



From Generation to Generation






Welcome to
Edgware & Hendon Reform Synagogue

A Rabbi/Cantor's Guide to EHRS
December 2020



Who are we?

Edgware & Hendon Reform Synagogue (EHRS) is an inclusive, progressive, vibrant and welcoming community, which strongly values tradition whilst responding to the challenges of modern-day Jewish living. EHRS' vision is to be a community which:

-  offers a variety of activities aimed at meeting the diverse religious, cultural, social and educational needs of our members
-  supports its own members and works for the good of the local community, Israel and the world as a whole
-  is committed to Jewish learning both for its own sake and that of the wider community around it
-  celebrates what makes Judaism enriching and relevant to the lives of all our members
-  actively engages in interfaith dialogue, shows respect to others and their communities upholding the teachings of Torah, and works for equality, truth, justice and peace

EHRS is the community merged in 2017 from Edgware & District Reform Synagogue and Hendon Reform Synagogue with the belief that we are stronger together. We have members who live across the UK and also overseas, who look to EHRS for religious, spiritual and pastoral guidance every day.

We are the largest Reform Community in Europe with 3050 adult members and 430 children. We are looking to build a strong and active future to consolidate our community, attract more members and young families, ensuring the longevity of our Synagogue and our values, and to support all our members with welfare and attention.

At EHRS, we are looking for an engaging and innovative Rabbi or Ordained Cantor who will work with Senior Rabbi Mark Goldsmith and Rabbi Debbie Young-Somers and our community. Rabbi Mark and Rabbi Debbie are both highly experienced Rabbis with the skills to help their new colleague grow as a Rabbi/Cantor. Our Rabbi /Cantor will be open-minded, able to influence change whilst being approachable, compassionate and inspirational to all. They will have a clear passion for Judaism and its teachings, giving guidance to the community, helping us move towards the future and carrying our traditions in hand as part of our Rabbinic/Cantorial team.

A Brief Rabbinic History of EHRS

The history of EHRS is that of two communities brought together by merger in 2017 but the story began 84 years ago.

Rabbi Harold Reinhart of West London Synagogue was approached for advice about the establishment of a new synagogue. Shortly thereafter, with his help and practical advice, a group of 13 members of the recently established Edgware United Synagogue agreed, on 12 February 1935, to form a Reform community to be known as Edgware and District Reform Synagogue.

Progress was interrupted by World War II but in March 1946 the decision was taken to proceed with the establishment of EDRS. The original 15 family members grew to 54 by the end of the year and in February 1948, Rabbi Dr Ignaz Maybaum became the first Rabbi of EDRS. Rabbi Dr Maybaum was a scholar who embraced the task of encouraging the growth of the community and, by 1963, there were 620 family members.

Following the retirement of Dr Maybaum in 1963, EDRS appointed Rabbi Dr Michael Leigh as its Senior Rabbi. Under the stewardship of Rabbi Leigh, EDRS grew considerably and by the time of his retirement in 1993, there were over 2000 family members. Rabbi Danny Smith succeeded Rabbi Leigh in 1993 and retired to become Emeritus Rabbi of EHRS in June 2019.

Hendon Reform Synagogue was founded in 1949 and its first Rabbi was Rabbi Dr Arthur Katz. As membership grew, a disused tennis club was purchased in 1950 in Danescroft Avenue upon which the community built its first synagogue, consecrated in 1955.

Rabbi Katz was instrumental in encouraging new members to join and by 1965 HRS had outgrown its original building. A new synagogue was consecrated in January 1968. Rabbi Steven Katz joined HRS as Assistant Minister in 1975 and shortly thereafter succeeded his father as Senior Rabbi. He retired to become Emeritus Rabbi of EHRS in January 2019.

The inaugural service of the merged EHRS was held on 15 July, 2017.

Rabbi Neil Kraft z"l joined Rabbi Danny Smith in 2001 and Rabbi Emily Reitsma-Jurman in 2015. Together with Rabbi Steven Katz from 2017 they worked as a team covering all aspects of Synagogue life. Rabbi Kraft z"l retired in March 2020. Rabbi Mark Goldsmith became Senior Rabbi of EHRS in May 2019. Rabbi Debbie Young-Somers joined our team in April 2020 having served as Community Educator for Reform Judaism. Rabbi Emily Reitsma-Jurman moves to West London Synagogue in January 2021.



EHRS Memorial Garden



Edgware & Hendon
Reform Synagogue
ק"ק לדור ודור

A Message from our Chair and Vice-Chair

We are delighted that you are considering applying for the position of Rabbi /Cantor within EHRS's Clergy Team

EHRS is our community formed following the merger of Edgware and Hendon Reform Synagogues.

We recognise, like any community, that there are challenges; but the merger and appointment of our new Senior Rabbi has brought with it huge opportunities for us to reinvent ourselves, do something different and be dynamic whilst respecting our current values and nurturing those who hold our Jewish traditions so dear. We need our new Rabbi or Cantor not only to bring their unique contribution to the life of EHRS but to make our community the natural choice for Reform and unaffiliated Jews living within North West London and surrounding areas.

