

RABBINICAL ASSEMBLY



כנסת הרבנים

עת לבנות

A Time to Build

קהלת ג:ג

Kohelet 3:3

RABBINICAL SCHOOL GRADUATES  
תש"פ | 2020

EMILY HENDEL

*Director of Career Services*

RABBI AARON BRUSSO

*Chair, Joint Placement Commission*



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Rabbinical & Cantorial School Graduates

from

The Jewish Theological Seminary

The Ziegler School of Rabbinic Studies



# JOINT PLACEMENT COMMISSION

*Representing the Conservative Movement*

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February 10, 2020 / 15 Shevat 5780

On behalf of the Joint Placement Commission, we want to welcome you to Interview Week. The Joint Placement Commission is a collaborative effort by the Rabbinical Assembly, the United Synagogue of Conservative Judaism and the rabbinical schools of the Jewish Theological Seminary and the Ziegler School of Rabbinic Studies. We provide a professional atmosphere in which rabbis and affiliated congregations can meet and ultimately enter into the special bond that enhances the vision of Conservative Judaism to the mutual benefit of rabbis and congregations.

We believe that the relationship between a community and a rabbi is elevated by a consistent sense of mutual care. The Joint Placement Commission as well as our RA Career Center have staff, volunteers, and resources to help nurture and deepen this relationship beginning with the initial transition and continuing over the years of partnership.

For the first time this year, we were delighted to host two webinars for search committees to help communities prepare themselves to find the right rabbi. Our guest presenters, Rabbi Cheryl Peretz and Fran Sepler, taught search committees to identify and address implicit and explicit biases and to conduct a search that intentionally plans around them. The sessions also focused on how to create a culture that is feedback-rich, which helps increase the likelihood of building and sustaining a psychologically safe and respectful community that will enable communities to come together as a sacred space where holiness can grow. Please reach out to the RA staff if you would like to access the recordings and share them with your entire search committee and lay leadership team.

During this week, I will be available along with Emily Hendel, Director of Career Services, to answer questions and facilitate discussions. Additionally, other members of the Rabbinical Assembly professional staff, support staff, along with representatives of USCJ and each rabbinical school, will also be available to assist in helping to make this week a most productive one for rabbis and congregations alike.

To meet with the RA staff, come to the 6th floor in the Schiff building, where we will have a reception area with coffee and snacks. Please accept our appreciation for your participation in Interview Week.

We wish you *hatz'lacha*, much success, as you take this next step.

Rabbi Aaron Brusso  
*Chair, Joint Placement Commission*



Dear Friends,

Welcome to Interview Week 2020. Together with our partners at the Rabbinical Assembly, United Synagogue for Conservative Judaism, and the Jewish Theological Seminary, we thank you for coming together to celebrate the opportunity to share in one of our Movement's most uplifting programs that reminds us all of the ways in which our tradition unites us in pursuit of a tomorrow that is even better than today.

We recognize that this process brings out great excitement and anticipation, and sometimes anxiety as well. We want to do what we can to make this week a bit easier and more manageable for you. One of our deans, Rabbi Cheryl Peretz will be around throughout the week to talk to you about the process, about the appropriate fit of candidates, and to answer any questions you may have. If you don't find her at minyan, in the halls, or at breakfast each day, please feel free to stop by the hospitality suite on the 6th floor in Schiff to say hello, and or to seek out any assistance you might need.

Each of the candidates you meet this week will be knowledgeable, capable, and insightful. At the Ziegler School, we place great emphasis on personalized teaching that invites our future rabbis to open their minds, hearts and souls to the texts and traditions of our religion, to feel the presence of God in their lives, and to assume the ever-expanding roles and responsibilities offered to those entering the Conservative rabbinate of the 21st century. We are confident that you will see these qualities in each of our new rabbis.

The task of engaging a rabbi is a sacred one. Each of your candidates has been called to serve God and the Jewish community in their own unique way. As your community stands on the precipice of a new chapter, we hope that the inspiration of all of those you meet will leave lasting impressions of hope, optimism and the ability to find the sacred in every day. To all the members of your community's search committee; we bless you with the ability to recognize the transcendence and meaning of your work.

