



# Temple Emanu-El

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RABBI AVI MAGID

November 30, 2021

**Re: Rabbi, Temple Emanu-El, Honolulu, Hawai'i**

Aloha prospective applicants,

The Board of Trustees and Rabbinic Search Committee of Temple Emanu-El seek a solo, full-time rabbi to lead our special congregation with a rich history of more than 80 years. A full position description is attached.

Rabbi Jennifer Weiner is currently serving as Temple Emanu-El's Interim Rabbi through June 30, 2022, following the departure of Temple Emanu-El's rabbi of many years, Ken Aronowitz.

Temple Emanu-El's settled rabbi will have the opportunity to become a Makom Fellow and receive three years of training, mentorship, and peer support. The Makom Fellowship is a program of the Center for Small Town Jewish Life for rabbis who serve small Jewish communities.

As a congregation participating in the Makom Fellowship program, Temple Emanu-El is able to recruit candidates through the Central Conference of American Rabbis (CCAR), as well as outside CCAR.

Temple Emanu-El is committed to attracting and empowering talented candidates to cultivate vibrant, inclusive Jewish life rooted in our community's strong sense of place (*makom*).

To apply, please submit a cover letter, resume, and personal statement to <https://tinyurl.com/Temple-Emanu-El-Application> for consideration by Temple Emanu-El's Rabbinic Search Committee.

Me ka mahalo nui (with gratitude),

Josh Levinson  
President, Board of Trustees  
Chair, Rabbinic Search Committee



## Rabbinical Placement Commission

Rabbi Cindy Enger – Director of Rabbinic Career Services • 212.972.3636 • [cenger@ccarnet.org](mailto:cenger@ccarnet.org)  
355 Lexington Avenue 8<sup>th</sup> Floor • New York, NY 10017

Return electronically as an attachment to [placement@ccarnet.org](mailto:placement@ccarnet.org)

## Senior/Solo Rabbi Application

**Type of Position:** (select one) **Full-Time** / Part-Time

In keeping with the highest ideals of Jewish tradition and the Reform Movement, our congregation agrees:

1. To abide by the teaching that each individual is created *b'tzelem Elohim*, in the image of God, and we will not discriminate in any way with regard to age, disability, gender, gender identity, race, sexual orientation or marital status.
2. To follow the rules, policies and procedures of the "[Handbook of Placement Procedures](#)."
3. To take into consideration the principles of "[The Guidelines for Rabbinical-Congregational Relationships](#)."
4. To conduct our search through the Central Conference of American Rabbis (CCAR), as well as outside CCAR, in partnership with the Makom Fellowship Program of the Center for Small Town Jewish Life: <https://jewishlife.colby.edu/makom/>.
5. To affirm for every rabbi in the search process that the information we provide in the position description and interview process is accurate.

**President:** Joshua P. Levinson

**Date:** November 29, 2021

Date of Application: <b>11/29/2021</b>	Date Position is Available: <b>7/1/2022</b>
Congregation: <b>Temple Emanu-El, Honolulu, Hawai'i</b>	
Street Address: <b>2550 Pali Highway</b> ( <a href="#">click link for map/illustration of location</a> )	
City/State/Zip: <b>Honolulu, Hawai'i 96817</b>	
Email: <b>admin@shaloha.com</b>	Telephone: <b>808-595-7521</b>
Website: <b><a href="https://www.shaloha.com/">https://www.shaloha.com/</a></b>	
President: <b>Josh Levinson</b>	Email/Telephone: <b>jplevinson@gmail.com/808-351-7386</b>
Board of Trustees: <b>14 Trustees</b> , <a href="https://www.shaloha.com/board.html">https://www.shaloha.com/board.html</a>	
Current Rabbi: <b>Jennifer Weiner</b>	Length of Tenure: <b>(Interim) 8/1/2021 to present</b>
Chair/Co-Chairs of Search Committee: <b>Josh Levinson</b>	
Chair Email: <b>jplevinson@gmail.com</b>	Chair Telephone: <b>808-351-7386</b>
Co-Chair Email: <b>n/a</b>	Co-Chair Telephone: <b>n/a</b>
Number of members on the search committee: <b>12</b>	

