

Greetings from South Carolina,

Thank you for your interest in Congregation Beth Israel. We are excited to participate in the Makom Fellowship Program. As a small Jewish community in the south, we have thrived for over a century, bringing the joyous traditions of Conservative Judaism to our congregation and neighbors far and wide. Our members can be found down the street and across multiple counties; some of our people even drive more than an hour to attend services and events.

Congregation Beth Israel continues to adapt to our growing needs. With a vibrant Sunday School and active adult learning—even through the pandemic—we reorganized, refreshed, and renewed. With a spacious white tent on our property and the technology to stream services and events, and with students immediately switching to virtual learning, we were able to not only maintain our own local connection but actually serve and collaborate with Jews and congregations around the nation.

This part of the country is unique in geography and opportunities. With temperatures that allow year-round outdoor activities, the Upstate of South Carolina is a fabulous area to enjoy all kinds of recreation. Greenville itself has the famous “Swamp Rabbit Trail,” a nationally recognized “rail to trail” route that extends more than 25 miles from south of downtown all the way to the quaint town of Travelers Rest, and almost a dozen state parks are close by for beautiful day trips.

Our Upstate region also includes many prominent universities, including [Clemson University](#), [Furman University](#), [Wofford College](#), and the [University of South Carolina](#). We have the opportunity to support the development of our rabbi's relationship with these universities to teach, mentor, and/or support student communities.

We take pride in the distinctive lifestyle found in Greenville, South Carolina. Our city has been mentioned, listed, and awarded as a top location for vacationing and living in all of the most prestigious media for over 15 years. With a combination of small town hospitality and metropolitan attractions, there is a reason why Greenville continues to be noticed, and more transplants, including Jewish transplants, are moving here. We want to continue our synagogue's growth momentum with our new rabbi and cultivate a vibrant Jewish life for our community.

Are you interested in applying and learning more? Please send your cover letter and resume to our Search Committee's email address, cbisearch@bethisraelsc.org. We look forward to speaking with you and encourage you to include Congregation Beth Israel as part of your search.

All the best,
Tamar Paltrow
President, Board of Directors
Congregation Beth Israel
Greenville, South Carolina

December 2021

Congregation Beth Israel - 2022 Rabbinic Search Overview

425 Summit Drive

Greenville, SC 29609

Website: www.bethisraelsc.org

Facebook: <https://www.facebook.com/CongregationBethIsraelSC>

Interested Candidates - Please send cover letter and resume to: cbisearch@bethisraelsc.org

Questions? Contact Miriam Kutcher, Search Co-Chair and VP of Membership,
(cell) 508-308-1418 or (email) mekutcher@gmail.com

USCJ Application - Detailed Questions & Answers

“New Rabbi” section

What do you see as the top priorities for your new rabbi?

Our 5 priority areas which came out of our Sulam for Current Leaders training include Ritual, Pastoral Care, Education, Institutional, and Community Service:

1. Ritual: Maintain the ritual life of the synagogue, leading services, officiating key lifecycle events, and supporting teaching (see Education)
2. Education: Support and participate in the educational programming in our congregation for both children and adults.
3. Pastoral Care: Inspire and support the congregation through pastoral roles (such as working with congregants who are ill or in need) and helping to enhance and increase lay participation in our religious services.
4. Institutional: Work in partnership with the CBI Board to set organizational priorities and continue to build a sense of community within our congregation, in the greater Greenville Jewish community, and beyond.
5. Community Service: Serve on Beit Din for other members of the community as reciprocity and engage in community service initiatives as appropriate.

What role do you want the rabbi to play in leading the congregation?

As a result of our strategic planning process, we seek a positive role model and spiritual leader who will engage the congregation and community and will work constructively and collaboratively with us. It is important for our Rabbi to encourage, lead, and create an environment that promotes and rewards volunteerism. From Shabbat meals and coffee chats to participation at member-led programs, there are many ways for our Rabbi to lead by example and be a positive presence in our community. We seek for our Rabbi to lead and expand opportunities for adult education and actively support our Education Director both through incorporating best educational practices in our Religious School and actively engaging with students of all ages. We see the opportunity for the Rabbi to expand our outreach and engagement to unaffiliated Jews and newcomers who have come here as part of the growth of the area.

What is the rabbi's role at board meetings and in synagogue leadership?

The Rabbi attends board meetings as a non-voting member. The Rabbi delivers a short D'Var Torah at the start of the meeting. The Rabbi is an essential member of the senior leadership of

December 2021

our community and will have significant input into important decisions that affect the congregation.

What do you want your next rabbi to change?

In order to meet our strategic goals, we need the Rabbi's leadership to amplify the work we have started doing to build an environment that promotes and rewards volunteerism and engagement. We aim to build a connected community and seek our Rabbi's support to drive this forward with us. We desire to be united and engaged as a kehillah, moving forward in a positive, vibrant, and creative way. With a limited group of volunteers and an aging membership, we are seeking a Rabbi who can help us create kehillah and help us recruit new members as Greenville grows.