You will be an essential partner within our Rabbinic team who work together to support each other and who work closely with our dedicated lay leadership ensuring that you have a robust support structure.

We take this recruitment process very seriously. We have conducted focus meetings and worked closely with Reform Judaism to ensure that our process is both confidential and professional.

If you are ready to become a key member of the Rabbinic/ Cantorial team of the largest Reform Community in Europe, please read on.

We very much look forward to receiving your application and getting to know you.

Kind regards,

Janet Brand

Chair

Jeremy Harrod

Vice - Chair



**EHRS Sanctuary
Stained Glass Window**



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Job Description

As Rabbi/Cantor at EHRS, you will be a key member of a team serving one of the largest Reform Communities in the UK and Europe. You will help to build our Synagogue joining your Rabbinic Colleagues and working closely with other professional staff and lay leaders to ensure the Synagogue is effective in all the ways below:

Purpose

To aid the spiritual leadership of the community

To immerse yourself in the life of the community

To be an inspirational educator and to provide pastoral support

Services

- * To lead Synagogue services in conjunction with wardens, Music Director, cantorial soloists and lay readers. Our Rabbi /Cantor will have every opportunity to be creative in the areas of services, celebrations and life cycle events
- * To deliver inspiring, thought-provoking sermons that connect with the members
- * To work with and develop participating lay readers on a regular basis
- * In liaison with the Services Committee, provide guidance to those who lead services and to help develop creative parallel services providing a range of exciting options for our congregants, liturgically and musically
- * Together with your Rabbinic colleagues, consult with the Council of the Synagogue and the Services Committee on any proposed substantive changes to Synagogue services



EHRS Beit Tefillah



Community Engagement

- * To reach out to members of all ages to build meaningful relationships leading to increased engagement
- * Develop new ways of Jewish engagement for sectors of the community who are currently less involved
- * Support and train lay leaders
- * To exercise an enlightened and inspirational role in the community
- * To encourage and promote the recruitment of new members to the Synagogue
- * Use forms of Social Media (Facebook, Twitter etc.) to reach out to all ages, members and prospective members
- * To support new and ongoing community and fundraising events

Job Description

Education & Youth

- * To aid the integration and involvement of early years children and their families into Synagogue life
- * To liaise with the Heads of Youth & Education to develop innovative study programmes and activities.
- * To be an inspirational teacher for all our young people at religion school
- * To ensure Bnei Mitzvah pupils are properly prepared and that the highest standards are reached; meet with parents and pupils to discuss the meaning of the ceremony and their responsibilities
- * To initiate programmes and participate whenever possible in adult education for Jews and those who are choosing Judaism
- * To keep in contact with and give support to members of the community who leave for University
- * To aid in the development of programmes and relationships which respond to today's childrens' and families' lives

Weddings

- * To oversee the necessary formalities including Jewish status
- * To meet with the couple in good time before the wedding and advise on commitments being undertaken, the ceremony, etc
- * To officiate at the marriage or arrange for an appropriate deputy
- * To assist in obtaining gittin

Welcoming new born and adopted children

- * To meet with the parents to build rituals to welcome babies into the EHRS community
- * To help families grow their relationship with the Synagogue

Funerals

- * To officiate at funerals, cremations and tombstone consecrations
- * To respond positively to requests for Shiva services liaising with lay readers to help when necessary

Pastoral

- * To liaise with our community care staff and volunteer team in providing support for members at times of stress and illness, and assist with bereavement support
- * To support the dying and bereaved, give family support and guidance, and visit the elderly and the sick

Conversion

- * To welcome converts into the community and to teach on the conversion courses in accordance with the procedures of the Reform Judaism Beit Din
- * Manage all appropriate documents ensuring the timely submission to the Beit Din



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Job Description

Synagogue Administration

- * To attend meetings of the Honorary Officers, Council of the Synagogue and the Services Committee, all at the request of the Senior Rabbi
- * To work closely with the Synagogue administration to ensure excellent communication channels and foster good working relationships
- * To agree key priorities and objectives with the Chair and Senior Rabbi
- * To clearly communicate times of availability, ensuring significant time and availability on the Synagogue campus
- * To meet with Rabbinic and professional colleagues regularly to discuss forthcoming joint and individual plans of work

Management Structure

- * The Rabbi /Cantor reports to and supervised by the Senior Rabbi
- * The Rabbi/Cantor is responsible for working collaboratively with their fellow Rabbis, lay Chazzanim and the lay leadership in all aspects of their work
- * To work in partnership with the Rabbinic team to ensure delivery of the Synagogue's vision and mission statements
- * To work collaboratively with the Rabbinic team providing each other with support
- * To develop areas of expertise leading to a mentoring role with professional staff

