



**THE NAASE - USCJ JOINT COMMISSION FOR
THE PLACEMENT OF EXECUTIVE DIRECTORS**
Courtesy Listing for Non-USCJ-affiliated Congregations

Date: *October 20, 2022*

Name of Congregation:

Address:

Temple B'nai Israel 7199 Tristan Drive Easton, MD 21601

Phone:

E-mail:

410 822-0553 temple18@bnaibraelaston.org

President:

Phone:

E-mail:

Ben Schlesinger (240) 216-2145 cell bschles@bsaenergy.com

Name of the Personnel Committee Chair:

Phone:

E-mail:

Barbara Spector cell 443 604 4640 FirstVPE@bnaibraelaston.org

The previous Executive Director: *Lori Ramsey* Served the congregation from: *2018 SEPT* to *2022 OCT 1*

Reason(s) for the existing vacancy: *Lori Resigned to take another position*

When does incumbent's contract expire? *Incumbent left 9/30/22*

If he/she has been informed, is the termination of the incumbent's contract agreeable to both parties?

Person to receive candidate referrals is:

Name:

E-mail address:

Daytime phone:

Barbara Spector FirstVPE@bnaibraelaston.org ✓ 443-604-4640 cell

INFORMATION ABOUT THE CONGREGATION

Number of Members *141 families* Annual Operating Budget *\$1550,000.00*

Number of Professional Staff Members:

Rabbi(s)

Cantor(s)

Education Director

1 full-time

1 PT volunteer

1 volunteer

Youth Director

Ritual Director

Program Director

1 volunteer

1 volunteer

Others (List Please)

Size of the Office Staff

Size of the Maintenance Staff

1 administrator FT paid-salary

1 PT maintenance custodian

INFORMATION ABOUT THE POSITION

Describe the duties of the Executive Director (If you wish, attach a job description –Word .doc or .rtf)

Attached

List special qualifications required of the Executive Director (This too, can be included in a separate attachment file.) *Attached*

Annual salary range for the Executive Director \$ *70,000 - \$75,000*

NOTE: A number of congregations have asked us, "Why do you request a salary range for the placement listing?" The reason is that while professional compensation is certainly a negotiated matter between the congregation and the candidate, by providing a salary range the potential candidates have an opportunity to judge the viability of the position before both parties spend time and effort only to find that it might not be economically possible for the candidate to accept an offer. Also, the congregation runs the risk that viable candidates do not apply, because of the missing information that might motivate their interest. So, our experience tells us that supplying sufficient compensation information, even if only a salary range, proves to be helpful to the congregation as well, in knowing that candidates who apply are expressing an informed interest.

In addition to the salary shown above, the congregation provides the following benefits:

Health Insurance allowance Life Insurance

Unemployment Insurance Professional Development Allowance - one membership

Disability Benefits

Other: *2 wks pd vacation + U.S. Holidays PTO*

Pension Plan

Describe:

When will employment commence?

As soon as possible

What else does an applicant need to know about your congregation, the position or your city?

Easton is a beautiful & growing community on the Chesapeake Bay.
CERTIFICATION www.bnaiisraeleaston.org

All correspondence will be by e-mail. Please note that the congregation will be responsible for the travel expenses of any candidate asked to meet on-site with the congregation's Search Committee. Further, the Joint Placement Commission serves as a clearing house to disseminate information supplied by the congregation to potential candidates, and does not endorse or rate any candidate. It is totally the responsibility of the congregation to perform and complete its due diligence in researching and validating the background, experience and any claims made by candidates under consideration by the congregation.

Yankel D. Spector
Signature of synagogue officer making this submittal

Oct 21, 2022
Date

Executive Director Job Description

Temple B'nai Israel

Easton, Maryland

BACKGROUND

Temple B'nai Israel (TBI) has served Easton and the surrounding communities since 1951. We are a vibrant, welcoming, participatory congregation, active in the community at large and home to 145 family units. We are an inclusive, multi-generational congregation that supports interfaith couples, racial equality, diversity and inclusion and fosters strong connections with the **Union of Reform Judaism**. Easton is a vibrant Chesapeake Bay community under 70 miles from both Washington DC and Baltimore MD. We seek an Executive Director to help this us thrive and grow who will report to the Board President and support the Rabbi, Board and congregation.