Opportunities exist to foster additional community engagement and involvement, especially with the other congregations in Greenville (Reform, Chabad). Additionally, galvanizing the unaffiliated Jewish community in Upstate South Carolina would be great, along with outreach to the local colleges and universities (Clemson, Furman, Wofford, Converse).

What do you want your next rabbi to preserve?

We are an egalitarian congregation with a diverse membership including Jews of color, interfaith families, Jews by choice, and all gender identities (LGBTQ+). We want to preserve this diversity and make everyone feel welcome in our community. Our congregation enjoys musical Shabbat services and appreciates uplifting and interactive services that keep the programming traditional and yet stimulating.

Based on who you are and your goals for the future, what are qualities and skills that your new rabbi would have or develop?

We are hopeful our new Rabbi will have a charismatic but thoughtful presence that can help energize and galvanize our Jewish community. Skills in community engagement and programming would be helpful, as would technological savvy to help modernize our congregation. We would appreciate a Rabbi willing to work with all members of the community and help create bridges to foster development. We value strong secular education as well as Torah scholarship and expect that our Rabbi will hold a bachelor's degree or equivalent education. Our Rabbi should have strong convictions yet be open and inspiring to members at all levels of observance. Our Rabbi should also provide meaningful and relevant Torah insight that connects with all congregants. Our Rabbi should be a strong leader, especially leading by example, and exhibit self-awareness to continuously improve and adapt to a dynamic role. The ideal candidate will be able to communicate effectively, to listen deeply, and to develop strong connections and relationships within the community. Our Rabbi should have a warm, honest, and fair approach in dealing with others, and the capacity to interact, communicate, and engage comfortably with a wide variety of key constituents including children, adults, board members, and community leaders.

Please describe features or customs of your congregation that rabbis might find unique or particularly attractive.

December 2021

With such a wide range of ages and family structures, and as a smaller congregation, we have greatly enjoyed weekend retreats, outdoor services in our large tent, and natural settings where we can come together formally and informally.

A new feature of our congregation is our participation in the **Makom Fellowship Program**, which will provide training, mentorship, and peer support to emerging professionals who serve small Jewish communities.

“Jewish Community” section

Please describe your Jewish community (not just your synagogue), including population and key institutions.

Our Jewish community in Greenville is small but powerful. Max Heller, a former mayor of Greenville in the 1980s and member of our synagogue, was beloved in Greenville and had a significant impact on the re-development of the area. He is honored downtown on Main Street with a large statue and multi-pillar installation detailing his life. There are over 400 Jewish families in the Upstate; however, many of them remain unaffiliated and do not attend services regularly. The Greenville community is our central hub, but our community encompasses congregants and families from multiple counties in the Upstate. It is not uncommon for congregants to travel 30-60 minutes to attend services and programs.

Greenville congregations/Jewish organizations:

Temple of Israel (Reform): <http://templeofisrael.org/>

Chabad Jewish Center of Greenville: www.chabadgreenville.com/

Greenville Jewish Federation: <https://www.jewishgreenville.org/>

Other Upstate congregations/Jewish organizations:

Spartanburg B'nai Israel Congregation (Reform): <https://ourtemple.net/>

Temple B'Nai Israel of Anderson (Reform): <http://www.templeofanderson.com/>

Jewish Historical Society of South Carolina: <http://jhssc.org/>

Please describe and note any relationship that your synagogue has with nearby synagogues.

Temple of Israel is a Reform congregation of about 190 families and has been in the area for 90 years. We host a yearly combined service, Pink & Teal Shabbat, in honor of those affected by breast and ovarian cancer, which is sponsored by the Greenville Jewish Federation, and share religious events throughout the year such as Tashlich during the High Holidays. We have also collaborated on programs together with Chabad, such as a Yom Ha'Shoah event last spring. We have a Greenville community Hanukkah celebration together with the Temple, Chabad, and Federation on December 5, 2021.

The Greenville Jewish Federation acts as the umbrella organization, creating and sponsoring events to foster Jewish community through inviting, involving, and collaborating with all of the Jewish institutions.

“General Community” section

December 2021

Please describe your general community, including population, lifestyle, weather, and economy.

The Upstate area of South Carolina fosters and encourages outdoor activities. The geography offers incredible opportunities for camping, hiking, biking, etc. all year round. Our congregation responds well to group settings from symphony tickets, to Broadway, to hikes and picnics. Creating events to combine Jewish teachings and traditions with the gorgeous areas here is a dream for many. Being able to enjoy nature all year long, with temperate and yet distinct four seasons, is enviable.