## **Implicit Bias Training** (see *CCAR Search Committee Resource on Implicit Bias* for more information)

**As part of preparing the congregation for this rabbinic search, have the members of the search committee, as a search committee, participated in implicit bias training?**

Yes

**If yes, please describe the training and the ways in which the learning is being integrated into the rabbinic search process.**

All members of the Rabbinic Search Committee attended a session providing an overview/training regarding implicit bias from Temple Emanu-El Trustee and Secretary, Justin Levinson. Justin is a Professor of Law at the William S. Richardson School of Law at the University of Hawai'i at Mānoa. Professor Levinson is a leader in the field of implicit bias and the law, and an expert in psychological decision-making in the legal system. The Rabbinic Search Committee was fortunate to be provided this important training by someone so familiar with Temple Emanu-El.

We are working on integrating our learning into our search process in the following ways:

- ❖ We selected a diverse search committee.
- ❖ We have developed and are using a standardized candidate review and interview process.
- ❖ The Temple Emanu-El community has expressed a desire for leadership in our congregation to better reflect the diversity of our community.
- ❖ We will discuss and prioritize the criteria that are most important for candidates to possess at the time of hire and develop an application rubric to evaluate candidate applications that are based on these criteria.
- ❖ We will develop interview questions about candidates' diversity, equity and inclusion experiences and aspirations.
- ❖ Prior to beginning interviews, we will review questions about social identities that are illegal to ask of candidates.
- ❖ We will schedule meetings for candidates with representatives from across the Temple Emanu-El community.

**Recent photos from Temple Emanu-El**

[Short video](#) celebrating Temple Emanu-El's 60th year in its current facility--presented during the 2020 virtual High Holy Day services.



**Professional Staff** – Please list the names, tenure (length of service) and status (part-time or full-time) of the professional staff.

Position	Name	P/F	Tenure
Cantorial Soloist	<i>See "Music," below</i>		
Executive Director	<i>Richard Field</i>	<i>F</i>	<i>13 years</i>
Educator/Principal	<i>Rachel Garcia</i>	<i>F</i>	<i>3 years</i>
Administrative Staff	<i>Erica Westmoreland</i>	<i>F</i>	<i>3 months</i>
Property Caretaker	<i>Jack Ning</i>	<i>P</i>	<i>21 years</i>
Other	<i>We have several longtime part-time teachers in the School of Jewish Studies</i>	<i>P</i>	

### Congregation Identity

Number of member units today: <b>213</b>	Number of member units five years ago: <b>221</b>	
Families: <b>148</b>	Single Members: <b>65</b>	Age Distribution: <b>0-98</b>
Date congregation founded: <b>1938</b>	Is there a building? <b>Yes</b>	Date built: <b>1960</b>

### Congregation Facilities

Permanent seats in sanctuary: <b>192</b>	Sanctuary Seating Expandable to: <b>400</b>	
Number of classrooms: <b>5</b>	Number of offices: <b>3</b>	
Social hall/auditorium: <b>400</b>	Library: <a href="#"><u>Levinson-Krupp Library</u></a>	Youth lounge: <i>n/a</i>
Rabbi's study: <i>office w/full bath</i>	Chapel: <i>n/a</i>	Other: <a href="#"><u>Hawai'i Jewish Film Festival</u></a>

**Religious Services** – Please indicate the prayer books used for:

Sabbaths and Festivals: <b>MISHKAN T'FILAH</b>
High Holidays: <b>MISHKAN HANEFESH</b>

