

HADRACHA

Who's the boss? Staff supervision at Havurah

By Miriam Reshotko

Have you ever wondered who supervises our Havurah staff? While many companies and non-profits have a well-defined organizational structure that is published or easily accessible to all members of the organization (e.g. “org chart”), at Havurah most members probably do not know to whom members of our staff report. That is partially due to the nature of our organization, where, in a sense, the staff are accountable to the congregation, and it is partially due to the evolutionary history of various positions at Havurah, which have changed over time.

As it stands now, we do have a clear rotation of supervisory roles for our program staff (comprised of our Rabbi, Director of Education, and Program Director). The rotation, or org chart, can be seen below.

Other staff, such as the Office and Facilities Manager, the Membership and Communications Coordinator (currently vacant), Assistant Coordinator of Education (ACE), Music Coordinator (also vacant) and vari-

Steering Update

ous Hebrew and Middle School/High School teachers are supervised by members of our program staff.

Supervision of program staff by volunteers is challenging from the perspective of continuity since the leadership positions change every year. With the current rotation, each program staff member is supervised by each member of the Presidents’ team for two consecutive years. Because each president is on the Presidents Team for a total of four years, that longevity also provides a measure of continuity. Another challenge with the frequent turnover of program staff supervision is that volunteer lay leaders bring a large variation in management experience and styles to their positions. Despite these challenges, the program staff supervisors strive to manage collaboratively with each other and staff.

One issue we currently face is the

difficulty of creating a streamlined evaluation process that allows for meaningful feedback for each staff member on a regular basis. We will be working closely with our Personnel Committee and staff to produce such a procedure in the coming year. Our goal is to design a process that provides constructive feedback without being too cumbersome. We will also include members of the Transparency and Inclusivity Committee in the evaluation process update to make sure the community values of that committee are also reflected in the program staff evaluation process.

Ideally, performance feedback is continuous and on-going; supervisors meet with program staff monthly. If you have any constructive comments regarding staff performance that you think staff themselves or their supervisors should be aware of, you are welcome to reach out to staff directly or to their supervisors (as listed below) to discuss. If you have any comments or suggestions regarding supervision at Havurah, please reach out to Miriam Reshotko.

Position	Currently held by	Supervisor(s)	Currently
Rabbi	Benjamin Barnett	Senior Co-Pres. Immediate Past Pres.	Ben Walters Miriam Reshotko
Director of Education	Deborah Eisenbach-Budner	Junior Co-Pres. Vice Pres.	Loree Devery Oren Kosansky
Program Director	Adela Basayne	Senior Co-Pres. Junior Co-Pres.	Ben Walters Loree Devery
Office and Facilities Manager	Rachel Pollak	Program Director	Adela Basayne
Membership and Communications Coordinator	Vacant	Program Director	Adela Basayne
Music Coordinator	Vacant	Rabbi	Benjamin Barnett
Assistant Coordinator of Education	Carrie Kirschner	Director of Education	Deborah Eisenbach-Budner
Hebrew teachers Middle School/High School teachers	(Too many to list)	Director of Education	Deborah Eisenbach-Budner