56	21	1	3.98 / 1
Become more involved in chessed activities	48	112	112	33	2	3.56 / 4
Expand Jewish knowledge	78	140	75	14	0	3.92 / 2
Advocate for Israel or other global causes	81	122	79	21	4	3.83 / 3

Above Ratings: 5 = Extremely important, 4 = Very important, 3 = Moderately important, 2 = Slightly important, 1 = Not at all important

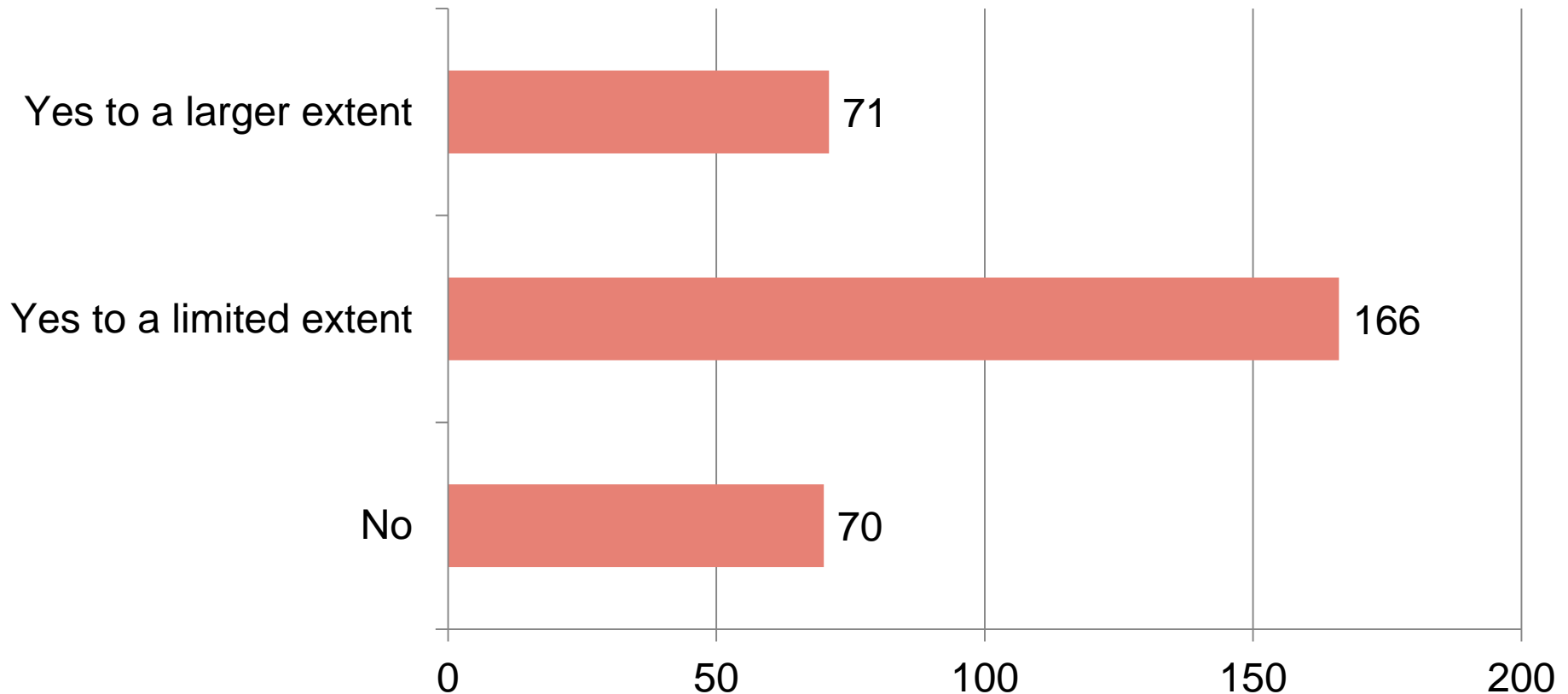
Should the Rabbi Have Outside Commitments and Leadership Roles in the Broader Jewish Community?

Number of respondents answering:



Would You Prefer Having a Rebbetzin Who Will Be Actively Engaged With the Community and Potentially on Staff?

Number of respondents answering:



Men and Women answered this question in very similar proportions. 40 men and 31 women answered “yes to a larger extent”, 86 men and 80 women answered “yes to a limited extent”, and 40 men and 30 women answered “no”.