### Music

*The integration of music into services and programming is an important part of our tradition at Temple Emanu-El. Our most recent rabbi, Ken Aronowitz, was a trained performer and cantorial soloist before he was ordained; and, prior to becoming Temple Emanu-El's rabbi, Ken accompanied our previous rabbi, Peter Schaktman. While we do benefit from musical talent in the Temple Emanu-El community--e.g., we have a High Holy Day choir and congregants who have occasionally helped as soloists--because our rabbi in recent years has fulfilled the majority of the musical responsibilities, part of this rabbinic transition will also entail determining how music will happen at Temple Emanu-El.*

### Lifelong Learning

Does your congregation have an early childhood center? <b>No, however <a href="#">a Montessori-inspired preschool</a> rents space on the Temple Emanu-El property and includes opt-in Jewish programming.</b>		
Number of students: <i>n/a</i>	Number of classes: <i>n/a</i>	
Does your congregation have a day school? <b>No</b>		
Number of students: <i>n/a</i>	Number of classes: <i>n/a</i>	Grades: <i>n/a</i>

Does your congregation have a supplemental religious school? **Yes. *The School of Jewish Studies (SJS) is a community-centered program that conducts religious school classes for ages 0-18 years at Temple Emanu-El: Sunday programming and weekly Hebrew school (Kadima), PreK playgroups, holiday and family programming. Our madrichim group is thriving, along with a social youth group and opportunities for our post b'nei teens to volunteer for special activities.***

Number of students: **80+** Number of classes/grades: **Nevatim, K/1, 2/3, 4/5, 6+, Kesher, confirmation**

How many Bar or Bat mitzvah ceremonies did you have:

This year: **2021-22 school year, 8** Five years ago: **~12** Upcoming 18-24 mos: **~12**

Does your congregation offer post Bar/Bat Mitzvah or Confirmation programs? **Yes**

Number of students: **12** Number of classes: **2** Grades: **8-10th & 11/12th**

Does your congregation have an adult learning program? **Yes**

How many classes per year? **Weekly Wisdom Group & Torah Study. Approx. 12 other offerings annually.**

### Informal Learning

Does your congregation have a Middle School youth group? **No**

Number of participants: **n/a**

Does your congregation have a High School youth group? **Yes (pre-Covid)**

Number of participants: **8**

Is your program affiliated with NFTY? **No**

Do you have a summer day camp? **No** Number of participants: **n/a**

How many students in your congregation attend a residential Jewish summer camp? **12 (estimate)**

Does your congregation have a school-year retreat for supplemental school students? **No**

How many attend? **n/a**

Does your congregation offer adult weekend retreats? **No**

How many attend? **n/a**

### Community Profile

Other Jewish agencies and facilities: [Jewish Community Services](#), [Maui Kosher Farm](#)

Jewish Home for the Aged: **n/a**

Jewish Community Relations Council: **n/a**

Federation and Welfare Fund: **n/a**

Day school: **n/a**

**Other congregations:**

Conservative: [Sof Maarav](#)

Reconstructionist: **n/a**

Orthodox: [Chabad of the Big Island](#), [Chabad of Maui](#), [Chabad of Kaua'i](#), [Chabad of Hawai'i](#) (O'ahu)

Other: [Kona Beth Shalom](#) (Big Island), [Jewish Congregation of Maui](#), [O'ahu Jewish Ohana](#) (O'ahu), [Ahava Aina](#), (Big Island), [Kaua'i Jewish Community](#), [Aloha Jewish Chapel](#) (O'ahu)

Other major institutions in the community: **The Harry and Jeanette Weinberg Foundation (Hawai'i Office)**

Colleges and universities in the area: **University of Hawai'i, Chaminade University, Hawai'i Pacific University**



## **Important Considerations** – Please thoroughly fill out all questions listed below.

### **What three qualities are most important to your congregation in your new rabbi?**

As one of only a few Jewish congregations on the island of O’ahu, and with a congregation diverse in ethnicity, age and background, together we have identified the following three qualities as most important for our new rabbi:

#### ❖ **Community builder**

*A rabbi who is approachable, responsive, and able to build community and positive engagement across and beyond the congregation.*