Greenville, South Carolina is America's 4th fastest-growing city and a hot destination. It is family-friendly, affordable, and consistently ranked in Top Lists: "South's Best Cities on the Rise 2021," Southern Living Magazine; "South's Most Tasteful Small Towns," Forbes; "America's Coolest New Weekend City," Thrillist; "Top 20 America's Favorite Cities for Food," Travel & Leisure; and "Top Trending Destinations in the US," TripAdvisor. Greenville has a quaint Main Street with excellent restaurants and a vibrant night life, a diverse and bustling art scene, a bike-friendly attitude, picturesque parks, fun-filled nationally recognized festivals, sports teams, theater and concert venues, a symphony orchestra, and our sweet Southern hospitality. Greenville is home to many global companies including BMW, Scansource, GE, Fluor, Michelin, and Hubbell, providing excellent economic prospects. The weather is gorgeous year-round, with average temperatures from 40-90 degrees. We enjoy occasional snow, 2-3 days a year, and rarely reach over 95 degrees in the middle of summer.

It's helpful to add relevant websites so that rabbis can learn more about what it's like to live in your city.

Greenville Information: www.visitgreenville.org

Regional Event Calendar from Ten at the Top: <http://www.ourupstatesc.info/index.php>

Upstate Alliance: <http://www.upstatescalliance.com/about-upstate/upstate-sc-overview>

Ten at the Top: <http://tenatthetop.org/about-the-upstate>

United Way of Greenville County: www.unitedwaygc.org

Interfaith Forum of the Upstate: <http://www.interfaithforum-sc.org>

Highly Ranked Local Colleges and Universities:

[Clemson University](http://www.clemson.edu), Clemson, SC

[Furman University](http://www.furman.edu), Greenville, SC

[Wofford College](http://www.wofford.edu), Spartanburg, SC

[University of South Carolina](http://www.usc.edu), Columbia, SC

[Converse University](http://www.converse.edu), Converse, SC

[Anderson University](http://www.anderson.edu), Anderson, SC

"Story, Values, Mission" section

Who are you as a congregation? Please tell your story.

We are Congregation Beth Israel, serving the Greenville Jewish community for over 100 years. We embrace the idea of meeting people "where they are and who they are," offering a safe and encouraging environment regardless of age, gender identity, socio-economic status, race, level

December 2021

of education, family structure, or interfaith union. All who seek may come to find their voice in prayer and thankfulness for the blessings of life. We are here to meet the spiritual, social, cultural, and educational needs of modern Jews, while remaining true to the traditional roots of our faith. We practice a robust and authentic Judaism emphasizing music, food, spirit, Jewish ethics, education, and egalitarianism; respecting tradition but remaining open to new thoughts and ideas. We strive to provide for our congregational family at every stage of the Jewish life-cycle: baby namings and brit milah, religious school and b'nai mitzvah training, marriage, and death. We embrace interactive services and adult education programming. We stand in solidarity with the State of Israel and the people of Israel. And we are committed to the ideals of Tikkun Olam – working together to improve our community and the world around us.

What are the core values and principles of your congregation? Please include your mission/values/vision statements.

Purpose Statement: To be a vibrant Jewish community, connected to one another and to God.

Vision Statement: At Congregation Beth Israel we come together to celebrate our Judaism with inviting, vibrant, and inclusive programs and services. We are the heart and family of our Jewish community linking tradition and innovation. Our diverse community is connected and engaged with each other as we continually redefine what it means to be Jewish today, both within and far beyond our walls.

1. **Events & Celebrations:** We believe that holiday and lifecycle celebrations can rejuvenate the way Jewish people experience Jewish life. In addition, we are committed to nurturing our congregational family bonds through shared experiences, both Jewish and secular. Our committees will develop creative, memorable ways to engage our kehillah and enable our members to get to know each other. Our committees will also build opportunities to showcase CBI to the larger Greenville community.
2. **Education:** Bringing families, individuals, and community together through Jewish education that inspires and nurtures all ages and stages in celebrating our Jewish identity in the context of modern, progressive American lives through all life stages, Jewish living, and learning regardless of where you are in your journey.
3. **Pastoral Care:** The rabbi and members of Congregation Beth Israel support the emotional and spiritual needs of the congregation and extended community wherever they may be, from challenges to celebrations along all of life's important moments and surprising twists.
4. **Ritual:** At Congregation Beth Israel, we cherish our roots in Conservative Judaism. We also know that today's ideas can become tomorrow's traditions. We strive to ensure that our services blend stimulating energy with the beauty and relevancy of Torah for all members of our community. We are constantly finding new ways to reach out to our community at large, both in person and virtually.

[Note - The CBI Board is working together in 2021 to define and build our long term strategic plan together with our community. At present we are identifying the PACT goals to enable us to achieve these visions over the coming years.]

How is your synagogue different from other congregations in your city or region?

December 2021

Our Congregation's Unique Strengths

1. We are a small, family-oriented Conservative congregation, whose congregants are caring and respectful of each other. We are the only Conservative congregation in the Upstate region.
2. We have lay leadership that participates and can run weekly services, another unique offering in the area, when needed.
3. We have a willingness to explore different prayers and approaches to worship to be welcoming and inclusive to our growing community.
4. We are financially sound. We own our building and property as well as have a reserve and endowment fund.

