

**Congregational Input Sub-Committee**  
**Process for Securing, Reviewing and Analyzing Information from Focus Groups and Survey**  
**Executive Summary**

**Goal:** Gather perspectives from every member of Adat Reyim in order to articulate (1) Core values of our congregation: How we would describe ourselves to Rabbi candidates and; (2) Most important characteristics and qualities our next Rabbi should have. Additionally: We set a goal to ensure that every member of the Adat Reyim congregation has a genuine opportunity to contribute to this process.

**The process included an individual survey and opportunity to participate in face to face conversations.**

**Congregational Survey**

- Survey was created using research from other congregation Rabbi Search efforts, as well as previous surveys at Adat Reyim. Survey was reviewed by sub-committee and steering committee.
- Survey was available through Google Forms from January 2019 to April 2019
- Survey was advertised via multiple methods (Chai Lights, email, religious school, board in lobby, etc.) to attempt to reach all members. Members were offered assistance if needed to access survey.
- 107 people responded to survey
- Quantitative data from survey was analyzed and presented to sub-committee and steering committee.
- Qualitative data was sorted, summarized, and analyzed by sub-committee and steering committee.
- About 97 individual comments were made in response to survey open-ended questions

**Focus groups**

- An introductory input session was held at a Men's Club meeting in October 2018 to begin the process of gathering congregational input in group settings.
- Volunteers were recruited to host focus groups in their homes. We combined homes in the end to make sure that each focus groups had enough participants.
- Each focus group was facilitated by sub-committee or steering committee member with a list of questions for consistency. A note taker was also assigned to each group.
- A total of 16 opportunities were provided for individuals to share perspectives within a group setting. These included special interest focus groups for staff, teens, social action, education committee and students. Additionally, preschool families were contacted by phone.
- Over 250 people participated in face-to-face meetings (a number of people attended more than one event).
- The notes were reviewed by the facilitator and compiled.
- A template was developed to organize the notes by the categories from the survey.
- Members of the sub-committee completed the sorting process and the notes were then organized by themes.
- The data was presented and reviewed at a sub-committee meeting.

**May 30 Steering Committee review and analysis of data**

- The data and summary notes were reviewed by the steering committee in two separate groups.
- The groups came together to discuss the meaning of the data.
- The following reflects the final summary:
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**The results of what we learned from Adat Reyim members**

**Who We Are Today**

**Words that describe us today:**

|           |            |               |            |
|-----------|------------|---------------|------------|
| Community | Diversity  | Participatory | Interfaith |
| Inclusive | Innovative | Welcoming     |            |

**We are a:**

- Caring, connected, small community
- Reflective of a diversity of Jewish practices
- Welcoming community, inclusive of diversity among members to include: Financial, Jewish practices, gender identification, interfaith, abilities, and cultures
- Flexible and innovative – open to experimentation
- Participatory congregation in opportunities for engagement, volunteer and leadership opportunities.
- Congregation with growth potential
- Community that participates with interfaith programs in the community

### **Who We Want to Be in the Future**

#### **Words that describe what we want:**

|                    |                             |                    |           |
|--------------------|-----------------------------|--------------------|-----------|
| Engagement for all | Inclusivity                 | Education for kids | Welcoming |
| Relationships      | Long term vision/commitment |                    |           |

#### **In the future we want to:**

- Improve children’s religious education
- Enhance children and youth engagement and connections
- Continue to be a participatory congregation in both lay and religious experiences
- Continue to be a welcoming community
- Continue to be a caring community
- Support connections among members
- Spiritually fulfilling to all members (services, sermons, types of music, etc.)
- Continue to support interfaith families
- Financial solvency and growth
- Continue to support diverse practices
- Continue local social action

### **The Most Important Characteristics of the Next Rabbi**

#### **Words that describe characteristics:**

|               |                         |                                    |                              |
|---------------|-------------------------|------------------------------------|------------------------------|
| Compassionate | Approachable            | (A major force to) Build Community |                              |
| Engaging      | Making Judaism relevant | Connects with kids                 | Organizational participation |

#### **We want a Rabbi who is:**

- An engaging spiritual/religious leader.
- Able to establish connections and engage with children of all ages.
- A good communicator and excellent listener to include presenting engaging sermons, providing inspiring as a speaker and being supportive as a counselor to congregants
- An educator in all ways to all ages. A Rabbi who: teaches through sermons; age-appropriate messages; relates Jewish learning to today’s world; storytelling and uses other individually appropriate ways to engage in learning with all.
- Available, compassionate, approachable, open-minded, and has an appropriate sense of humor.
- A major force to unify diverse congregation. A unifier and community builder across ages.
- A leader and supporter of Tikkun Olam – supporting our local community over national or international.
- Willing to discuss challenging issues.
- Collaborator with staff and the board.
- Present and has a strong presence in congregational matters.

***The information gathered from this process has been directly integrated into creating a job advertisement for our next Rabbi, as well as into forming questions for the interview. The voices of Adat Reyim members were heard, listened to and will be influential in determining the future direction of Adat Reyim.***