**בברכת שלום**

*Rabbi Bradley Shavit Artson, DHL*  
*Jeff Levine, Advisory Board Chairman*  
*Rabbi Cheryl Peretz, Associate Dean*



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Dear Congregational Leaders,

Welcome to our annual Interview Week. We are pleased to host representatives of your communities as well as our friends from the Ziegler School of Rabbinic Studies in Los Angeles. This is a holy and significant moment for all of us. It is the moment when you will articulate what feels most needed in your community. It is the moment when these nearly ordained rabbis will summon their Torah, their pastoral skills and their commitments to social justice and they will offer their visions of 21st century Jewish life to you. And it is the moment when we partner with all of you to help congregations and rabbis identify who could be the right next traveling partner and leader as you create places where God can dwell, Torah can bubble forth and together you can build a better world.

Thank you for coming here to spend time with our students to imagine what you might do together. We feel proud of and inspired by the students we've trained, and optimistic about what they will create along with you. At JTS they have studied Torah in all of its glory, and they have become skilled interpreters for contemporary Jews in diverse settings. Each has a unique story and special skills and interests which can strengthen your community.

We wish you strength, insight, compassion and openness as you meet our students and begin the discernment process. Please know we are available to you as you journey towards hiring a rabbi and will help in whatever ways we can.

With Blessings,

Rabbi Daniel S. Nevins, *Pearl Resnick Dean*  
Rabbi Stephanie Ruskay, *Associate Dean*

Hevre,

On behalf of the staff and leadership of USCJ, we want to welcome you to Interview Week.

Whether this is your first experience with Interview Week or you have been through this before, we want to remind you that this will be an intense experience for you and the students. Relax as much as possible. Use your time wisely and make certain to smile!

USCJ believes that the partnership between a rabbi and a congregation is sacred and therefore deserves all of the work you are doing and will do to make certain that the one you are seeking is the right one. We will be here during the week to serve as a resource for you and your team. When you return home, remember that your District Synagogue Consultant is your contact for assistance and USCJ resources throughout your rabbinic selection process.

L'hatzlakha,

Jennifer Stofman  
*USCJ Director of Synagogue Consulting*

Linda Sussman  
*Synagogue Consultant, METNY District*



## STATEMENT ON INCLUSIVE HIRING PRACTICES

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### **Shiv'im Panim la'Torah. "There are 70 faces to the Torah."**

*-BeMidbar Rabbah 13:15*

Religious communities depend heavily upon the leadership skills of both volunteers and professional staff. These people must have integrity, intelligence, faith, knowledge and creativity. They must be humble and kind, yet also bold and assertive when necessary to help their organizations address challenges and seize opportunities to advance its mission.

Who is the best qualified Jewish professional, whether rabbi, cantor, educator, administrator, or fundraiser? The answer to this question depends largely on the particulars of the job and of the organization, but one thing is clear--there is no single demographic profile of a successful Jewish professional. Too often Jewish organizations have forgotten this simple fact, setting aside the most talented people in favor of ones who conform to preconceived profiles of Jewish leadership. This tendency to look at the container rather than at its contents hurts both organizations and professionals.

The North American Jewish community has become beautifully diverse, yet its professionals, especially its clergy, have often been expected to look like the leaders of past generations. For us to succeed, we must draw upon the talents of all of our people, lay and professional, and become discerning judges of leadership potential. Congregations and other communal organizations that focus on external characteristics severely limit their options. Congregations, schools, and organizations that instead embrace the diversity of today's Conservative clergy will encounter Torah in its many glorious forms, its traditional "70 Faces."

Just as our communities are more diverse than ever before, so too do our clergy and other professionals reflect this diversity of gender, generation, health and relationship status. They are partnered and single, and of all ages and physical abilities. They are men, women, and gender-nonconforming. They are gay, lesbian, bisexual, queer, and straight. Our communities and our trained professionals include people from varied backgrounds of race and ethnicity; some leaders come from entirely Jewish families, and others come from interfaith families or are themselves Jews by choice.

Within this diversity, we are blessed that each rabbi and cantor has a unique story, perspective, and set of skills and goals. They are united in their love of Torah, their deep spiritual grounding in Jewish practice, and their excitement to serve God and the Jewish people as rabbis.