Please share a recent example of your synagogue demonstrating one of its strengths.

We work well together as a congregation and a community to build meaningful and supportive programs. In October 2021 we honored our former Rabbi, Marc Wilson. Rabbi Wilson served our shul for 5 years and remained a member upon stepping down. Today, he's extremely ill, attending shabbat services when able. This tribute and fundraising event was held at the Hilton Greenville, attracted 118 guests from the larger Greenville and Upstate communities and netted \$6000 in unrestricted funds for the synagogue. A highlight of the event included a video with some of his B'Nai Mitzah students who are now in their early 30's. It illustrated the impact a Rabbi can have on a group of Jewish kids being raised in a small southern town.

Please share a recent example of your synagogue dealing with one of its challenges.

Our congregation was quick to adapt to the challenges of the COVID pandemic. We began streaming services via Zoom and providing outreach to our older members who were unable to participate and were feeling tremendously isolated. We set up an outdoor tent to conduct in-person services, all while ensuring CDC best practices. We secured input from our entire congregation and developed multiple options for participation in services while respecting various approaches to the pandemic.

How has your congregation changed over the last few years?

Over the past few years, many young professionals have moved to the Greenville area due to growing economic opportunities. We have increased membership by 15% in the last few years and our religious school has grown significantly over the past few years as well.

How do you think your congregation will change over the next few years?

We will continue to grow as more Jewish families move to Greenville and seek to affiliate with a Conservative synagogue. Over the next few years, as part of our strategic plan, we will address the needs of our current synagogue building, which was built in 1957. Decisions include whether to refurbish, rebuild, expand in our current spot, or sell and move from our current location. We have also seen an ongoing increase in member age, which affects how to manage facility changes. This will be a focal point of the congregation in the future.

How would you like it to change?

As part of our strategic planning discussions, we have identified the following changes ahead:

December 2021

- We will work together as a Board and community to finalize our Strategic Plan.
- We will continue to grow positive relationships with our sister Jewish institutions (Temple Israel, Chabad, the Jewish Federation, etc.) to strengthen the overall Jewish community of Greenville.
- We will improve our outreach to unaffiliated Jews and newcomers who have come here as part of the growth of the area.
- We will expand opportunities for adult education and continue to build and incorporate best educational practices in our Religious School.

Are there pieces of your congregation you do not want to change? Please explain.

We value and want to preserve the inclusive nature of our membership, embracing a person's life stage, place, family structure, and Jewish identity.

How does your congregation manage change?

Working collaboratively with USCJ, our new Board completed the Sulam for Current Leaders training in 2020. The training helped the Board learn how to enhance communications collectively as a leadership team and to our community at large, which supports change management. Dialog and conversations are essential as we have experienced changes because of the pandemic.

As we developed in our Sulam Leadership training, we have an Accountability Plan to build trust and manage changes with intention to build accountability. We have written goals to empower commitment and clarity for action and results.

Because of the Board's commitment to the community and the congregation, we remain conscious and conscientious in our goals, discussions, decisions, and implementation. We are determined individually and as a group to not only ensure that Congregation Beth Israel survives to reach the next centennial, but more so to grow and thrive to the next centennial and beyond.

How does your congregation process conflict?

The Sulam for Current Leaders training program created a framework for our Board to process and address conflicts. We use the "Covenantal and Caring Conversation" (CCC) value-based strategy, which is rooted in the fundamental honor and respect that we owe another human being. The CCC uses non-violent communication tools to help our leaders stand up and address real issues based on their observations, feelings, and needs while honoring the integrity of the other person. CCC lets us disclose what we are seeing and feeling. It allows us to give others feedback in a non-judgmental way. Our observations are what we see and hear; they are not judgments, which can cause the listener to turn away. The goal of CCC is to reinforce the behaviors we seek and address conflict constructively. It is a method to help us reduce avoidance. We take time to give guidance when things are off the mark and, equally important, to provide acknowledgment for work that is right on target.

Who is involved in the change process?

As part of our strategic planning work to change and grow as a community, all congregants provide input during the planning process to support changes and growth. Our strategic

December 2021

planning committee, led by our Board and select community members, working closely with the Rabbi and religious school director, develops the change process.

What is the process by which decisions are usually made? Who are the key players?

We use the “ABC” approach highlighted in the Sulam Leadership training. “A” issues are top policy decisions addressed by our Board directly. We use our written guidelines to address decisions, inform our discussions, and do so in a constructive manner. “B” issues are brought to our Board by committees for consultation. Our Board in its governance role ensures that key committees have job descriptions, a vision statement with desired outcomes, and a set of policies to manage decisions. The committee job descriptions define the authority that is delegated to the committee. The Board empowers committees to make decisions specific to their committee work to make the vision and strategy of the committee a reality. We provide oversight and support as needed. “C” issues are delegated to our professional staff. The Board also has a RACI framework for proposals to confirm who is responsible, who is accountable, who needs to be consulted, and who needs to be informed.

