

SENIOR/SOLO RABBI APPLICATION

Type of Position: Full-Time

In keeping with the highest ideals of reform Judaism, our congregation agrees:

1. To abide by our teaching that each individual is created B'tzelem Elohim, in the image of God, so that we will include in our search all candidates, regardless of age, gender, gender identity, sexual orientation or marital status;
2. To follow the rules, policies and procedures of the CCAR Rabbinical Placement Commission "Handbook of Placement Procedures"; and
3. To take into consideration the principles of "The Guidelines for Rabbinical-Congregational Relationships".

PRESIDENT: Cary Horenfeldt

DATE: December 12, 2019

SEARCH DETAILS

Deadline for Application:	February 15, 2020
Date Position is Available:	July 1, 2020
Congregation:	United Hebrew Congregation (Singapore), also known as the UHC Singapore
Address:	1 Sophia Road, #05-01 Peace Centre, Singapore 228149
Contact details:	Email: admin@uhcsingapore.org Telephone: +65-6909-0469
Website:	https://www.uhcsingapore.org/
President:	Cary Horenfeldt chorenfeldt@gmail.com
Current Rabbi:	Rabbi Nathan Alfred rabbi@uhcsingapore.org
Tenure:	2014-2020
Past Rabbi:	Rabbi Emeritus Lennard Thal
Tenure:	Served on a part-time basis from 1993 to 2013 while living full-time in New York City
Chair of Search Committee:	Catherine Poyen Zemans Email: cpoyen@mac.com Telephone: +65-9237-7544
Deputy Chair of Search Committee:	Naomi Herman Email: Naomi.Herman@CliffordChance.com Telephone: +65-8518-5029
Number of members on the Search Committee:	12

WHY ARE WE SEARCHING FOR A NEW RABBI?

Our beloved rabbi, Rabbi Nathan Alfred, is an extraordinary person and leader who has served as our first full-time resident rabbi since 2014. Rabbi Nathan is relocating to join his wife in Israel where their young son is receiving medical treatment. It is with great sadness that unfortunate circumstances require us to search for a successor.

WHY JOIN US?

We are a unique congregation in a dynamic part of the world.

We are a Jewish community unlike any other in the world. Serving as our rabbi offers a unique set of opportunities and development challenges. To that end, we have outlined below some of the features of our congregation as well as features of Singapore and expatriate life. We have also produced a video to illustrate some of these themes and to introduce a few members of our congregation.

We are a community of expatriates who have made the UHC our surrogate family.

Our congregation is primarily comprised of families, couples and individuals who have moved to Singapore for work, study and adventure. We left our home countries to take advantage of great opportunities in an exciting part of the world.

Many traditions that would ordinarily take place with family in Jewish homes around the world (Shabbat dinners, seders and breaking the fast), are practiced and shared as a community. Similarly, b'nei mitzvah, baby namings / brit milah and other lifecycle events often involve the entire community. The UHC is more than our religious community; it is our extended family.

Our members are infused with a deep appreciation for the existence of our community and feel a strong duty to preserve and enhance the UHC for those who come in the future.

We are a diverse and eclectic community.

As the sole progressive congregation in Singapore, we cater to all those who choose not to attend the local Sephardic Orthodox congregations. We welcome members who would have attended Reform, Reconstructionist, Conservative and other denominations in their home countries. We welcome LGBTQ members and patrilineal Jews. By virtue of being in Asia, we have many families with non-Jewish spouses / partners and we embrace Jews by choice.

UHC's traditions are unique as they are not inherited from any single synagogue or geographic location. They are an amalgam of traditions wrought from our individual and collective experiences. The diversity of our members also means that there are greater opportunities for these traditions to continue to evolve, and for new traditions to be created, than would be possible in an established congregation in the US, Australia or Europe.

Whether a member is in Singapore for a long or short time, our lives as expatriates mean a regular flow of new arrivals and departures. Some of our members have been a part of the community for over two decades, while others have joined in the past year. As a result, we have a strong culture of welcoming new members and engaging with individuals who may be considering affiliation.

Our membership is not typical. Due to Singapore's stringent immigration and visa requirements, many UHC members are college-educated, senior-level professionals in multinational organizations in various fields, including financial services, law, technology, media, consulting, philanthropy, retail, agriculture and academia. Members of the UHC tend to have lived and worked internationally, enhancing the global perspective and international curiosity that infuses our community. About 40% of UHC members are children, more than half of whom are below b'nei mitzvah age, who are educated in a range of international and local schools. We also have a significant proportion of members in their 20s and 30s without children who enjoy the community aspect of our congregation.

