

Job Description - Rabbi Or Shalom

Or Shalom Synagogue is a Jewish spiritual community affiliated with the ALEPH: Alliance for Jewish Renewal. We are creative, egalitarian, traditional and participatory.

Under the general supervision of the Or Shalom Board of Directors and implemented as appropriate with committees and staff, the Rabbi works in the following areas:

1. Avodah - Davening/Prayer/Spiritual Life

The Rabbi will work with Or Shalom's ritual committee and other interested members to inspire, guide, teach and support all members of Or Shalom in developing and deepening their own Jewish Spiritual Lives and that of the Or Shalom community as a whole. To this end the Rabbi will:

- a. Guide and teach members of Or Shalom to understand, interpret and lead Davening, to read Torah and Haftara and to give divrei Torah for the community.
- b. Regularly lead parts of Or Shalom's Davening, read Torah and Haftara and give divrei Torah on Shabbat, Yamim Tovim, Yamim Nora'im and other times in consultation with the ritual committee and gabai/gaba'it, lead monthly Kabbalat Shabbat, recruiting groups to co-sponsor it as a special event.
- c. Lead the community planning of the High Holy Days and other holidays.
- d. Conduct life-cycle rituals (e.g. funerals, births, health concerns, weddings and conversion for adults and children) for members of Or Shalom. The Rabbi will also guide interested members toward the meaningful understanding, adopting and adapting of a wide variety of traditional and contemporary Jewish rituals to mark significant transitions in their lives.
- e. Guide and care for the members of Or Shalom so that they may enrich their lives with the spiritual teachings and practices of the Jewish tradition.
- f. Guide and educate Or Shalom to develop community standards for ritual practice based on a shared understanding of the continually evolving nature of Jewish religious traditions.
- g. Keep Or Shalom connected with the Jewish Renewal movement through participation in appropriate Rabbinic and leadership activities.

2. Torah - Sacred Learning

The Rabbi will work with the appropriate committees and interested members of Or Shalom to maximize the opportunities for all members to continue learning Torah in all its many forms. To this end the Rabbi will:

- a. Develop, coordinate and teach adult education programs for Or Shalom members with varying interests and levels of knowledge.
- b. Co-ordinate and teach the b'nei mitzvah class as a whole, work with each bar and bat mitzvah student and family and with the bar and bat mitzvah tutors in preparation for this occasion.

- c. Facilitate conversion of adults and children. Coordinate and teach the Exploring Judaism program.
- d. Continue to pursue the Rabbi's own learning. As the Rabbi's continuing education and learning will enhance the ways in which the Rabbi serves the community, Or Shalom regards time that the Rabbi devotes to study as part of the Rabbi's work time.
- e. Co-ordinate and lead Or Shalom's annual retreat.

3. Family and Children's Programming

The Rabbi will take the lead and work with the existing staff and appropriate committees to develop and implement programming for families and children. To this end, the Rabbi will:

- a. Oversee synagogue programming for all ages.
- b. Teach in family and children's education programs.

4. Gemilut Hasadim/Tikkun Olam- Acts of Caring and Transformation

The Rabbi will work with the appropriate committees and other interested members to fulfill Or Shalom's commitment to being an actively caring community for all its members and for the world as a whole. To this end, the Rabbi will:

- a. Be available for rabbinic counseling, pastoral care and spiritual direction for members of Or Shalom and others seeking the Rabbi's pastoral care or spiritual direction.
- b. Guide and assist members of Or Shalom in drawing on Jewish tradition and contemporary knowledge to actively support each other in times of need as well as in times of joy.
- c. Actively work with members of Or Shalom to initiate and implement a variety of programs and projects to more fully engage Or Shalom in the pursuit of social justice and the protection of the natural environment.
- d. Represent Or Shalom in the Jewish community and the Vancouver community at large. Meet with prospective new members.

5. Administrative

Consistent with Or Shalom's vision of shared leadership, the Rabbi will work with the Board of Directors on administration. To this end, the Rabbi will:

- a. Act as an ex-officio member of the Or Shalom Board, regularly participate in Or Shalom's monthly board meetings and occasional community meetings.
- b. In order to oversee and manage Or Shalom's daily operations, maintain regular contact with the board co-chairs and committee chairs.
- c. In partnership with the Board, identify goals, establish priorities and evaluate the community's progress and participate in the strategic planning and visioning for Or Shalom.

- d. In collaboration with the Personnel Committee, play a key role in hiring Or Shalom staff.
- e. Supervise Or Shalom staff.

Personal Attributes

The Or Shalom Rabbi will have the five qualities, listed below, that we believe to be most important to our congregation:

The ability to inspire: a leader who can engage and ignite the imagination of the membership, a person who has a vibrant and creative vision about the role and function of the synagogue for a diverse, multi-dimensional congregation; a strong leader who has the intuitive understanding, tact, presence and influencing skills to implement that vision by navigating the traditions of the congregation and the demands of contemporary Jewish realities; a communicator who is unafraid to be a voice of social justice inside and outside the Jewish community when needed; and an innovator who has a history of bringing positive change to past congregations and/or Jewish institutions.

The ability to establish and foster a spirit of community: a rabbi who is warm, authentic, compassionate, caring and accessible; a Jewish leader who builds relationships between themselves and members and is invigorated by these frequent interactions; an impassioned listener who meets people where they are at in life; a rabbi who can engage and inspire the younger demographic that is the congregation's future.

The ability to interpret Judaism in meaningful and relevant ways: a rabbi who is committed to helping Jews find pathways to evocative, compelling and diverse spiritual experiences; a worship leader who is equally comfortable with the needs of the congregation in Hebrew and in English; a thinker who grapples with the meaning of God and of life, and who engages, challenges and provokes Jews in their own spiritual journeys and sense of purpose.

The ability to advise and to teach: a wise counselor who possesses in-depth Jewish knowledge and stays current with emerging trends and discussions throughout the Jewish world; a rabbi who has familiarity and facility with primary sources, and who can teach students/members with a broad range of backgrounds and varying Jewish frames of reference; a mentor who blends facts, values and maturity to influence using persuasion rather than authority both one-on-one and in groups; a thought-provoking, engaging speaker who embodies their convictions about contemporary issues, Jewish values and Torah commentary with enthusiasm and precision; an active listener who seeks to understand; an influencer who can comfortably manage conflict when necessary.

The ability to provide pastoral counseling and spiritual direction: a rabbi who listens deeply to members with spiritual problems and pastoral challenges; a counselor, healer and spiritual caretaker who provides spiritual advice and pastoral counseling in the Jewish tradition and who refers when appropriate to clinical resources in the community.