*A team player who is engaging, friendly and inclusive, working effectively in cooperation and collaboration with congregants and other community members, including with the Temple’s professional staff and Board of Trustees.*

*An individual committed to diversity, equity and inclusion, and who actively works to ensure that Temple Emanu-El is affirming for all Jews and their loved ones, including those in mixed marriages (both religion and race), LGBTQA+, BIPOC, disability, etc.*

*An adept relationship-builder, able to engage productively with and establish connection with the full age spectrum of congregants--from youth (including those preparing for b’nei mitzvah) through to seniors.*

#### ❖ **Growth mindset (the belief that their talents and role at Temple Emanu-El can be developed through hard work, good strategies, and input from others)**

*A rabbi who approaches their role, religion, leadership and teaching with focus on process and evolution, who is adaptable, flexible and eager to be a part of a progression of developing and growing new and exciting relationships and experiences for and with the community.*

*Someone who understands the importance and value of learning not only the people and congregation, but the place and culture of Hawai’i as it influences the Temple Emanu-El community.*

*A rabbi who finds inspiration and energy from the give and take of teaching and learning together, who listens and is patient, responsive and intuitive.*

#### ❖ **Inspirational learner and teacher**

*A lifelong learner who models and leads by cultivating curiosity and discovery among congregants, challenging individuals to make their own connections and develop meaning for themselves.*

*A skilled, empathetic, strong communicator who is motivating to engage with, listen to, and learn alongside.*

*An ambassador, who is charismatic, compelling, and who embodies integrity and “human-ness.”*

*A rabbi who is eager to pursue ongoing professional development, e.g., through the [Makom Fellowship Program](#).*

### **The three most important priorities of our rabbi should be:**

As a congregation with a rich history of more than 80 years, located in a geographically and culturally unique place, Temple Emanu-El is poised at a point of opportunity along the broad arc of being part of the community of Hawai’i and a Reform congregation of “metropolitan” O’ahu. As we prepare to welcome a new rabbi and focus on what’s ahead for our congregation, the three most important priorities of our rabbi should be:

- ❖ Leading religious services, officiating life cycle events, and providing care and attention for people in the community who need taking care of (ministering, pastoral activities)--honoring Temple Emanu-El's traditional practices, and innovating in collaboration with lay leadership and congregants. Ensuring that the tradition and beauty of religious music is an essential element of worship at Temple Emanu-El.
- ❖ Education and programming: developing/leading/collaborating/contributing to opportunities for learning, engagement and action, including tikkun olam, that provide shared experience and help develop individual identity and strengthen the community broadly by cultivating connection with each other and with Judaism.
- ❖ Building a community that extends beyond Temple Emanu-El, including participation in interfaith alliances, other Jewish community efforts, issues and activities beyond the Jewish community, and being an open, connecting presence and representative of the congregation and the Jewish community in Hawai'i.

**The single most important thing a rabbi needs to know about our congregation is:**

Temple Emanu-El is a unique congregation in a unique environment. Located in Honolulu, on O'ahu, the most populous of the Hawaiian islands, we are the largest Jewish congregation in Hawai'i. Large, however, is relative when you're on a 600 square mile island about 2,500 miles from the Continental U.S. While in some ways there are familiar attractions and challenges of similarly-sized congregations in similarly-sized cities, in others we are much more akin to rural, remote, or even international locales--including a slower pace of business and life rhythms than most other counties the size of Honolulu (almost 1 million people). Temple Emanu-El's congregation has a number of interfaith and multicultural families. Our diversity is our hallmark and many of our practices and activities are influenced by the host Native Hawaiian culture and other Pacific Island and Asian communities. People who live in Hawai'i seek to find the balance between the benefits of our islands' natural beauty and resources and the challenges of the relatively high costs of living and the relative "isolation" of our remote location. And yet, in spite of being one of the most remote population centers in the world, Judaism has thrived here--with multiple congregations on every major Hawaiian island. Now more than ever, with support from The Weinberg Foundation, there are thriving efforts to build connections, relationships, and collaborative efforts between Jewish organizations in Hawai'i--for example, regular Hawai'i Jewish Leaders Convenings and a multi-year cohort program called Nitzavim Hawai'i that includes leaders from Temple Emanu-El and 13 other Jewish organizations in Hawai'i.