The composition of our community presents a unique chance to engage in a different kind of pastoral care. As most congregants live far from their home countries, end-of-life pastoral

care includes addressing the challenges of caring for ill and ageing parents from a distance. Other lifecycle events can also be affected by the absence of a traditional family support structure. In addition, we have a large number of interfaith marriages and conversion candidates in need of support as they navigate these experiences.

Our soft infrastructure is the key to our success.

The success of our congregation is due to our committed and active community of volunteers. We are an aspirational community, and we seek a rabbi who shares our enthusiasm and will roll up his or her sleeves to work alongside our members to achieve our dreams.

We have and continue to rely on a deep bench of volunteers to keep our community running. Lay members have conducted Shabbat services, taught lessons to our children and aspiring conversion students, organized community activities and managed the affairs of the congregation. We do a lot with little, and we are looking for a leader who not only appreciates the high degree of volunteer activism that underpins our community, but who will inspire volunteers to serve, nurture future congregational leaders and help us develop a model for congregational sustainability.

We seek a rabbi who is more concerned about the community of worshippers than the house in which we worship. Because of our expatriate origins and the high cost of land in Singapore, we do not own our own synagogue, school or any real estate, although we do have an office space and an executive assistant. We are used to finding spaces for celebration and worship; the absence of a building has not stood in the way of building our community over the past 25 years.

We have pioneered a progressive Jewish community in Singapore.

Singapore is a cosmopolitan, multicultural, technologically-advanced island city-state where nine religions are practiced. According to the Israeli Embassy, there are an estimated 4,000 Jews in Singapore, including non-practicing Israelis and the 150 households of the United Hebrew Congregation (approximately 450 people). Since the UHC's founding 25 years ago, we have created many avenues to pursue a vibrant progressive Jewish life in Singapore. We have developed ties with other established and nascent progressive Jewish communities throughout Asia, with whom we are increasingly involved. We have a Sunday School with 70 students, developed in the last 5 years. We have built a number of groups and networks to meet the growing interests of our members, including social justice and Tikkun Olam, both in Singapore and abroad.

Singapore offers many benefits and those who live here find their horizons widened by the experience. Like our members, we are seeking a rabbi who is enthusiastic about a vibrant and dynamic life and who would be excited by the opportunity to make the most of what Singapore and Asia have to offer.

We believe these characteristics make us unique, more committed and stronger as a community. Please watch our video at this link [<https://vimeo.com/378950801>] to get to know us more. The password is [RRQ5RTF].

CURRENT PROFESSIONAL AND VOLUNTEER STAFF

Position	Name	Status	Tenure
Rabbi Emeritus	Rabbi Lennard Thal	Part-Time	21 years
Cantor	Various	Contract	Two weeks annually, for High Holy days*
Musical Director	Gabriel Szulanski	Volunteer	2 years
Director of School	Norah Rahamim	Volunteer	1 year
Executive Assistant	Alice Teo	Staff	3 years
Membership Chair	Rachel Aland	Volunteer	1 year
Rituals Chair	Dina Coppel	Volunteer	2 years
Finance Chair	Jeremy Silverman	Volunteer	1 year

*Over the 25 years of our history we have hired various cantors to serve during the High Holy Days. Some have come once and others have returned year after year, most notably, Cantor Angela Buchdahl who served in 1996 prior to her rabbinical training and Cantor Susan Caro who served part-time for 10 years before taking on a permanent post at the North Virginia Hebrew Congregation.

CONGREGATIONAL IDENTITY

Members	150 households, consisting of 75% families, and the balance couples & individuals (approximately 450 total members) (5 years ago: approximately 110 households)
Age Distribution of members:	0-80 (with the majority of the community between 35 and 55)
Date Congregation Founded:	1995* (for a more detailed history see our website)
Building:	No
Office Space with Rabbi Study:	Yes (current lease to 2021)
School:	Rental of 7 classrooms on Sundays (current lease to May 2020)

RELIGIOUS SERVICES

Sabbath and Festivals	<i>Mishkan T'Filah</i> (CCAR, 2007)
Thursday Morning Minyan	<i>Mishkan T'Filah</i> (CCAR, 2007)
High Holy Days	<i>Mishkan Teshuvah</i> (CCAR, World Union Edition, 2019)