“Members” section

Please describe the demographic groups in your congregation.

Our congregation has over 115 families, including multi-generational families, singles, mature adults, and interfaith families. We welcome all people who want to learn more about their Jewish faith and those who are starting to explore Judaism.

How are relationships built and maintained in your congregation?

We are warm and welcoming to each member and create opportunities for families to meet each other. Our services normally conclude with social interaction at an Oneg (Friday evenings) or Kiddush lunch (morning services); however, these social gatherings have been limited due to the pandemic.

Our committees develop creative, memorable ways to engage our kehillah and enable our members to get to know each other, such as Sisterhood Mah Jongg games and book club. Our new Celebrations and Events committee launched this year with an inaugural Tu B’Av event which drew over 100 participants. Our committees also build opportunities to showcase CBI to the larger Greenville community, such as our October 2021 community-wide celebration and fundraiser to honor a former Rabbi.

We are in the process of expanding our outreach and cultivation of prospective members. In early 2021 we created Board Rep alignment to each member family. Board members reach out to their assigned families regularly to connect, answer questions, and confirm awareness and interest in upcoming programs and updates highlighted in our weekly newsletter.

We also encourage participation in the congregation through programming partnerships, such as PJ Library.

How are new members welcomed and integrated into your congregation?

Prospective members are contacted and welcomed to Greenville immediately upon their outreach to our synagogue or our notification from a member who has happened upon a family new to the area. The membership committee and Rabbi follow up regularly to answer questions

December 2021

or provide information. Once a family becomes a member, they are welcomed in our weekly newsletter and receive a welcome basket from Sisterhood. Our membership packet requests that new members identify their areas of interest, so we can match them to committees and programs. We assign them a Board Rep for regular outreach and engagement. We host a new members' Shabbat and dinner with the community. Our July 2021 Tu B'Av Shabbat community dinner had over 100 participants and we welcomed 10 new families.

Please describe your membership categories and the numbers and trends in each.

We have three (3) membership categories:

Members = 106. This is trending positive, as we have increased 5% since 2019.

Associate Members = 4. This category is for those members who are participating financially in another congregation as a full member. This is stable.

Lifetime Members = 5. These individuals made a one-time significant donation into our perpetual fund. This is stable.

“Synagogue Finances” section

In the most recently completed fiscal year, what was the size of the synagogue budget?

\$250,000.00

In addition to dues, what revenue streams are part of your budget?

Fundraising, Interest from Endowment Funds, Special events

Describe the structure of dues at your synagogue.

\$2,300 plus \$100 building fund annually

Please provide the percentage of your budget devoted to operations/infrastructure, staff, programming, and any other categories.

Operations: 15%

Staff: 60%

Programming: 25%

Does the rabbi play a role in fundraising? If so, please describe the role.

Our Rabbi engages with interested donors and organizations within the congregation and the broader Upstate and regional communities. Our Rabbi has also supported our work to secure Federal and State grants. We have received over \$100,000 for building and security upgrades.

“Our Space” section

Please describe your synagogue space, including where you meet for services and other activities (feel free to include photos).

The synagogue building was designed and built in two phases in 1958 and the mid-1960s.

Sitting on 3.6 acres, much of it wooded, it is in Greenville, just north of the vibrant downtown in the North Main neighborhood. The building has a basement/lower floor that includes the Religious school, a sizeable gift shop, and bathrooms. The upper floor includes a 200-seat sanctuary, a smaller (Heller) chapel, Davis social hall, kosher kitchen, administrative office, and

December 2021

Rabbi's office, as well as a lobby and restrooms. Our outdoor space includes multiple playgrounds and a basketball court.

The sanctuary is a traditional space, with a bimah at the front containing two podiums (Rabbi & Torah reading). The northern wall of the sanctuary contains floor to ceiling stained glass windows. There is bench seating with a central aisle. The rear of the sanctuary has folding doors that can be opened into the social hall for overflow seating. Lighting has recently been updated and uses sustainable lights.

Please describe the rabbi's office space.

The Rabbi has a large, dedicated office space on the main level of the synagogue. The office is spacious with a large wrap-around desk and console, multiple bookshelves, and a couch and chairs for meetings and discussions. There is also a private bathroom. Natural light flows in from windows along two walls.

Describe any plans (or dreams) to change your space.

Over the next few years, as part of our strategic plan, we will address our current synagogue building, which was built in 1957. Decisions include whether to refurbish, rebuild, or expand in our current spot, or sell and move from our current location. We own the building and land and have a sizable endowment, which would allow us significant opportunities to change our space.

