



Rodef Sholom Temple

401 City Center Blvd., Newport News, VA 23606 757-826-5894

Covenant for our Rabbi Search Committee

We, the members of the Rabbi Search Committee of Rodef Sholom Temple, are honored to have been entrusted with the responsibility of finding our next Rabbi. We understand the significance of the task and embark upon it with integrity, open minds, and great respect. Our committee recognizes the impact our decisions will have on our fellow congregants, our future members, and the wider Jewish community, and we take on this duty mindful of our connection to the generations that preceded us and those that will follow us. Throughout the search process, the search committee will follow the placement procedures set out by the Rabbinical Assembly, and we pledge to uphold and abide by the following values:

- ***Selfless Service:*** We come together in this endeavor for the sake of the entire Rodef Sholom community. As we contemplate who and what are best for the future of Rodef Sholom, we will make the interests of the overall congregation our number-one priority. While we will each be informed by our own personal experiences, we will put aside, to the best of our abilities, our personal biases. Our work may be lengthy, difficult or tedious at times, but we will resist the temptation to expedite decisions for our own convenience, taking care not to shortchange the congregation, the candidates, or ourselves. When we make pivotal decisions, we will take our time, allowing committee members to thoughtfully wrestle in earnest with the issues at hand.
- ***Mutual Respect:*** Our meetings should be a safe, comfortable place to engage with each other in the work of the committee. Members should treat each other with respect, actively seeking out and listening to one another's input, and making room for others to voice differing viewpoints without fear of being judged. We recognize that members come from different backgrounds and perspectives, and that the diversity of our opinions and experiences will help us work together more productively and ultimately enhance the quality of our decision making. When conflict arises, as it inevitably will, we will strive to view it as an opportunity to better understand the issues at hand and the stakes of our decisions. If deliberations become heated, we will pause our discussions when practical and return to address contentious issues once passions have subsided.
- ***Clear Expectations:*** Throughout the search process, committee leadership will as much as possible offer clear guidance to fellow members about assigned tasks, time commitments, and other expectations. In return, committee members are encouraged to volunteer for the many discrete assignments and subcommittee roles that will be critical to the ultimate success of our efforts.

- **Confidentiality:** To protect the candidates and avoid the potential for rumors or undue influence, the search committee will maintain appropriate confidentiality. We will not disclose the names of candidates or other identifying information about them to members of the congregation, our partners/spouses, our friends, or any others outside the search committee. Likewise, we will not share information about our deliberations or statements made by individual committee members. We agree to maintain confidentiality even after the final rabbinic selection is made.
- **Transparency:** We know transparency will build trust among the congregation in the committee's efforts and ultimate decisions. The committee will provide frequent updates about the committee's work and the selection process.

Respectfully signed June 16, 2022

Rodef Sholom Temple Rabbi Search Committee Members

Josh David, Committee Chair

Allen Fraley

Reece David

Roy Lasris

Robin Levy

Jody Sarfan

Rebecca Scheetz

Steven Shapiro

Rosanne Stupar