**What are the three primary goals of your congregation?**

Our congregation aims to provide an open and welcoming Jewish home to all who seek one. Once people find us, we hope to be their source of Jewish culture, education, and social interaction at all stages of life and we strive to increase our membership's connection to each other and to Temple Emanu-El, to the broader Jewish community, and to the broader Hawai'i community. Our three primary goals are:

- ❖ Be a warm, welcoming center for Jewish life in Hawai'i. Create and maintain a community where everyone--affiliated and unaffiliated Jews, Jews by choice, Jews of Color, Jews visiting Hawai'i, and people of other faith traditions--feel welcomed, included, and able to be engaged. In addition, seek out and welcome collaboration and reciprocity with other organizations and congregations in the Hawai'i Jewish Community.
- ❖ Offer opportunities for quality/appealing worship and programming to all ages. Value and recognize life cycle events and Jewish holidays and promote social action and tikkun olam activities. Continue to build



on and leverage our thriving School of Jewish Studies, Sisterhood, and Hawai'i Jewish Seniors group. Ensure that young adults, SJS parents, and families of post-B'nei Mitzvah youth are engaged with programming opportunities.

- ❖ Continue to build a culture of excellence concerning Temple Emanu-El's organizational infrastructure and governance--including generating operating and capital resources needed to thrive. Engage in organizational and leadership capacity building and development programming to assist in these efforts.

**What are the three most important issues to confront in your congregation in the next five years?**

- ❖ **Buildings & Grounds.** Our facility and grounds (which we have the great fortune to own without debt) are now more than 60 years old. We have been able to stay on top of most major needs; nevertheless, the facility has deferred maintenance and capital improvement needs that should be addressed within the next five years. Doing so will require significant fundraising, and we are lucky to have a congregation that values the facility and we believe they will rise to the occasion and help to raise the needed funds. For example, we recently received a \$60,000 gift to help jumpstart improvements to our sanctuary and pay for a professional building inspector to do a thorough assessment of issues needing attention. We are excited to give the Temple Emanu-El facility the love and attention it deserves.
- ❖ **Worship & Programming.** Between pandemic conditions and our rabbinic transition, our congregation and community are eager to resume and improve worship and programming offerings to reinvigorate Temple Emanu-El. In spite of the pandemic, the School of Jewish Studies is thriving as much or more than it ever has, and it is an ongoing source of new energy and membership for Temple Emanu-El. In addition, we have an organized and active Sisterhood and Seniors groups. A small but active group likes to attend services and Torah study (and Wisdom Group) regularly, and we believe that group can grow. And our recent Rabbinic Search Survey indicated that members and others in the Temple Emanu-El community are excited to engage in existing, new and different programming.
- ❖ **Capacity Building & Leadership Development.** In addition to our rabbinic transition, we always need to ensure continuity of our staff and lay leadership--making sure that transitions are planned for and as seamless as possible. The Board of Trustees and professional staff have begun the process of reviewing foundational pieces such as the Temple bylaws, policies, and procedures--so that we can be sure that we are operating most efficiently and effectively for the congregation. The board is also working to make the job responsibilities of the President and other officer positions more feasible, and re-activating needed board committees. This process will also help us to identify areas where we have the opportunity to improve and/or where strategic investments of time and other resources are warranted. Temple Emanu-El's lay leaders and staff are motivated to take advantage of this transitional time to help the congregation to always strive to get better and serve the community as well as we possibly can.

**Please provide your congregation's Mission Statement.**

Temple Emanu-El is a synagogue community and a center of Jewish life on O'ahu and in Hawai'i. Its members are dedicated to the religious and ethical values of Judaism. In perpetuating itself, the Temple is committed to worshiping God, studying Torah, the pursuit of Jewish education, promoting Jewish identity, enhancing Jewish life and pursuing social justice.