Importance of Qualities for the Next Rebbetzin of RJC

Quality	Extremely Important	Very Important	Moderately Important	Slightly Important	Not at all Important	Average Rating / Rank
Willigness to open home to singles, new members, guests, etc.	40	89	91	23	5	3.55 / 1
Serve as a spiritual and religious counselor to women in the community	45	73	75	33	20	3.37 / 3
Participate in shul events	41	100	64	32	9	3.54 / 2
Teach a women's class periodically	22	57	67	57	43	2.83 / 5
Be involved with specific segments of the shul (e.g., girls approaching Bat Mitzvah, chessed committee, etc.)	34	67	70	44	32	3.11 / 4

Above Ratings: 5 = Extremely important, 4 = Very important, 3= Moderately important, 2 = Slightly important, 1 = Not at all important



**Section 5 – Supplemental Tables
Breaking Down Importance of Qualities
for Next Senior Rabbi (pp 36-38)**

IMPORTANCE OF THESE QUALITIES FOR THE NEXT RJC SENIOR RABBI - By Age Group

	Average Rating / Rank for Respondents in This Age Group									
	34-	35-49	50-54	65+	All					
<u>Scholarship</u>										
1: High level Torah scholarship	4.44	2	4.39	3	4.42	2	4.45	7	4.43	2
2: Worldly (e.g., conversant with popular culture)	3.99	17	3.88	18	3.85	17	4.24	13	4.01	18
3: Well educated secularly (e.g., masters or doctorate)	3.59	21	3.30	21	3.63	21	4.12	20	3.70	21
4: Respected as a Jewish scholar	3.63	20	3.74	20	3.78	19	4.22	16	3.86	20
5: Dynamic teaching ability	4.36	4	4.21	10	4.14	9	4.31	12	4.26	9
6: Excellent speaker	4.35	5	4.23	9	4.26	5	4.22	16	4.27	8
<u>Proven Leadership Strength</u>										
7. He is charismatic / inspirational	4.27	10	4.25	8	4.15	8	4.22	16	4.22	12
8. He is willing to take a stand when necessary	4.34	7	4.21	10	4.39	3	4.38	9	4.34	6
9. He supports and collaborates with others in developing new programs and activities	3.90	19	4.04	17	3.99	16	4.07	21	3.99	19
10. He has the ability to enforce and command respect for decorum	4.05	16	4.16	12	4.11	12	4.37	10	4.18	13
11. He has a vision for bringing healing and unity to the community	4.20	12	3.79	19	4.00	15	4.51	4	4.17	14
12. He is willing to play a role in fundraising	3.10	22	3.11	22	3.20	22	3.34	22	3.20	22
<u>Hashkafah (Modern Orthodoxy)</u>										
13. He is respectful of all of the different and unique models of Judaism found in the community	4.17	13	4.14	14	3.79	18	4.20	19	4.08	16
14. He is engaged with present day issues of concern to the modern Orthodox community	4.30	8	4.14	14	4.13	11	4.34	11	4.24	11
15. He is respectful and able to partner with the broader Orthodox community from right to left	4.11	15	4.07	16	3.74	20	4.24	14	4.05	17
16. He is passionate and involved in Israel and other Jewish causes	4.14	14	4.26	7	4.07	13	4.52	3	4.26	10
<u>Ability to Unify</u>										
17. He is a bridge builder and has the ability to navigate conflict	4.28	9	4.16	12	4.13	10	4.46	6	4.28	7
18. He is welcoming and non-judgmental	4.43	3	4.42	2	4.21	7	4.42	8	4.38	4
19. He has strong people skills	4.57	1	4.58	1	4.49	1	4.59	1	4.56	1
<u>Relationship Building Capability</u>										
20. He reaches out to and connects with all diverse parts of the congregation	4.35	5	4.33	6	4.26	5	4.47	5	4.36	5
21. He has excellent pastoral skills for all life cycle events	4.27	10	4.39	3	4.31	4	4.57	2	4.39	3
22. He supports and becomes involved with the congregation's youth	3.93	18	4.35	5	4.06	14	4.24	14	4.13	15
Ratings - 5 = Extremely important, 4 = Very important, 3 = Moderately important, 2 = Slightly important, 1 = Not at all important										