We are blessed that our Jewish people and clergy embody the fullness of today's household of Israel. They should be welcome as both members and potential leaders of our religious communities.

Communities and organizations often assume that the demographic profile of their professional leadership will automatically attract (or repel) potential constituents or members. They may not even be conscious of their inclination to interview, for example, only young or married individuals, thereby missing out on the talented people who might be the perfect match for their community. They also often assume the way candidates will balance work and family life based on their gender, rather than asking how they plan to juggle their various responsibilities. Surprisingly, communities often give scant attention to the religious and educational philosophy of their prospective leaders, focusing instead on vague and subjective qualities, such as charisma.

How then should a community seek its religious leaders? First, the community should clarify its values and its mission, and then it should ask what leadership qualities are most valuable for the task. The search committee should be charged to look broadly for these leadership qualities and not assume that they can be found in only one demographic profile. Committees should be proactive in meeting candidates of different genders, generations, sexual orientations and backgrounds. They should not assume that their community is “not ready” to welcome a professional whose profile is dissimilar to that of the previous person. If there is a specific halakhic or job-related qualification that would exclude some candidates, this should be made explicit in the job description.

One of our great strengths as a religious movement is that we are pluralistic. We often respect the wisdom and authenticity of various positions even when selecting one particular policy to practice. Particularly when hiring rabbis and cantors, it is common for differences of religious perspective and policy to emerge. This is an opportunity to study issues together in an atmosphere of mutual respect so that it can become clear whether the match is likely to succeed.

Some of the most challenging differences of opinion in recent decades have surrounded the expansion of eligibility for admission to rabbinical and cantorial school and then to the professional rabbinate and cantorate. The Conservative Movement welcomes different voices on these matters and views the diversity of opinions and practices within our congregations as a strength. At this point, the vast majority of Conservative congregations identify as egalitarian, a substantial number of our clergy are women, and a growing number are members of the LGBTQ community.

Congregations and other communal organizations are strongly encouraged to meet with an array of candidates and to be open to the possibility that the best professional for their organization may not conform to their past assumptions of the profile of a religious leader. They should recall the ancient teaching that Torah has (at least) 70 facets and enriches our lives through vessels of all kinds.

So too will our communities be best served when they seek leaders for their intellectual, spiritual, and social skills, celebrating the diversity of the people who have been inspired to serve God and the Jewish people with all their heart, soul, and might.



THE RABBINICAL ASSEMBLY is the international association of Conservative rabbis. Since its founding in 1901, the Assembly has been the creative force shaping the ideology, programs, and practices of the Conservative Movement, and is committed to building and strengthening the totality of Jewish life. The Assembly publishes learned texts, prayerbooks, and works of Jewish interest, and it administers the work of the Committee on Jewish Law and Standards for the Conservative Movement. It also serves the professional and personal needs of its membership through publications, conferences, and benefit programs, and it coordinates the Joint Placement Commission of the Conservative Movement. Rabbis of the Assembly serve throughout the world: in congregations, on campuses, as educators, hospital and military chaplains, teachers of Judaica, and officers of communal service organizations.

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THE JEWISH THEOLOGICAL SEMINARY began in 1887 as a rabbinical school to train American rabbis in the classical texts and contemporary context of Jewish life. Today JTS is home to five schools and to the offices of numerous organizations of the Conservative Movement such as The Rabbinical Assembly, The Cantors Assembly and Camp Ramah. JTS rabbinical students complete a five year curriculum, with one year spent in Jerusalem. In addition to immersing themselves in the study of Hebrew, Bible, Talmud, Midrash, Jewish law, philosophy and history, our students study professional skills such as pastoral counseling, non-profit management, public speaking and skills for teaching. All rabbinical students complete an academic concentration as well as an extended internship in an applied rabbinical field such as the pulpit, day schools, camping, hospital chaplaincy or agency work. All of our students complete a unit of Clinical Pastoral Education, and earn an MA, whether in Jewish Studies or in a specific field such as Jewish Education, or one of our many other MA degrees. For more information about our students, please contact either Rabbi Daniel Nevins, our Pearl Resnick Dean, or Rabbi Stephanie Ruskay, our Associate Dean, at 212-678-8907, or by email at [danevins@jtsa.edu](mailto:danevins@jtsa.edu) or [struskay@jtsa.edu](mailto:struskay@jtsa.edu).



