

Temple Beth Israel

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Eugene, OR 97403

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<http://www.tbieugene.org>

Job Description: Director of Community Education

Temple Beth Israel, the center for Jewish life in Eugene, Oregon, is a synagogue of 375+ families affiliated with the Reconstructionist movement. We are searching for a full-time Director of Community Education, a new position on our senior staff. The Director works closely with the Rabbi, staff, and lay committees to implement a coherent vision for congregational learning and engagement that permeates all ages and stages of congregants' lives. The Director is the key administrator for TBI's youth and teen educational programming, including Talmud Torah, TBI's religious school for grades K–7. This position reports to our Rabbi for program, curriculum, and matters of Jewish practice and to the Executive Director administratively.

Position to begin summer 2019.

Key tasks:

- Talmud Torah and youth programming
 - Develops, articulates, and implements the strategic direction for TBI's religious school and related programming, aligning the goals and structure with the community's core values, in collaboration with the Rabbi, Executive Director and lay leadership.
 - Develops and implements curriculum and programs as needed, with input from Rabbi, Talmud Torah Advisory Committee, and other lay leadership.
 - Develops and implements holiday family educational programming and provides support for community programs for holidays including but not limited to Simchat Torah, Tu B'Shvat, and Yom Haatzmaut.
 - Recruits, trains, and supervises teachers and student assistants (*madrichim*).
 - Provide assistance and support to Bar/Bat Mitzvah students and their families, including co-planning with the Rabbi family learning (*limmud*) and related programming for 6th and 7th graders and their families.
 - Attends and provides support for community holiday events.
 - Coordinate development and implementation of teen programs, including Rosh Chodesh--It's a Girl Thing and Shevet Achim.
 - Recruits and supervises director for Camp Chaverim, day camp for grades K--5.
 - Supervises implementation of all processes, including registration, class placement, calendaring, and communications.

- Community education
 - In consultation with Rabbi, Community Education committee, and Executive Director, develop vision for multi-generational community education in keeping with community's core values.
 - Facilitates adult programming and teaches adult classes as needed.
 - Collaborates with the Rabbi in recruiting and training new lay leaders and providing ongoing support to lay leaders.
 - Remains current with research, trends, and developments in multi-generational Jewish learning and brings best practices to our staff, volunteers, and learning community.
- Engagement
 - Leads Shabbat services once a month (including family services).
 - Identifies and engages with families new to or considering TBI/Talmud Torah for their children.
 - Develops and implements fundraising efforts to support the Talmud Torah budget.
- Administrative
 - Supervises one administrative assistant (20 hours/week) and parent/community volunteers (as needed).
 - Develops and manages the budget for Talmud Torah, Camp Chaverim, and related programming, working with the Finance committee and Executive Director.
 - Presents regular updates to the TBI board.
 - Communicates vision and programs to the congregational community via emails, newsletter, and social media (with assistance from volunteers and staff).

Required qualifications:

- 2+ years' work experience in Jewish pedagogy.
- Master's degree in Jewish education, and/or rabbinic or cantorial ordination with a focus on education (i.e., rabbi-educator or cantor-educator).
- Hebrew and liturgical proficiency.

Essential skills and knowledge:

- Experience developing and implementing educational programs for a wide range of ages and interests.
- Experience working with diverse groups (including different learning styles, Jewish identities, sexual orientations, gender identities, etc.).
- Experience developing and overseeing curriculum.
- Experience training teachers.

- Demonstrated administrative skills, including the development and management of a budget.

Preferred skills and knowledge:

- Familiarity with or open to Reconstructing Judaism.
- Experience with fundraising and community outreach.

Preferred qualities:

- Ability to triage and delegate with equanimity and recruit assistance as needed.
- Ability to hear, filter, and successfully integrate feedback.
- Ability to work both collaboratively and independently.
- Ability to communicate effectively and sensitively with a diverse community of learners.

Hours, salary, and benefits:

The Director of Community Education is a full-time position. The Director must be available to work Wednesday afternoons/evenings and Sunday mornings/afternoons during the school year, as well as an average of one Shabbat a month plus selected Jewish holidays, but may otherwise flexibly schedule the work week.

Salary range \$60,000–\$70,000 (based on experience).