“Our Staff History” section

Current Rabbi Name: Mathew Marko

Current Rabbi Years Served: 5.5 years

Current Rabbi Email Address: Rabbi@bethisraelsc.org

Current Rabbi Phone Number: 310-995-3549

Preceding Rabbi Name: Barry Kenter

Preceding Rabbi Years Served: 1 year

Preceding Rabbi Email Address: Rabbikenter@icloud.com

Preceding Rabbi Phone Number: 914-400-9973

Does your congregation have a cantor? Yes - lay cantor

Cantor Name: Barry Nochs

Cantor Years Served: 30 years

Cantor Email Address: Nocks2@clemson.edu

Cantor Phone Number: 864-242-0827

Does your congregation have a staff person dedicated to education? Yes

Educator Name: Stephanie Glasser-Alfieri

Educator Years Served: 20 years

Educator Email Address: religiousschool@bethisraelsc.org

Educator Phone Number: 631-807-2898

Other Staff (please specify)

December 2021

Office Administrator: Trae Martin

“Religious and Spiritual Life” section

Please describe prayer and spiritual life at your synagogue.

Our Goals for Shabbat and Festival Services

We aim to provide an engaging service that attracts congregants, offers an appropriate atmosphere for individual reflections and personal spirituality, informs participants through divrei Torah and relevant sermons and other learning opportunities, contains significant congregational singing, and concludes with social interaction at an Oneg (Friday evenings) or Kiddush lunch (morning services). [Note - Onegs and lunches are currently suspended due to COVID.]

Shabbat Morning Services

Our Shabbat morning service contains some preliminary prayers, moving into the Shacharit service and Amidah (without a repeat of the silent devotion). The Torah service includes reading the triennial cycle by the Rabbi and a few congregants and the appropriate haftarah (by congregants). Following a sermon (which may be participatory), the Musaf Amidah is completed, again without repetition. Services are followed by a Kiddush lunch. The service runs between 10 AM and noon.

What are services like for regulars? For newcomers and visitors?

Our typical service provides an engaging experience that attracts congregants, newcomers, and visitors. We offer an atmosphere for individual reflections and personal spirituality. We are participatory with honors for members and guests and open discussion as part of the divrei Torah. Our services contain significant congregational singing and conclude with social interaction at an Oneg (Friday evenings) or Kiddush lunch (morning services).

Which siddurim do you use on weekdays?

Siddur Lev Shalem. Rabbinical Assembly, 2016.

Which siddurim do you use on Shabbat?

Siddur Lev Shalem. Rabbinical Assembly, 2016.

Which mahzorim do you use on High Holidays?

Mahzor Lev Shalem for Rosh Hashanah & Yom Kippur, The Rabbinical Assembly, First edition, with corrections.2016, Sixth Printing

Do you have a sermon or Torah discussion?

Both -- Torah discussion or Sermon

Do you read Torah on the annual or triennial cycle?

Triennial

Who normally reads Torah?

December 2021

Rabbi, Cantor, and members of the congregation

How do you balance congregational singing with familiar tunes and traditional nusah?

The congregation sings along to a number of prayers as is traditional. The Rabbi often introduces a new tune for familiar prayers to encourage more engagement and playfulness.

What is the balance of Hebrew and English used?

Services are typically 75% Hebrew and 25% English. We are open to adapting this balance.

How many people usually attend services (weekday morning, evening, Shabbat evening, Shabbat morning)?

Usual attendance for services is 20-30 congregants.

Please describe High Holy Day services in your congregation, including any parallel, family, or other special services.

High Holy day services are fairly traditional, led by the Rabbi and our lay cantor. There are a number of special readings done by congregants interspersed in the service and congregants do the Torah readings. Services are held both days of Rosh Hashanah with good attendance. The tashlich service is done in collaboration with the Hebrew school. Kol Nidre and Yom Kippur services follow a similar model. Morning services generally run about four and a half to five hours. We offer a separate children's service on the mornings of Rosh Hashanah & Yom Kippur as well as babysitting.

What religious service is the synagogue most proud of and why?

Our High Holiday services bring together our entire community. For the last few years we have included a Dignity Drive during the High Holidays. This year we collected supplies for Safe Harbor, a local organization supporting victims of domestic violence. Our sanctuary is set up to display the donations and provides a very meaningful environment for reflective prayers.

Do your services include instrumental music?

Yes, on occasion

Are any of your services accessible by Zoom or Livestreaming? If yes, Please describe your services that are accessible online.

We open our Zoom services early and keep the "room" open after services have concluded to give members an opportunity to connect and chat before and after services. Our Board representative at services helps with any technology issues. We consistently draw in non-members from communities outside of Greenville who enjoy participating with us. A few have joined as Associate Members as a result.

What are your practices regarding kashrut?

Our congregation has a kosher kitchen. Kosher meats are offered at Trader Joe's. Other area supermarkets also carry kosher foods, such as Challah and Passover foods. Some congregants order from kosher butchers in Atlanta/Charlotte. The kitchen is managed by a congregant and former board president and before COVID, we had part-time staff to prepare meals as needed.

December 2021

What are your practices regarding egalitarianism?