## THE UNITED SYNAGOGUE OF CONSERVATIVE JUDAISM

is a valuable resource to congregations as they search for a rabbi.

The United Synagogue, founded in 1913 by Dr. Solomon Schechter, today serves close to 670 Conservative synagogues throughout North America. It plays an active role in all areas

of synagogue life, including the placement of synagogue professionals. United Synagogue's high level of effectiveness in placement is directly proportionate to the involvement of the staff. That is why we strongly recommend that the congregation get in touch with the local USCJ synagogue consultant at the beginning of the search process. The synagogue consultant can offer valuable general guidance, and they can offer even more important specific advice, based on an understanding of the synagogue, its needs, its history, its demographics, and its position in the community. As the process of engaging a rabbi unfolds and the process becomes more specific, the congregation may wish to talk about the way a particular candidate's strengths will mesh with the congregation's interests and needs.

For more information, contact Jennifer Stofman, Director of Synagogue Consulting at [stofman@uscj.org](mailto:stofman@uscj.org) or 856-649-4515, or your district synagogue consultant.



THE ZIEGLER SCHOOL OF RABBINIC STUDIES made history when it opened the first independent rabbinical school on the West Coast. While we take pride in being history-makers and serving as pioneers in the Conservative Jewish community, we are much more than innovators and pacesetters. First and foremost, we are a full-fledged five-year rabbinical school that

values rigorous scholarship, embraces the splendors of spirituality, and provides our students with vast opportunities to grow intellectually and spiritually. On the idyllic campus of American Jewish University, in Los Angeles, and in an atmosphere that places great emphasis on personalized teaching, our students open their minds and hearts to the texts and traditions of our religion, feel the presence of God in their lives, and assume the ever-expanding roles and responsibilities offered to those entering the Conservative rabbinate of the 21st century.

For more information about our students, please contact Rabbi Cheryl Peretz, Associate Dean of the Ziegler School, at [cperetz@aju.edu](mailto:cperetz@aju.edu) or 310-440-1213.

## SCHEDULE AND LOGISTICS

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Welcome to Interview Week!

**Daily Schedule:** Interviews are scheduled to begin at 9:00 AM every day and are set to run 50 minutes each, with a ten minute break in between sessions. There will be 3 interview sessions in the morning, a lunch break from 12PM to 1PM, and 5 interview sessions in the afternoon, with the last session beginning at 5:30 PM. The final session on Thursday the 13th concludes at 3PM. All interviews will take place at the Jewish Theological Seminary, 3080 Broadway, at the corner of West 122nd Street, New York, NY 10027. **Please note that we plan to host Interview Week even in the event of inclement weather.**

Throughout the day, you're welcome to visit our **Hospitality Suite** in Schiff 610. We will have bottled water, coffee, fruit, and snacks.

There will be a continental breakfast hosted by the RA at 8:00 AM on Monday, Tuesday, and Wednesday for an opportunity to mingle and ask questions to prepare for the day. The deans of the rabbinical schools as well as staff from the RA and USCJ will be available during this time. On Monday and Tuesday, it will be in the Unterberg Auditorium (basement) and on Wednesday, it will be in Kripke 610.

Food is available for purchase in the dining hall on the 1st floor. It is open daily from 8:30 AM to 2:30 PM.

**Minyan:** Shahrarit will take place in Women's League Seminary Synagogue on the second floor at 7:30 AM each day. Minhah will take place in the same place at 3:00 PM each day.

**Connect with Us:** We're on [Facebook](#), [Twitter](#) @rabbiassembly, and [Instagram](#) @rabbinicalassembly. The Interview Week hashtag is [#InterviewWeek2020](#).

Thank you for participating and we look forward to finding you a great rabbi!

**Internet access** is available throughout the building:

Network: **JTS11N**

Password: **NewWireless**

## INTERVIEW WEEK RULES

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Congregations and institutions are not permitted to contact candidates directly prior to Interview Week. This includes all phone, email, and social media contacts. This allows for a level playing field for everyone.