### What are your congregation's core values?

Temple Emanu-El has not gone through a formal process of establishing congregational values, however, the following reflect a summary of prevalent themes from recent congregation meetings and surveys to ensure that all voices are represented in our search:

- ❖ **Connection to place.** We are proud to represent one of the world's oldest religions in one of the world's most remote population centers--and to be deeply connected to our current location in Nu'uuanu Valley for more than 60 years.
- ❖ **Spirit of aloha and shalom.** Aloha is the Hawaiian word for love, affection, peace, compassion and mercy that is commonly used as a simple greeting but has a deeper cultural and spiritual significance to Hawaiians, for whom the term is used to define a force that holds together existence. At Temple Emanu-El, we've added aloha to the treasured Jewish concept of shalom, to create our own greeting--*shaloha*. We strive to bring our warmest *Shaloha* every time we enter or engage with our special Jewish place in Hawai'i.
- ❖ **Inclusiveness.** We recognize that inclusivity is critical for our community to thrive in a remote place like Hawai'i. We work to embrace all the forms of diversity in our community, including race/ethnicity, gender identity, sexual orientation, disability, Jewish identity, interfaith families, different views and backgrounds.
- ❖ **Engagement.** In order to thrive, we engage people beyond "just" being affiliated; we rely on the range of ways stakeholders can demonstrate engagement to help keep Temple Emanu-El active and strong.
- ❖ **Lifelong Learning.** We value learning and action opportunities--for our youngest children through our eldest seniors--embracing the values of Jewish wisdom and tikkun olam.

### What are your congregation's strengths?

- ❖ Largest and oldest congregation in Hawai'i, invested in connecting with and supporting the broader Jewish Community in Hawai'i.
- ❖ We own our property and building without debt, which gives us a strong foundation to grow from.
- ❖ 80+ year history (60+ in our current location), and congregants and families that have been connected to Temple Emanu-El throughout its history.
- ❖ Commitment to be open and welcoming to all, regardless of ability to pay--whether that means being a member, attending High Holy Days worship, or attending events.
- ❖ Thriving School of Jewish Studies, which ensures that Temple Emanu-El is bustling with energy and activity.
- ❖ Creative use of our facilities to help balance our budget, including renting spaces that aren't needed to groups in need of office space, and outsourcing operation of our on-site pre-school to a private vendor.
- ❖ Stable and engaged lay leadership. The Board of Trustees is active and energized, and committed to continuing to engage new and more diverse leadership. The Board has been succession-planning to ensure that there is continuity of leadership for at least the next 6-8 years.
- ❖ Endowment. Thanks to the generosity of Harry and Jeanette Weinberg, Temple Emanu-El has a \$3.5 million endowment created in the early 90s. The endowment had significant investment restrictions for many years but those restrictions have recently been lifted, the Board created an Investment Committee and Investment Policies, and the endowment will help Temple Emanu-El thrive into the future.
- ❖ Financial stability. Thanks to the good governance of the Board of Trustees and staff leadership, Temple Emanu-El has been able to weather hard financial conditions and balance its budget.

### What are your congregation's greatest challenges?

- ❖ Embracing the opportunities afforded by the dual transitions of navigating out of pandemic conditions and finding a new settled rabbi.
- ❖ Raising funds to grow and balance Temple Emanu-El's budget as well as the need for a longer-term capital campaign, etc. This includes reviewing our membership dues program, fund development plans, and capital needs.
- ❖ Needs of an aging facility for near term and longer term, including deferred maintenance and capital improvements.
- ❖ Broadening and deepening the pool of volunteers to share needed work to keep the congregation thriving. With a small paid staff, the distribution of responsibilities for leadership and programs is critical.