IMPORTANCE OF THESE QUALITIES FOR THE NEXT RJC SENIOR RABBI - By Minyan

	Average Rating / Rank for Respondents Who Attend This Sabbos Moring Minyan											
	7:00		8:00		8:45		9:00		None		All	
Scholarship												
1: High level Torah scholarship	4.58	1	4.42	10	4.38	3	4.44	4	4.48	2	4.43	2
2: Worldly (e.g., conversant with popular culture)	3.42	22	4.00	20	4.10	15	4.10	14	3.88	19	4.01	18
3: Well educated secularly (e.g., masters or doctorate)	3.52	21	3.81	21	3.70	21	3.71	21	3.68	20	3.70	21
4: Respected as a Jewish scholar	3.70	16	4.02	19	3.95	20	3.74	20	3.68	20	3.86	20
5: Dynamic teaching ability	3.89	12	4.43	9	4.21	12	4.41	6	4.12	12	4.26	9
6: Excellent speaker	3.59	19	4.23	16	4.27	8	4.53	3	4.12	12	4.27	8
Proven Leadership Strength												
7. He is charismatic / inspirational	3.63	17	4.15	17	4.30	6	4.42	5	3.96	17	4.22	12
8. He is willing to take a stand when necessary	4.37	3	4.44	7	4.33	4	4.26	12	4.40	3	4.34	6
9. He supports and collaborates with others in developing new programs and activities	3.89	12	4.15	17	3.98	18	3.85	19	4.32	7	3.99	19
10. He has the ability to enforce and command respect for decorum	4.44	2	4.25	15	4.14	14	4.10	14	4.20	10	4.18	13
11. He has a vision for bringing healing and unity to the community	4.00	8	4.46	6	4.06	17	4.21	13	4.12	12	4.17	14
12. He is willing to play a role in fundraising	3.63	17	3.31	22	3.26	22	2.94	22	3.08	22	3.20	22
Hashkafah (Modern Orthodoxy)												
13. He is respectful of all of the different and unique models of Judaism found in the community	3.56	20	4.31	13	4.10	15	4.10	14	4.04	15	4.08	16
14. He is engaged with present day issues of concern to the modern Orthodox community	3.93	11	4.33	12	4.17	13	4.41	6	4.16	11	4.24	11
15. He is respectful and able to partner with the broader Orthodox community from right to left	3.74	15	4.37	11	3.96	19	4.03	17	4.24	9	4.05	17
16. He is passionate and involved in Israel and other Jewish causes	4.19	7	4.44	7	4.22	11	4.31	9	4.00	16	4.26	10
Ability to Unify												
17. He is a bridge builder and has the ability to navigate conflict	3.76	14	4.59	2	4.23	10	4.28	11	4.33	6	4.28	7
18. He is welcoming and non-judgmental	3.96	10	4.49	4	4.29	7	4.55	2	4.36	5	4.38	4
19. He has strong people skills	4.28	6	4.62	1	4.53	1	4.65	1	4.56	1	4.56	1
Relationship Building Capability												
20. He reaches out to and connects with all diverse parts of the congregation	4.30	4	4.48	5	4.31	5	4.40	8	4.32	7	4.36	5
21. He has excellent pastoral skills for all life cycle events	4.30	4	4.54	3	4.40	2	4.30	10	4.40	3	4.39	3
22. He supports and becomes involved with the congregation's youth	3.96	9	4.27	14	4.24	9	4.00	18	3.96	17	4.13	15
Ratings - 5 = Extremely important, 4 = Very important, 3 = Moderately important, 2 = Slightly important, 1 = Not at all important												

IMPORTANCE OF THESE QUALITIES FOR THE NEXT RJC SENIOR RABBI - By Expectations for Living Here in 3 Years

	Average Rating / Rank for Respondents who have this Plan to Still Live Here in Three Years							
	Yes	No		Maybe		All		
Scholarship								
1: High level Torah scholarship	4.41	3	4.43	4	4.48	2	4.43	2
2: Worldly (e.g., conversant with popular culture)	4.02	18	3.95	17	4.00	17	4.01	18
3: Well educated secularly (e.g., masters or doctorate)	3.72	21	3.57	21	3.71	20	3.70	21
4: Respected as a Jewish scholar	3.94	20	3.61	20	3.68	21	3.86	20
5: Dynamic teaching ability	4.27	7	4.00	15	4.35	7	4.26	9
6: Excellent speaker	4.26	8	4.04	14	4.35	7	4.27	8
Proven Leadership Strength								
7. He is charismatic / inspirational	4.25	10	3.91	18	4.25	13	4.22	12
8. He is willing to take a stand when necessary	4.30	6	4.35	7	4.46	4	4.34	6
9. He supports and collaborates with others in developing new programs and activities	4.02	17	3.91	18	3.92	19	3.99	19
10. He has the ability to enforce and command respect for decorum	4.19	13	4.22	9	4.14	16	4.18	13
11. He has a vision for bringing healing and unity to the community	4.11	15	4.48	2	4.25	13	4.17	14
12. He is willing to play a role in fundraising	3.22	22	3.35	22	3.05	22	3.20	22
Hashkafah (Modern Orthodoxy)								
13. He is respectful of all of the different and unique models of Judaism found in the community	4.04	16	4.13	11	4.22	15	4.08	16
14. He is engaged with present day issues of concern to the modern Orthodox community	4.18	14	4.30	8	4.42	5	4.24	11
15. He is respectful and able to partner with the broader Orthodox community from right to left	3.99	19	4.09	12	4.25	12	4.05	17
16. He is passionate and involved in Israel and other Jewish causes	4.26	8	4.09	12	4.31	10	4.26	10
Ability to Unify								
17. He is a bridge builder and has the ability to navigate conflict	4.22	11	4.48	2	4.39	6	4.28	7
18. He is welcoming and non-judgmental	4.35	5	4.39	5	4.47	3	4.38	4
19. He has strong people skills	4.56	1	4.65	1	4.53	1	4.56	1
Relationship Building Capability								
20. He reaches out to and connects with all diverse parts of the congregation	4.37	4	4.39	5	4.34	9	4.36	5
21. He has excellent pastoral skills for all life cycle events	4.44	2	4.17	10	4.29	11	4.39	3
22. He supports and becomes involved with the congregation's youth	4.19	12	4.00	15	3.97	18	4.13	15
Ratings - 5 = Extremely important, 4 = Very important, 3 = Moderately important, 2 = Slightly important, 1 = Not at all important								