At the request of synagogues, we have two “blackout” periods in the placement process for graduating rabbis. These blackout periods afford search committees the time to consider candidates and include stakeholders in their communities without feeling that they must act immediately in order to avoid losing candidates. The blackout periods described below are designed in response to the feedback of congregations and are intended to make it easier for congregations and institutions to interview candidates in a thoughtful and reflective way, without feeling that decisions must be made on the first day or the first hour of the process.

### **Here’s what you can expect:**

The first blackout period is **BEFORE** Interview Week commences.

After the initial meetings during Interview Week, congregations and candidates are not permitted to contact each other until **Sunday, February 16th, 2020 at 7 PM (ET)** regarding visits. They are however allowed to conduct additional Skype interviews and contact references. Starting Sunday, February 16th, congregations and institutions may begin to offer invitations to graduating rabbis for an on-site visit to the congregation.

Congregations may invite candidates to visit their community on a weekday or Shabbat any time between February 16th and March 23rd, 2020.

Starting on **Monday, March 23rd, 2020 at 7 PM ET**, congregations may begin to offer positions to graduating rabbis.

It is likely that a number of congregations and institutions will continue to interview after March 23rd but these guidelines provide some breathing room during the first exciting month following the initial Interview Week meetings.

We greatly appreciate your cooperation in adhering to these guidelines, as we want to create a level playing field for congregations and institutions seeking new rabbis. We have instituted this policy based on employers’ feedback and rely on your honor in order to make it work. Should it come to light that an employer or a student did not adhere to these guidelines, it would become a matter for review by the Joint Placement Commission. For those of you who have not been in the placement process before, please let us acknowledge that this is a time of great anticipation, or even anxiety, for all parties involved. We do our best to lower levels of anxiety. Mazel tov!

### THE INTERVIEW

#### **General Guidelines**

It is extremely important that the members of the search committee are on the same page when it comes to interviewing candidates.

#### **Warm Welcome**

First impressions count. Introduce yourselves and identify your position in your synagogue or organization. Closure matters, too. Think about how you will end this intense interview experience.

#### **Be on Time**

There is an hour allotted for each interview. Each candidate has several interviews and they are anxious to be on time for the next appointment. Being prompt creates a positive image for your community.

#### **Manage Your Time Well**

Your candidate will begin with a short D'var Torah. Take 45 minutes for your conversation and leave time at the end so that you can debrief the interview and prepare for the next candidate. Our experience is that the day is very filled, so pace yourselves. Remember, there is a hospitality suite in Schiff 610 with a constant supply of coffee, water, and healthy snacks.

#### **Know Your Key Questions**

Before you come, have a sense of the most important characteristics that your rabbi should have. Ask questions to help you gain insight as to whether the candidate has these characteristics. Anthony Robbins said: "Successful people ask better questions and as a result get better answers."

#### **Let the Candidate Answer**

Understand that a 50 minute interview goes by extremely quickly. Allow time for a three to five minute answer from the candidates for every question. Please think about this when you order your questions for the candidates. Your questions should be in writing. Be mindful of switching. Switching is when the interviewer switches the conversation quickly or asks another question without considering the last answer or even before it is complete.

#### **Be Honest**

Be prepared to talk about your congregation's past, present, and future. Being open and honest about your congregation is the best way to see if the candidate would be a good fit for your congregation. These interviews are all about finding candidates that are a good fit for your congregation, and not whether a candidate is good or bad.

#### **Public Relations Event**

Even though this is a job interview, all of the candidates know each other and are talking about the congregations and organizations in attendance. Treat the

candidate that you are rejecting with respect, so although their experience may not result in a follow up phone call, it still leaves a good impression among the student community.

### **The Best Fit**

Remember, you are at looking for an appropriate candidate for your particular situation. Don't put the candidate in a category or give them a label from externals. Our rabbinic community is diverse and reflects the diversity in our congregational population.

### **Two-way Street**

The best interviews are good conversations because there is a felt time pressure. Though search committees may feel the need to ask "just one more question," they may have a greater advantage by responding to a candidate's questions instead.

