

# UVJC/Kol Ha'Emek Rabbi Search Survey Summary

RSC Outreach: Jordan Green, Pamela Hausler, Lori Hirshfield, Kathy Parsonnet Ellen Rockmore, Amanda Silver, Daniel Steinberg

## Survey overview

In December 2017, the Community Outreach Committee conducted a survey that provided members of the Upper Valley Jewish community an opportunity to share what matters to them when choosing a new Rabbi for the Kol Ha'Emek/UVJC congregation. The survey was completed by 224 individuals, including both UVJC members and non-members.

The survey consisted of four questions that asked respondents to rank different attributes for our next Rabbi. The categories included spiritual leadership, outreach skills, personal characteristics, and roles & duties. To complement these rankings, the survey also asked open-ended questions to provide additional insights into what our community wants in a new Rabbi, and what they think will make that new Rabbi successful leading our community. Finally, we asked demographic questions to help ensure that all segments of our community have a voice in this process.

## Results

During the period between December 9 2017 and January 7 2018, a total of 224 people filled out the survey.

**Demographics:** The majority of respondents were 45-74 years of age (67%). Eighteen percent were adults under the age of 45. More than half have been members for over ten years, 30% have been members for 10 years or less, and 17% of the respondents are either former members or non-members of the UVJC. With regard to level of engagement with UVJC, 75% of the participants attend High Holiday services, about half attend services at least 5 times a year, and a little more than half attend social or holiday events. About 12% are not engaged at all. Word clouds were generated from the written in comments, having coded the comments into common themes.

## Analysis of Comments Regarding Attributes of Rabbi (n=127)



## Spiritual Leadership Skills

The spiritual leadership skills that people chose as their top three:

- #1 - Leads engaging and meaningful services (73%)
- #2 - Counsels or assists members during major life events (60%)
- #3 - Develops and leads innovative community, cultural and educational programming (54%)
- #4 - Teaches Judaism effectively across a variety of contexts (50%)

## Community and Outreach Skills

Of the community and outreach skill questions, three skills stood out as being most important:

- #1 - Nurtures members' relationships with Kol Ha'Emek and with each other (67%)
- #2 - Provides support for interfaith families and relationships (46%)
- #3 - Relates well to families with young children (45%)

## Personal Characteristics

The personal characteristics most important in Kol Ha'Emek's new Rabbi were more evenly distributed. The top three were:

#1 - Compassionate and caring (55%)

#2 - Accepting a spectrum of religious beliefs, practices, and observances (43%)

#3 - Welcoming to people of all ages, backgrounds, and circumstances (41%)

## Roles and Duties

The survey respondents rated the following three roles and duties of the Rabbi as being the most important:

#1 - Spiritual Leader (75%)

#2 - Community-builder (58%)

#3 - Educator (52%)

### What does the Rabbi need to do to be successful?

Being able to build the sense of community, being approachable and responsive, and being inclusive dominated the comments offered. Inclusivity was mentioned regarding the need to meet the needs of the range of Jewish affiliations, interfaith families, and GLBT individuals. This word cloud summarizes the themes.

### Themes Successful Rabbi (n=116)



### Other Comments and Suggestions