### Finances

Size of the congregational budget: <b>546,092</b>
Percent of the budget covered by dues: <b>42% (current fiscal year projection)</b>
Average member dues: <b>\$1,038</b>
<b>Other sources of revenue:</b>
Fundraising: <b>5%</b>
Endowment: <b>13%</b>
Other: <b>Facility rental (31%); SJS (7%); other religious income (memorial plaques, b'nei mitzvah training, etc)</b>

### Remuneration - We ask that you indicate a specific figure or a specific range

Proposed base compensation (salary and parsonage): <b>\$130,000</b>
Percentage of pension in addition to base compensation: <b>15%</b>
<b>Standard benefits of a rabbi in addition to salary (not included above)</b>
Health insurance: <b>100%</b> Income-Disability insurance: <b>yes</b>
Convention allowance: <b>yes</b> Sabbatical: <b>negotiable following appropriate tenure</b>
Car allowance: <b>exclusive use of leased vehicle for first year (2nd year of a two-year lease; extension of lease is not planned)</b>
Professional Expenses: <b>yes</b> Books and periodicals: <b>yes</b>
Organizational Dues: <b>yes</b> Social Security Reimbursement: <b>7.65% reimbursement</b>
Housing: <b>We are always seeking creative solutions to help reduce the cost of housing for the rabbi.</b>
Vacation/Sick/PTO: <b>24 days paid time off + 1 designated day off per week</b>
Family Leave Policy: <b>Temple Emanu-El is in the process of revising its employee handbook and is considering the addition of a Family Leave policy that provides twelve (12) weeks per year of family leave to all employees to: attend to the employee's own serious health condition; care for a family member with a serious health condition; or bond with the employee's new child following birth, surrogacy, adoption, or foster placement.</b>
Fellowship Program: <b>Our rabbi, if willing and eager to benefit from the program, will become a Makom Fellow and receive three years of cohort-based training, one-on-one mentorship, and peer support to cultivate vibrant, inclusive Jewish life rooted in our community's sense of place (makom). <a href="#">The Makom Fellowship Program</a> is offered in conjunction with <a href="#">The Center for Small Town Jewish Life</a>.</b>

### **Makom Fellowship opportunity for Temple Emanu-El's settled rabbi.**

Temple Emanu-El's settled rabbi will have the opportunity to become a Makom Fellow and receive three years of cohort-based training coupled with one-on-one mentoring. Makom Fellows will meet via Zoom on a weekly basis and gather in person twice a year.

The Makom Fellowship program trains leaders of small-town Jewish communities to:

1. Create engaging, financially sustainable Jewish communal activities and learn from their experiences to improve the quality and impact of subsequent activities.
2. Foster inclusiveness by providing dignified access to Jewish communal activities regardless of socioeconomic status, racial identity, family composition, or other factors.
3. Cultivate meaningful relationships with and among community members through communal activities and one-on-one engagement.
4. Empower community members to deepen and express their Jewishness by rooting it in their strong sense of place.

According to program materials, Makom Fellows will gain confidence in program design as well as fundraising and fiscal management, empathy for marginalized members of the Jewish community, appreciation for the value of relationship-based engagement, and passion for place-based expressions of Jewishness. Fellows will feel proud of their work cultivating small-town Jewish life and supported by others who do the same. Fellows will develop a strong sense of collective identity as small-town Jewish communal professionals and will come to care deeply about the vitality of small communities.

As a Makom Fellow, our settled rabbi would receive:

- Approximately 120 Zoom-based sessions and 21 days of in-person workshops.
- A seasoned small-town rabbinic mentor who provides approximately 24 Zoom-based mentorship sessions and who visits the fellow's community during the initial fellowship year.
- Peer support from other emerging small-town Jewish communal professionals.
- Access to a professional network of leaders who serve small-town Jewish communities.

For more information about the Makom Fellowship, click here: <https://jewishlife.colby.edu/makom/>.