### **Parting Gift**

Candidates in the past report a positive impression when they left an interview with something in their hands, like a congregational brochure, a CD of a concert, or information about the community at large.

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## MAKING AN OFFER TO A CANDIDATE

1. Do your internal preparations first. Has the board agreed to your negotiations process? Has the board given the appropriate approvals for financial agreements?
2. It is best to make the initial offer by telephone, allowing you to discuss the terms of employment and establish whether it is an acceptable offer. Most congregations send an email offer simultaneously, with an invitation to call and discuss. Do not discuss details in a voicemail message. Personal and direct communication is best.
3. Remember that the rabbi may have other offers on the table so be enthusiastic about how much you want the candidate to join your synagogue or community.
4. Presenting an offer is one more opportunity to promote the benefits of working for your community. Highlight why someone should come to work for you.
5. The acceptance of an offer is pending contract negotiations. An acceptance of an offer is always followed by negotiations.
6. Remember: the initial phone call is to make an offer of employment, not to finalize all the financial arrangements. There will be further conversation, often including the involvement of other people.
7. Be prepared to answer questions from the candidate when you make this initial phone call, such as, what date does the position commence, and any revisions to the job description.



8. Every candidate will want some time to reflect on the offer, so do not expect an immediate response. Be prepared for the candidate to say, ‘Thank you so much for the offer. I will need to think about it. I will get back to you ....’
9. It is fair to set a limit on how long the candidate has to respond to your offer. Tell the candidate that they are your first choice, but you need to hear back from them in a specific timeframe. From our experience, students need at least 2 hours to respond.
10. Follow up the phone conversation with an email to put the offer in writing.
11. If a rabbi declines your offer, ask the candidate why he or she declined the offer. Reconvene the committee and consider what you heard from the candidates. Perhaps the pay is too low, the benefits incomplete, the organization seems confused about what it wants from the rabbinic role, or the interview process seemed hostile or contentious. Sometimes the process of re-examining the candidates can bring a second-choice candidate to the front.
12. Letting the other candidates know. As great as it is to let someone know they have a new job, you also have to break the bad news to the unsuccessful candidates. Although it may be time consuming, you should make every effort to do this via the phone. They deserve a call or a sincere letter from you that thanks them for their consideration and for interviewing for the job. Clearly explain that another candidate most closely matched the qualifications specified in the job description and the needs of the congregation at this time. You should also avoid elaborating on the reasons or discussing the candidate’s performance during the interview process.

## Welcome from the RA Career Center

### **Emily Hendel**

Director of Career Services

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RABBINICAL & CANTORIAL  
SCHOOL  
GRADUATES



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The Jewish Theological Seminary  
Cantorial School



SAMUEL (SAM) BLUSTIN  
The Jewish Theological Seminary  
Rabbinical School



MARY BRETT KOPLIN  
The Jewish Theological Seminary  
Rabbinical School



ARIANA CAPPTAUBER  
The Jewish Theological Seminary  
Rabbinical School



DEENA COWANS  
The Jewish Theological Seminary  
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CORNELIA DALTON  
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HANNAH ESTRIN  
Ziegler School of Rabbinic Studies



JESSICA FISHER  
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**NATAN FRELLER**  
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**ZACH GOLDEN**  
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**ARIELLE GREEN**  
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**JACOB GREENBERG**  
The Jewish Theological Seminary  
Cantorial School



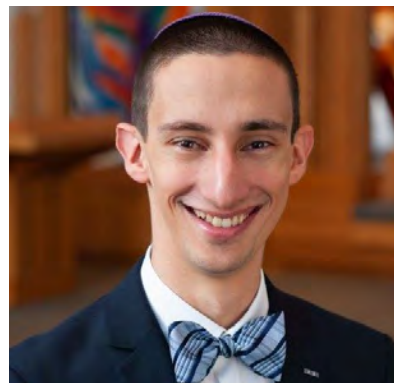
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DANNY LUTZ  
Ziegler School of Rabbinic Studies