IMPORTANCE OF THESE QUALITIES FOR THE NEXT RJC SENIOR RABBI - By Kids at Home

	Average Rating / Rank for Respondents with this Number of Children 19 and Under Living at Home									
	None		One		Two		Three +		All	
Scholarship										
1: High level Torah scholarship	4.43	3	4.42	2	4.39	4	4.47	2	4.43	2
2: Worldly (e.g., conversant with popular culture)	4.03	20	4.02	14	4.08	16	3.85	18	4.01	18
3: Well educated secularly (e.g., masters or doctorate)	3.87	21	3.50	21	3.71	21	3.40	21	3.70	21
4: Respected as a Jewish scholar	4.05	19	3.69	20	3.86	20	3.47	20	3.86	20
5: Dynamic teaching ability	4.28	12	4.16	10	4.35	7	4.28	6	4.26	9
6: Excellent speaker	4.23	13	4.33	4	4.35	7	4.23	8	4.27	8
Proven Leadership Strength										
7. He is charismatic / inspirational	4.20	14	4.19	8	4.35	7	4.21	10	4.22	12
8. He is willing to take a stand when necessary	4.41	4	4.29	5	4.37	6	4.15	12	4.34	6
9. He supports and collaborates with others in developing new programs and activities	4.08	18	3.84	19	3.92	19	3.96	16	3.99	19
10. He has the ability to enforce and command respect for decorum	4.29	11	4.02	14	4.29	10	3.91	17	4.18	13
11. He has a vision for bringing healing and unity to the community	4.37	9	4.07	12	4.14	15	3.66	19	4.17	14
12. He is willing to play a role in fundraising	3.21	22	3.17	22	3.16	22	3.21	22	3.20	22
Hashkafah (Modern Orthodoxy)										
13. He is respectful of all of the different and unique models of Judaism found in the community	4.15	15	4.05	13	4.00	18	4.00	14	4.08	16
14. He is engaged with present day issues of concern to the modern Orthodox community	4.33	10	4.12	11	4.16	14	4.17	11	4.24	11
15. He is respectful and able to partner with the broader Orthodox community from right to left	4.13	16	3.93	16	4.02	17	3.98	15	4.05	17
16. He is passionate and involved in Israel and other Jewish causes	4.40	5	3.93	18	4.24	12	4.23	8	4.26	10
Ability to Unify										
17. He is a bridge builder and has the ability to navigate conflict	4.39	8	4.21	7	4.27	11	4.02	13	4.28	7
18. He is welcoming and non-judgmental	4.39	6	4.36	3	4.39	4	4.34	3	4.38	4
19. He has strong people skills	4.56	1	4.45	1	4.65	1	4.62	1	4.56	1
Relationship Building Capability										
20. He reaches out to and connects with all diverse parts of the congregation	4.39	7	4.22	6	4.53	2	4.28	6	4.36	5
21. He has excellent pastoral skills for all life cycle events	4.46	2	4.19	8	4.45	3	4.32	4	4.39	3
22. He supports and becomes involved with the congregation's youth	4.12	17	3.93	16	4.22	13	4.30	5	4.13	15
Ratings - 5 = Extremely important, 4 = Very important, 3 = Moderately important, 2 = Slightly important, 1 = Not at all important										