### **Briefly describe the financial condition of the congregation.**

Temple Emanu-El's budget is tight and we strive to break even each year as we do not have significant operating reserves. Dues from our members cover less than 50% of our operating expenses. We are fortunate in that we do own the property which houses our synagogue, which also has additional space we are able to rent out to a preschool and other small businesses/nonprofits, which amounts to about 30% of the budget. We also have an endowment that has recently provided about 15% of our operating budget. The School of Jewish Studies provides about 7-10% of our budget. Annual fundraising activities usually cover any additional needs or shortfall.

Please provide a history of your congregation if it is not located on your website.

In 1901, 40 residents formed the first Hawai'i congregation, the Hebrew Congregation of Hawai'i, which lasted about six years. After World War I, the Jewish Welfare Board (JWB) sent Alexander and Jennie Linczer to establish a JWB Center in their home on O'ahu. They were later joined by Max Goldman and the Usheroff family as leaders of the Jewish community. The origins of an organized Temple Emanu-El date back to 1938, when 35 Jewish families on O'ahu formed the Honolulu Jewish Community (HJC).

In 1939, in cooperation with JWB, HJC leased and converted a small chapel on Young Street into a Jewish Community Center (JCC), which also served as Honolulu's first synagogue building. During World War II, the JCC continued to be the focal point of the Jewish community with religious services conducted by military chaplains stationed in Hawai'i. In 1942, HJC established a Hebrew Burial Society consecrating a section of the O'ahu Cemetery in Nuuanu for use as a Jewish cemetery.



In 1947, the Jewish Welfare Board sent Rabbi Emanuel Kumin to Hawai'i to serve as its director. HJC also hired him to serve the congregation on a part-time basis. A temple Sisterhood was organized, and a religious school was started. The 1950-51 Board of HJC adopted the Temple Emanu-El name and purchased a large residence on O'ahu Ave, near the University of Hawai'i, and consecrated it as the Temple's first home. Rabbi Francis Hevesi, former Chief Rabbi of Budapest, Hungary became the Temple's first full rabbi and, on February 11th, 1953, Temple Emanu-El affiliated with the Union of American Hebrew Congregations (now the Union for Reform Judaism). By the late 1950s, the Temple had outgrown its facilities. The congregation purchased the Castle House property on Nu'uanu Ave (now the Pali Highway), and, in 1960, built the present Sanctuary structure, the first original synagogue ever built in Hawai'i.

### The Kalakaua Torah and yad

Elias Abraham Rosenberg, who came to Hawai'i from San Francisco in 1886, developed a friendship with King David Kalākaua, telling him stories from the Torah and teaching him the Hebrew language. Accounts vary as to whether or not Rosenberg ever used the title "Rabbi," but he was never ordained. In 1887, Rosenberg returned to San Francisco because of political unrest surrounding the Bayonet Constitution in Hawai'i, leaving his Torah and yad with King Kalākaua for safe-keeping.

The Torah and yad remained in the royal family, which would lend the scroll to HJC for High Holy Day services until 1925 and possibly through the 1930s or into the 1940s. The yad eventually belonged to Kekaulike Kawānanakoa,





granddaughter of Princess Abigail Kawānanakoa; Kekaulike gifted it to a friend who gave it to Temple Emanu-El in 1959.

After the death of Princess Abigail Kawānanakoa in 1945, the Torah was given to Flora Ka'ai Hayes for safekeeping. Following Flora's death in 1968, she left it to her son, Homer A. Hayes. The location of the Torah had remained publicly unknown for 13 years after the donation of the yad, and was rediscovered in 1972 when Homer told Temple Emanu-El member Samuel Landau about the scroll. The Torah eventually passed into the Temple's ownership, along with the yad, donated by Rosenberg's great-grandson Sholom "Scotty" Gelt. The Torah and yad are now permanently displayed in the main sanctuary of Temple Emanu-El.

**Please provide a copy of your congregation's Bylaws if they are not located on your website.**

The Temple Emanu-El Bylaws are [available here](#).

#### More recent photos from Temple Emanu-El