LIFELONG LEARNING

Early Childhood Center:	No
Day School:	No
Youth Religious Education:	Yes - Sunday School
No. of Students:	70
No. of Classes:	7 (PS - 7th grade)
School Year Retreat:	Yes (In 2018 held at St John's Island)
Bar or Bat Mitzvah Ceremonies:	2019: 6 2018: 12 2013 (before full-time resident Rabbi): 3
Post bar or bat mitzvah classes:	No
Conversions:	2019: 4 2018: 3 2013 (before full-time resident Rabbi): 0
Adult Learning:	50 classes per year comprising Torah Study, Lunch 'n Learn and Introduction to Judaism

COMMUNITY PROFILE

AFFILIATIONS:	
Jewish Home for the Aged:	Maintained by the local orthodox community
Day School:	Sir Manasseh Meyer International School - led by Orthodox Jewish Principal (female) and open to Jewish and non-Jewish children, running multiple strands of religious observance
Other communal organisations:	Jewish Women in Singapore (non-affiliated), Jewish Tech in Singapore (non-affiliated), The Jewish Welfare Board (orthodox), Jewish Men of Singapore (non-affiliated), Jewish Men's Circle (non-affiliated)
Kosher venues:	Awafi Restaurant; Coffee Bean & Tea Leaf (Orchard Rd); numerous vegetarian and vegan restaurants
OTHER CONGREGATIONS:	
Orthodox (Sephardi, with Ashkenazi services on HHD):	Maghain Aboth Synagogue www.singaporejews.com
Orthodox (Sephardi, with Ashkenazi influences):	Chesed-El Synagogue www.chesedel.org
Regional Reform Congregations:	Hong Kong , Bali , Tokyo , Shanghai , Beijing , Thailand , Australia and South Korea
OTHER MAJOR INSTITUTIONS IN SINGAPORE:	
Cultural organisations:	Singapore Symphony Orchestra; numerous respected theatre companies; Singapore Art Museum; National Gallery of Singapore; Singapore Institute of Directors
Colleges and universities:	National University of Singapore; YALE-NUS (joint venture liberal arts college); Singapore Management University; National Technical University; Ecole de Hotelier Lausanne (Singapore)

FINANCES

Annual UHC Budget	SGD 500K (USD 375K)*
Percentage of Budget Covered by Dues:	Membership dues cover 66% of UHC fixed costs. Other activities (i.e., monthly Shabbatot, festivals, school, etc.) are funded based on participation at break-even. No endowment at this time.
Average Member Dues:	SGD 1,500 (USD 1,100)*
Fundraising:	Annual campaigns and ad hoc donation drives. Last two years exceeded SGD 100K (USD 75K) per year
Reserves:	SGD 500K (USD 375K)*

* Exchange rate of 0.75

REMUNERATION

Base salary:	Negotiable
Pension:	Currently included in salary - negotiable
Health/Dental/Travel Insurance:**	Provided
Income Disability Insurance:**	Negotiable
Life Insurance:**	Negotiable
Convention Allowance:	Included in travel budget
Sabbatical:	Negotiable
Car (Taxi) Allowance:	Currently reimbursed by UHC - negotiable
Professional Expenses:	Currently reimbursed by UHC - negotiable
Organizational Dues (CCAR and URJ):	Currently reimbursed by UHC
Books and Periodicals:	Negotiable
Social Security Reimbursement:	Negotiable
Housing:	Security deposit is provided as a loan - negotiable
Annual Travel Budget (regional and home leave) and visas:	SGD 7500 (USD 5500)
Family Leave Policy:	Current leave is 28 days
Contract Term:	3 years, renewable

** Insurance will be sourced through a licensed insurance specialist based on the candidate/candidate's family profile

BRIEF DESCRIPTION OF THE FINANCIAL HEALTH OF THE CONGREGATION:

In the short-medium term, our congregation is strong financially with sufficient reserves. We have consistent membership dues and donations to meet budgetary requirements. Our Sunday School enrolments have expanded to 70 children and 7 classes and the school is self-sustaining. The long term outlook depends on these circumstances continuing. Given the transient nature of much of our community, we do not have an endowment to rely upon.

WHAT ARE THE GREATEST STRENGTHS OF THE UHC COMMUNITY?

We are welcoming and diverse:

We regularly welcome new members from all over the world into our congregational family. We value the diverse backgrounds of members who make up our community. While more than half our members come from the US and Canada, the balance of our members come from all over the world, including: Argentina, Australia, China, France, Holland, Germany, Indonesia, Israel, Mexico, Singapore and the UK.