Benefits include health insurance, synagogue membership, subsidized preschool tuition, free Talmud Torah tuition, paid parental leave, professional development budget, paid vacation, sick leave, Flexible Spending Account, retirement contribution. Rabbis may be eligible for IRS parsonage designation.

How to apply:

Please send a cover letter outlining your interest in the position, a resumé, and names of three references to CESearch@tbieugene.org by 5 p.m. PST on January 15, 2019. Applicants invited to interview will be asked to send a sample lesson plan.

The TBI Community

A small group of Eugene Jews began meeting and praying together in 1927. Temple Beth Israel was originally affiliated with the Conservative movement but changed affiliation to the Reconstructionist movement in the 1990s to accommodate changing community norms around intermarriage, LGBTQ acceptance and theology. While TBI is officially affiliated with Reconstructing Judaism, we are a heterogeneous community with many different religious backgrounds and practices, and our services reflect this.

Our current Rabbi, Ruhi Sophia Motzkin Rubenstein, was hired in 2015. Our previous Rabbi, Yitzhak Husbands-Hankin, served as cantor and then rabbi for more than 30 years and remains in the community as Rabbi Emeritus. Our staffing also includes a full time Executive Director, a Program Director, a Talmud Torah Director which this position will replace, a Pre-School Director, teachers in our programs, and several people providing administrative support (including part-time support for Talmud Torah specifically)

Our religious school, Talmud Torah, has classes for ages 5 to 13. The program meets twice a week, on Sunday mornings and Wednesday afternoons, with age-based cohort classes, skill-based Hebrew classes, and electives. We also have a week-long Jewish day camp each summer, Camp Chaverim, as well as enrichment days when the public schools are closed. Our Teen Programming includes Rosh Chodesh: It's a Girl Thing, Shevet Achim for boys, and co-educational learning programs. Our Adult Educational Programming is currently run by a committee and overseen by the Executive Director in consultation with the Rabbi.

Some aspects of our educational programming of which our congregation is most proud are:

- TBI is the primary center for Jewish life in Eugene; with the only structured Jewish education program for children.
- TBI's community preschool is highly rated and very popular.
- TBI's educational programming meets a diverse array of needs and interests and seeks to accommodate students with special needs.
- TBI's educational model includes the flexibility for students to pursue their interests.
- TBI's educational model includes multi-generational learning opportunities.

Our congregation's strengths are:

- TBI is a place to explore and grow spiritually.
- TBI is a place of learning and education for all ages.
- TBI is active in social justice issues locally and globally.
- TBI has a progressive expression of Judaism.
- TBI has outstanding music with abundant opportunity for congregational participation.
- TBI has a strong administrator and effective board.
- TBI has multiple strong committees, including Chevra Kadisha, Tzedakah v'Chesed, Bikur Cholim, Tefillah u'Minhag, and Tikkun Olam.

Our congregation's challenges and aspirations are:

- The demographics reflect the demographics of the town, which is aging. Each incoming Talmud Torah class has fewer students than the previous b'nai mitzvah cohorts. There are many unaffiliated Jews, who could be engaged if properly reached.
- There is a strong need to keep young people and their families engaged after b'nai mitzvah. While there is robust Rosh Chodesh and Shevet Achim programming, there is a

stated desire for coeducational teen learning, but we've had low enrollment in all of the models we've attempted.

- There is great diversity of belief and practice, which is both a strength and a challenge when trying to craft diverse programming to appeal to families whose connection to Judaism may be based religiously, culturally, historically, and otherwise.
- While we have expanded intergenerational programming in recent years, there is a desire for more. There is a perception that the Talmud Torah is disconnected from the rest of the TBI community. It is our hope that the Director of Community Education will help bridge different parts of our community.

Our greater Eugene-Springfield community:

- Eugene is a classic college town, with a metropolitan-area population of about 216,000.
- Eugene is small enough to bike across but large enough to offer galleries, music venues, and restaurants to discover.
- Eugene has more working artists, writers, and musicians per capita than Portland.
- Outdoor recreation is key to the Eugene lifestyle, with rivers, mountains, and an ocean all within easy reach.
- Our community is diverse, has an informal style, and respects differences.
- There is an active inter-faith community.