We are an egalitarian congregation. Women participate equally in the services, including Torah reading, and are expected to have a head covering when called to the Torah. In the past 30 years, we have had two female Rabbis. We also include the matriarchs as well as the patriarchs in the opening of the Amidah.

Describe what diversity and inclusion looks like in your congregation.

Diversity is a mainstay of our congregation. Our membership reflects Jews of color, interfaith families, Jews by choice, and all gender identities (LGBTQ+).

“Synagogue Life, Learning, Outreach, and Programming” section

Describe one or more synagogue events of which your congregation is most proud.

T’u B’Av Reopening Celebration

As our first venture into bringing our congregational family back together, we planned a reopening celebration around the holiday of Tu B’Av. The event’s purpose was to bring us back together in person, introduce our new members to the established group, have a great time, and, since it fell this year on Shabbat, to celebrate Shabbat together.

The Celebrations and Events Committee planned the evening to encourage mingling. New and prospective members were personally invited, and everyone wore name tags. Welcome Bags were also presented to the new members. A light, “Israeli-style” supper was served, along with red and white kosher wine and red and white kosher grape juice. A crafts station filled with Valentine-themed crafts kept the little ones occupied. A member of our religious school staff taught Israeli dancing and provided a playlist of romantic Israeli music. Our rabbi created a very short Kabbalat Shabbat service which we were able to complete at our tables after dinner as the final event of the evening.

Decorations were created by members of the committee. A new method of securing volunteers, asking people to come for a specific purpose (e.g., “make decorations,”) during a specific time slot and specifying the age appropriate range so that people could bring children, brought out some new volunteers. We hope to make this a regular feature of our newsletter, so that busy people can feel that they are contributing to the life of the synagogue without making a huge commitment.

The event was very well attended with over 100 participants and greatly appreciated. As a member of the congregation said to one of the committee members, “Thank you so much. We needed this.”

Describe your current adult education program, participation, and its goals.

The pandemic has greatly impacted our adult education program. The following interactions are currently all on Zoom:

Our Rabbi offers a weekly Nakh class, where he teaches from Nevi'im and Ketuvim. It is advertised regularly and usually draws between five and eight adult learners. Rabbi Marko has also instituted a Miller Introduction to Judaism class, which he teaches each semester for prospective Jews and their partners.

December 2021

We occasionally work with other Jewish organizations to sponsor speakers on various topics. An upcoming example is a Zoom presentation by Holocaust survivor and author Marian Blumenthal Levan on her book, *Four Perfect Pebbles*.

Our aspirations for our adult education program are to meet our learners “where they are” in terms of prior knowledge and current interests. We hope to provide content that will engage different segments of our own community and the wider community-at-large.

Describe your synagogue’s involvement in the larger Jewish and non-Jewish communities.

Our synagogue enjoys building joint programs together with the larger Jewish and non-Jewish communities in Greenville. For example, in January 2019 we collaborated with the Atlantic Institute, a non-profit organization in Greenville that fosters dialogue and education among communities, to present a Holocaust Remembrance event with synagogue member Trude Heller, widow of former Greenville mayor Max Heller, who shared her stories at the Greenville main library.

Last spring we partnered with Temple Israel, Chabad, and Greenville Jewish Federation to fund a unique Yom Ha’Shoah program. The program was a live real-time virtual tour of Auschwitz with a follow up question and answer session.

Together with Temple Israel, we host a yearly combined service, Pink & Teal Shabbat, in honor of those affected by breast and ovarian cancer, which is sponsored by the Greenville Jewish Federation. We have also collaborated on a few programs together with Chabad, such as a Yom Ha’Shoah event last spring. We have a Greenville community Hanukkah celebration together with the Temple, Chabad, and Federation on December 5, 2021.

The Greenville Jewish Federation acts as the umbrella organization, creating and sponsoring events to foster Jewish community through inviting, involving, and collaborating with all of the Jewish institutions.

In addition to programs, our departing Rabbi has served on the board of directors of the largest hospital system in SC, PRISMA Healthcare.

What does your congregation do to reach out to the unaffiliated?

We offer several programs to our community throughout the year. Information is posted on our website and our Facebook page with contact information. Programs include:

- Passover Seder
- Festival of Lights
- Welcoming newcomers at services, including an annual new member service
- Participation in Jewish community events, such as Greenville Jewish Federation and Shalom Fest
- College students in the area attend High Holy Day services

We see an opportunity for more programs and outreach to the unaffiliated.

What committees and programs should the rabbi know about?

Our current committees include: Sisterhood, Men’s Club, Membership, Buildings & Grounds, Finance, Investments, Education, Ritual, Technology, and Events & Celebrations.