A substantial portion (20%) of our members have conservative and modern orthodox backgrounds, but we all value Egalitarian Judaism. We acknowledge and celebrate the diverse interests of our members through a range of events and programs. We also welcome interfaith couples and conduct conversion classes for those who are interested in converting to Judaism.

We offer a wide range of programs and services to meet the needs of our diverse membership:

Our prayer services on Thursday mornings, Friday evenings and Saturdays are led in a combined Conservative and Progressive format, with active participation by members. Our diversity has resulted in liturgy, music and ritual that is accessible to all who join our community and we encourage active participation. Most often our services are followed by food, enabling attendees to socialise, further strengthening the community.

Our learning programs seek to cover the vast age range of our members. Sunday School classes (36 weeks a year), b'nei mitzvah classes, fortnightly adult conversion classes and Torah learning provide formal learning. "Lunch and Learn" talks take place approximately every two weeks and cover a broad range of topics to meet the lifelong learning aspirations of our community.

Our social activities engage our young professionals, young parents with babies, teens and adults, both men and women. They may be based around the festival calendar, people's interests, other cultural events or just because someone offers to host community members. Some of the events held in the past 12-18 months include:

- Young Professionals shabbat dinners
- Empty Nesters shabbat dinners
- Community shabbat dinners
- Community shabbat morning services and brunch
- Tu B'shvat seder
- Chocolate seder (Pesach model seder for children)
- Community Pesach seder
- Mimouna
- Sukkah building, followed by numerous events in the sukkah
- New members evening
- Bagel breakfasts
- Havdalah picnic

- Pink Dot Shabbat
- Couples cooking class
- Young Professionals Purim party
- New parents with tots brunch
- Interfaith events
- Challah and honey cake baking events
- Nightly Chanukah events
- Tikkun Olam events

The frequency and breadth of UHC activities has grown exponentially over the past five years. We would like to consolidate these gains and build upon them.

We have a strong team of dedicated volunteers:

From our origins as a lay-led community, through the period without a resident rabbi, UHC Singapore has grown in membership and depth of offerings because our members care deeply about our faith, traditions and fellow Jews. Even with a resident rabbi on board, volunteers serve in musical roles, run our youth education programs, serve as gabbai during services, serve on our board, raise funds, host shabbats, lead parts of the services and arrange social gatherings.

WHAT ARE THE PRIMARY GOALS OF THE CONGREGATION?

Building Congregational Engagement and Identity:

Over the past two decades, the UHC has built a strong and unique congregational identity. As the congregation continues to mature as an institution, we wish to build on this inclusive, progressive identity to inspire more people to join, more youth to participate and to increase our profile within Singapore and beyond.

We will continue to grow and strengthen the UHC's membership through existing relationships and networks and also by institutionalising outreach programs for recently-arrived Jews seeking a progressive Jewish community in Singapore. We aim to connect with non-affiliated Jews experiencing life events such as marriage, birth of a baby or bar and bat mitzvahs, and long-term residents seeking to re-engage with their Jewish roots.

An important goal is to create a leadership/volunteer pipeline to spread the responsibilities more broadly and inspire and engage more members to become involved in the community's day-to-day workings. This will be assisted by the creation of better systems for the preservation of institutional memory and history. We are also focused on institutionalising our fundraising and sponsorship initiatives to offer more regular support opportunities to our congregation.

Enhancing our Educational Services:

We aim to continue to develop our education program for members of all ages. Our community values lifelong education and we recognize our communal responsibility to provide a broad spectrum of educational programming. This begins with fun holiday and ritual-based learning opportunities for our youngest members, continues with engaging our b'nei mitzvot and teens in Jewish education and its relevance to their own lives, and culminates in offering thought provoking and stimulating adult education offerings.

We are proud of our youth education program and are looking for a rabbi who is as comfortable in a classroom as she or he is on a bimah. Ideally, we would like to enhance our educational programming by putting in place professional staff at our school, providing

oversight at the committee level and creating opportunities for members from different backgrounds to engage.

Leading Meaningful Services:

We aspire to complement our existing religious services with more regular services and opportunities for our members, prospects and visitors to connect with others in the community. We value both intellectualism and introspection and seek to inspire our congregation with spirituality, knowledge of the broad spectrum of Jewish observance and practice, commitment to social justice and Tikkun Olam and the application of Judaism to everyday life.

BRIEF HISTORY OF THE CONGREGATION:

See our website [here](#)

BYLAWS OF CONGREGATION:

See our website [here](#)

VIDEO LINK:

Attached again for your convenience [<https://vimeo.com/378950801>] with the password [RRQ5RTF].