MYRA MESKIN GURIN  
Ziegler School of Rabbinic Studies



JENNA TUROW  
Ziegler School of Rabbinic Studies



# Rabbinical Assembly

## Passover Haggadah: The Feast of Freedom

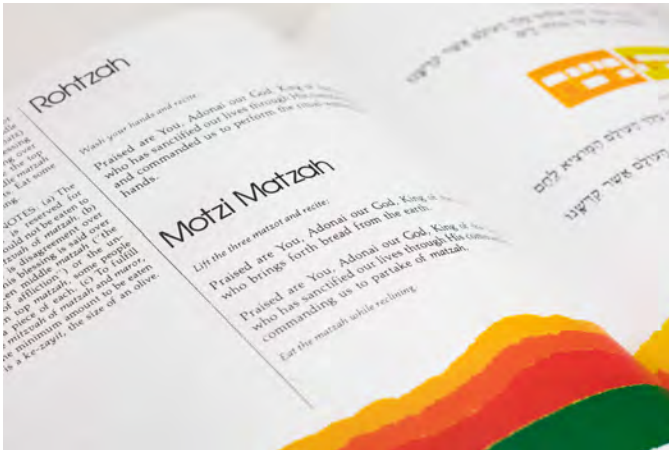
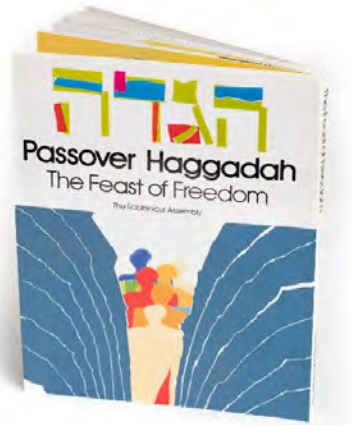
Rachel Anne Rabinowicz, editor

List price: \$18.95/ 34 or more: \$13.00

ISBN: 978-0-87068-782-2

Pages: 144 paperback

Featuring full-color original artwork by Israel Prize-winning artist Dan Reisinger (1934–2019), this classic Haggadah illuminates the traditional seder text with commentary from both traditional and scholarly perspectives. With a thoughtful translation and clear instructions, *The Feast of Freedom* is a beautiful and versatile guide for family and community seders.



Exclusive discount code for Interview Week participants:  
40 percent off with code **IWFEAST** (valid until April 1, 2020)





# Rabbinical Assembly



## **Pirkei Avot Lev Shalem**

Martin S. Cohen, editor and translator

Commentaries by Tamar Elad-

Appelbaum and Gordon Tucker

List price \$39.00

ISBN 978-0-916219-71-0

Pages: 352 hardcover

Generations of Jews have observed the weeks between Passover and Shavuot by studying Pirkei Avot, a rabbinic treasury of wisdom literature and ethical teaching. Now, contemporary Jews have their own guide to this classic text.

Sensitively edited and translated by Rabbi Martin S. Cohen, *Pirkei Avot Lev Shalem* elegantly presents the traditional text surrounded by insightful commentary by Rabbi Tamar Elad-Appelbaum and Rabbi Gordon Tucker. An essential part of any Jewish library, this book is also a valuable resource for continuing education classes, confirmation classes, study groups, adult bnei mitzvah, and more.

Exclusive discount code for  
Interview Week participants:

40 percent off with code

**IWWISDOM**

(valid until June 1, 2020)



Order now at [rabbinicalassembly.org/publications](http://rabbinicalassembly.org/publications)

For questions about ordering any of the RA publications, please contact G & H Soho at [books@rabbinicalassembly.org](mailto:books@rabbinicalassembly.org) or (201) 216-9400 ext. 2.

# Eit Ratzon Seminar

June 22-23, 2020

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This workshop will help rabbis make adjustments to a new position, manage emotions, and become aware of techniques to integrate into a new situation. Rabbis and lay leadership will learn a common language of transition and will work together to set priorities. Adjustments do not need to happen alone.

- Learn the transition theory of William Bridges
- Learn tools to work with the new staff and lay leaders.
- Leave the seminar with an action plan for the transition.

June 22nd from 3 - 7 PM and June 23rd from 9 AM - 4 PM

Instructor: Rabbi Elliot Schoenberg

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[rabbinicalassembly.org/eit-ratzon-2020](http://rabbinicalassembly.org/eit-ratzon-2020)