December 2021

Synagogue Events and Programs That We're Proud to Run

1. Dignity Drive during the High Holidays (supplies for Safe Harbor - victims of domestic violence)
2. Housing several homeless families for a week
3. Sisterhood Shabbat (in which Sisterhood members lead services)
4. Community Passover Seder
5. Ecumenical Thanksgiving service with the neighboring Methodist Church
6. Gift wrapping booth during the holidays at the local mall to raise money for the Religious School
7. Pink & Teal Shabbat in honor of those affected by breast and ovarian cancer
8. Blood drives for the community
9. Community holiday events for Hanukkah and Purim
10. Celebration and Fundraising events

Describe your educational program and goals for children.

Our religious school roster is currently 24 children, up from 19 last year. We meet in person on Sundays from 9:00 to 12:00, and children in third grade and up meet with teachers one-on-one over zoom for an additional 30 minutes of Hebrew each week. The pandemic taught us that one-on-one Hebrew instruction over Zoom is very efficient – it allows each student to learn at their own pace and to receive undivided attention from a teacher.

On Sundays the morning consists of two hour-plus periods, separated by a 15-minute snack and recess break. Each Sunday ends with a half hour whole school minyan, usually led by our Rabbi. The curriculum includes Hebrew, Bible, holidays, Israel, and social and ethical development.

Our goals for our children are that they will appreciate and celebrate their Jewish identity here in the buckle of the Bible Belt, by helping them to feel knowledgeable about Judaism, and to have a strong connection to the Jewish community of Congregation Beth Israel, the wider Greenville community, and the world. We want them to feel comfortable in Shabbat services and be able to participate in prayers and read from the siddur.

We also hope to raise mensches. We provide opportunities to practice tzedakah, and we encourage respect and friendship among students in the synagogue community.

Does your congregation have a preschool or early childhood program?

No

Do you have a Hebrew School?

Yes

Does your Hebrew school meet in person or virtually?

In person and virtually

What role does the rabbi have in the school?

We have identified the following areas of educational focus with the Rabbi:

- Facilitate community learning for all ages on Jewish topics.

December 2021

- Participate actively in the Adult Education program with planning support from the Board and Adult Education committee.
- Work with the Director of Education to enhance our religious school.
- Prepare B'nai Mitzvah students, providing 1-1 tutoring and coaching. If appropriate, coordinate with B'nai Mitzvah tutors who meet with students.
- Work with special needs candidates according to their abilities and in consultation with parents.
- Teach religious school and participate in group activities involving community prayer, D'var Torah, lead in tefillah, and any singing.

How many students are in each grade?

5-10

How many b'nai mitzvah does your congregation celebrate on average per year?

3-4

What is your congregation especially proud of in its b'nai mitzvah program?

During the pandemic, B'nai Mitzvah students were offered the opportunity either to have their B'nai Mitzvah on Zoom, or to postpone their ceremonies in hopes that when their date "came around again," they would be able to celebrate in person. One of our students chose to have a Zoom Bar Mitzvah, and the other three chose to wait until they could be called to the Torah in person. For each occasion, the shul and the Rabbi met the needs of each family and student to the very best of our ability, holding services outside, serving a kiddush luncheon in a COVID-safe manner, and moving technology outdoors so that friends and family who could not travel could still participate.

Also during this period, the Rabbi and the education vice president met to initiate a long-overdue rewrite of our B'nai Mitzvah planner. Its language was updated, its goals clarified, and some things that were left unclear ("How much will this cost?" being a prime example) were clarified.

Does your congregation have a post b'nai mitzvah program?

No

How many children in your congregation go to Camp Ramah/Noam Camp?

2-3

How many children in your congregation are involved with USY/Noam?

NA in our area

How does your congregation connect to the college age population?

We invite local college students to join us for High Holidays services and our community Passover Seder. Several of our members teach at the local universities. There is significant opportunity to expand engagement.

December 2021

“Housing” section

Is housing provided by the congregation?

No

If the synagogue does not provide housing, describe nearby housing options, cost to rent or buy, and distance from the synagogue.

Multiple affordable housing opportunities are available near the synagogue. The cost of living in Greenville is very affordable, especially when compared to larger cities.

What websites can rabbis use to check on housing in your community?

Realtor.com, Zillow.com, Trulia.com Note – there real estate agents in our membership who are happy to provide assistance and support.

Have previous rabbis felt the need to drive on Shabbat?

It is not a need, as there are options within walking distance of the synagogue.

Are you willing to offer the rabbi a loan to purchase a residence?

Negotiable

“Monetary Compensation and Benefits” section

Proposed Minimum Base Salary (not including benefits)

\$110,000.00

Proposed Optional Maximum Base Salary (not including benefits)

\$120,000.00

Please describe any benefits:

We are happy to negotiate the benefits based on the specific needs of our Rabbi.

Vacation (number of weeks annually)

4 weeks

Please describe your parental and family leave policy.

This is negotiable.

Total Compensation Minimum (Value of Base Compensation + Value of Benefits)

\$115,000.00 (benefits to be negotiated within this package)

Total Optional Maximum Compensation (Value of Base Compensation + Value of Benefits)

\$125,000.00 (benefits to be negotiated within this package)