General

- * To actively promote and represent the Synagogue on religious matters in dealing with outside bodies both Jewish and non-Jewish
- * To undertake other tasks or duties as requested by the Senior Rabbi, Honorary Officers and Council of the Synagogue
- * To work with leadership within Reform Judaism and participate in appropriate high profile and national events
- * To proactively support and communicate to the membership the work of Reform Judaism and to encourage members to be involved in their events and activities
- * To regularly attend Assembly of Rabbis and Cantors meetings and participate with colleagues in their projects and work

Self Management

- * Proactively seek out opportunities for personal development and learning
- * Regularly meet with the Senior Rabbi to agree and review progress against mutually agreed objectives, personal performance, development and training needs
- * Organise own time ensuring efficient and timely communication with congregants and lay leaders (ie email, phone calls, letters, etc)
- * Undertake other duties within this remit as directed from time to time



Person Specification

Qualifications

- * Qualified to be a member of the Assembly of Reform Rabbis and Cantors UK
- * A relevant degree or higher education qualification

Special Knowledge

We are looking for someone who can **communicate**:

- * An understanding of the values of Reform Judaism in the UK
- * An understanding of the issues facing our Community

Skills & Abilities

We are looking for someone who can **demonstrate** the following:

- * Willingness and eagerness to work with and learn from our Senior Rabbi and Rabbi to meet the challenges of the coming years
- * Ability to deliver inspiring and thought-provoking sermons
- * Ability to teach and encourage lay leaders and congregants to take part in services
- * Ability to make others feel at ease
- * Ability to proactively and confidently mix and converse with a wide variety of people (including reaching out to the non-engaged and unaffiliated)
- * Ability to work with young people and families
- * Ability to manage own time and meet pre-agreed objectives including to work remotely from home should conditions require it.
- * A willingness to be creative and innovative and to work on new projects
- * A willingness to work with the wider community and engage with Reform Judaism
- * Competent PC and social media user including using communications technology
- * An ability to deal with difficult situations tactfully and diplomatically
- * An ability to teach and share best practice with other educators and Synagogue team members
- * Ability to work with our Music Director in developing the role of music at EHRS



**Intergenerational
Shabbat**



**Holocaust
Memorial Day**



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Person Specification

Experience

We are looking for someone who can **demonstrate** experience of:

- * Understanding the nature of change in a community
- * Working within a team
- * Working within a community
- * Working with a wide variety of people with different needs
- * Dealing with difficult situations with tact and diplomacy
- * Working collaboratively with Rabbinic colleagues, lay leaders and professional staff
- * Networking and building excellent relationships
- * Reaching out to mixed faith couples and the unaffiliated and disengaged
- * Working with young people and families
- * Teaching children and adults
- * Providing guidance on controversial matters, e.g. Israel

Personal Qualities

We would like someone who:

- * Is a team worker with and learner from colleagues
- * Is sensitive to the views of others whilst articulating their own
- * Is a charismatic leader
- * Is able to embrace our traditions whilst exploring new ones
- * Is sociable and able to proactively approach others, making them feel at ease
- * Shows commitment to working openly and collaboratively with lay leadership and colleagues
- * Is willing to try new projects and learn new skills
- * Is dynamic and able to articulate clearly
- * Understands how to proactively listen to others
- * Is happy and able to work flexibly at all times including regular evenings and weekends
- * Is inspirational and not afraid to try new initiatives
- * Has a sense of humour and is approachable
- * Is a self-reflecting practitioner



Terms

A remuneration package that reflects ability and experience

Pension

Life assurance

Private medical cover

Sabbaticals

Membership of The Assembly of Reform Rabbis UK

Support for continuing professional development

Book allowance

Membership of EHRS for self and immediate family

Mobile phone

Laptop

Free personal use of EHRS halls

For your information, Edgware:

- Is a North West London suburb
- Is within the M25 area
- Has direct London Underground trains to Central London – 30 minutes journey
- Is a residential area
- Has shopping areas
- Has vibrant Jewish Communities
- Has over 20 shuls
- Has kosher butchers and delicatessens
- Has kosher restaurants
- Has Jewish schools
- Has Jewish youth clubs
- Has Jewish care homes



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Application

Please send your application together with your CV to: Jeremy.harrod@ehrs.uk

Your application should say why you are interested in this role and why this would be a good match. All applications will be treated in the strictest confidence.

The closing date for this application is 25th December 2020

Further information is available on request from:

Jeremy Harrod

Chair of the Rabbinic Succession Working Group at EHRS

118 Stonegrove

Edgware

Middlesex

HA8 8AB

Email: Jeremy.harrod@ehrs.uk

Prior to inviting applicants for formal interviews, we will provide an opportunity for an informal discussion with a representative from our community if so desired.

Our Timeline:

Mid January– First interviews

End January - Second interviews

February – Employment offer to be made

We would like the post filled from July-October 2021 though applicants who cannot join us on this timescale are welcome to apply, including current student Rabbis or Cantors.