

# Rabbi Search Committee

## Summary of Congregational Survey & Focus Groups

We thank our congregation members very much for participating in the Rodef Sholom Temple survey and focus group research conducted in July & August 2022. Below you will find a summary of the data that was compiled. We used your input to help identify the qualities we want for our future rabbi. Importantly, this research provides our basis for communicating our wants and needs to the Rabbinical Assembly as we begin our Rabbinical search.

146 people answered the survey questions and 55 people participated in the 4 focus groups. Detailed analyses were completed for both the survey and focus groups.

Our objectives in fielding the survey and focus groups were to have RST congregants help define:

1. The skills we want our new rabbi to have
2. How we want our congregation to grow and change
3. What traditions we want to keep
4. What traditions we want to change
5. RST's unique differentiators that would attract a new rabbi

Our position posting went live on the Rabbinical Assembly's website on October 20<sup>th</sup>. We received our first resume on October 23<sup>rd</sup>. We hope that more will soon follow.

### Survey Response Demographics Overview

There were a total of 146 responses to the survey. 104 completed the entire survey. 117 completed the voluntary comments (29 skipped all voluntary comments):

#### % RST Total Membership vs. Members Responding to Survey:

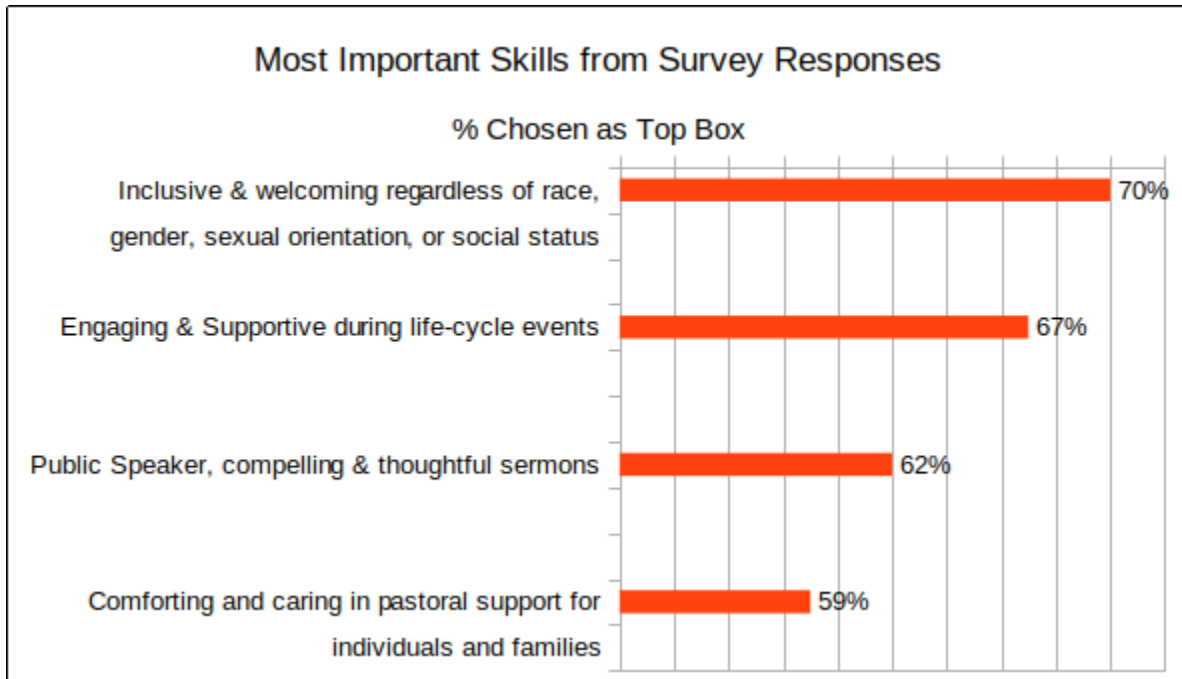
Age	RST total Members %	% of Group Responded
75+	28%	24%
65-74	24%	41%
55-64	15%	58%
45-54	9%	38%
35-44	4%	4%
25-34	3%	1%
18-24	2%	?
Under 18	12%	?

#### Respondents by Length of Membership:

# of years	RST total Members %	% of Group Responded
20+	26%	100%
11-20	26%	49%
5-10	16%	69%
2-4	7%	46%
Less than 2	4%	100%
Unknown	23%	?

## Survey Responses – Most Important Skills Identified

Skills	Top Box % Choosing
Inclusive & welcoming regardless of race, gender, sexual orientation, or social status	70%
Engaging & Supportive during life-cycle events	67%
Public Speaker, compelling & thoughtful sermons	62%
Comforting and caring in pastoral support for individuals and families	59%



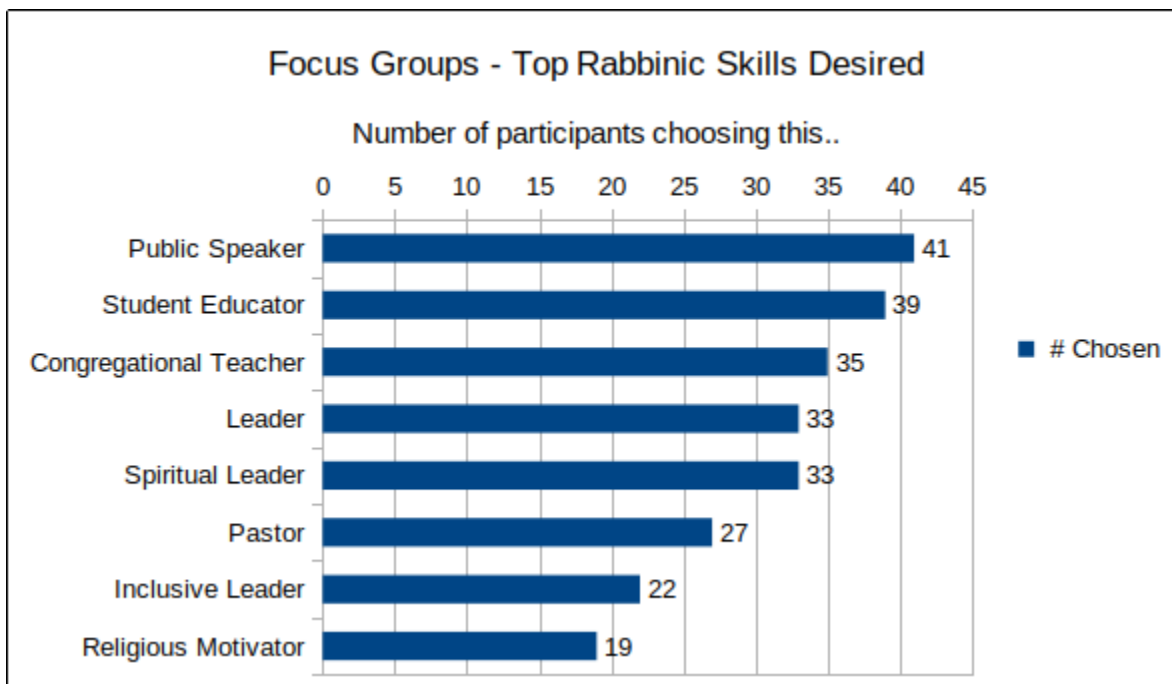
### 4 Focus Groups – Top Skills Expressed

Focus group results varied slightly from the survey, with slightly higher ranking emphasis on teacher and educator. That aside, overall skill rankings were similar to those of the survey with public speaker, student educator, and congregational teacher ranked the highest. These were followed by leader, spiritual leader, pastor, inclusive leader, and religious motivator.

**Focus Groups Overall:** There were a total of 55 attendees over the 4 Focus Groups held:

#### **Top Desired Skills for RST's next Rabbi**

Skills	# Participants Choosing
Public Speaker	41
Student Educator	39
Congregational Teacher	35
Leader	33
Spiritual Leader	33
Pastor	27
Inclusive Leader	22
Religious Motivator	19



### What Makes RST a Good Choice – Discussions

- ✓ Established Synagogue, Long history, Founded 1913
- ✓ Established connections within the community at large
- ✓ Financial stability, Endowment, Housing provision
- ✓ New & Modern Synagogue Building, Campus setting with UJC
- ✓ Security, Working relationship with local law enforcement, SCN Resources
- ✓ Access to Jewish Pre-school & Hebrew school
- ✓ Religious school for youth, Adult education
- ✓ Welcoming Congregation, Inclusive, Fellowship & meals, Emphasis on community
- ✓ Experienced lay leadership
- ✓ Weekly Minyan & Shabbat services
- ✓ Location benefits, History, Cultural, Recreation, Higher education
- ✓ Christopher Newport University, William & Mary
- ✓ Ferguson Center for the Arts
- ✓ University Jewish studies and Holocaust Programs
- ✓ Williamsburg, Jamestown, Yorktown, & Richmond
- ✓ Centrally located on East Coast ideal for north/south coastal travel