QUALIFICATIONS and REQUIREMENTS

- BA/BS degree in non-profit management or business administration desired.
- 3-5+ years management experience in a non-profit or corporate setting.
- Demonstrated self-starter able to manage and sustain collaborative relationships with both internal and external stakeholders as well as effectively multi-task.
- Understanding of **Reform Jewish** values, rituals, customs and holiday practices.
- Strong interpersonal and diplomatic skills to relate effectively with clergy, staff, lay leadership, volunteers, members and prospective members of the congregation.
- Demonstrated expertise and competence in financial management, budgeting, recordkeeping, payroll administration and preparation of ongoing reports.
- Excellent oral and written communication skills.
- Strong computer skills with experience in Word, Excel, Quickbooks, website and database management and social media platforms. Knowledge of ShulCloud is a plus.
- Candidate should have the ability to work on High Holy Days and occasional holiday and event weeknights/weekends where needed.

COMPENSATION AND BENEFITS

This is a full-time immediately available position, providing paid vacation and sick days; professional membership association dues, US Holidays and a healthcare allowance. Some remote work possible after initial onboarding. Salary is in the \$70,000 range to start, commensurate with experience and skills.

APPLICANT INFORMATION

If you feel that your skills and interests match this position and our needs, we look forward to hearing from you. Please send a cover letter along with your resume to Barbara Spector at FirstVP@bnaiisraeleaston.org

דע לפני מי אתה עומד

TEMPLE B'NAI ISRAEL

THE SATELL CENTER
FOR JEWISH LIFE ON
THE EASTERN SHORE



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TEMPLE TALK . . . a look back at 5782

Temple B'nai Israel

The Satell Center for Jewish Life
on the Eastern Shore

7199 Tristan Drive, Easton, MD 21601

Board:

President: Ben Schlesinger

First VP: Barbara Portnoy Spector

Second VP: Norman Bell

Secretary: Cheryl Kramer

Treasurer: Seth Schanwald

Immediate Past President: Elaine Friedman

Board of Directors:

Jim Brodsky

Carole Brown

Merry Danaceau

Jeffrey Gibbs

Liz LaCorte

Laurie Lewis

Ron Schechter

Sandra Seitz

Committees & Chairs:

Building and Grounds: Arna Mickelson

Communications: Open Position

Family Programming: Laurie Lewis

Finance: Marilyn Title

Advancement: Barbara Portnoy Spector

Hineni: Co-Chairs, Merry Danaceau and Emily Callahan

Membership: Open Position

Nominating: Barbara Portnoy Spector

Programming: Norman Bell

Onegs and Kiddush Luncheons: Linda Kappesser

Safety and Security: Ron Schechter

Social: Elaine Friedman

Engage! Lifelong Learning: Cheryl Kramer

Religious School: Rabbi Peter Hyman

Religious Holiday Planning Committee: Marcia Shapiro and Teri Quigley

Ritual and Funeral Practices: Rabbi Peter Hyman

Tikkun Olam-Social Action: Dave Bobrow and Michele Waxman Johnson

Tikkun Olam-Environmental Action: Open Position

Temple Staff:

Rabbi: Peter Hyman

Executive Director: Lori Ramsey

MISSION STATEMENT

Temple B'nai Israel, the Satell Center for Jewish Life on the Eastern Shore of Maryland, welcomes all who seek connection with the Jewish community. We provide a warm community for worship, education, lifelong learning, celebration, and comfort.

VISION STATEMENT

To nurture and sustain an active Jewish community and its inclusivity in the social fabric of Maryland's Eastern Shore for future generations.

RELIGIOUS Activities

This past year, in-person celebrations included two B'tay Mitzvah, Purim, our Simchat Torah celebration (unrolling one of our Torahs around the entire perimeter of the sanctuary) and a costumed Purim event with lots of noise and delicious treats.

Bea Lewis's Bat Mitzvah

Melissa Walker's Bat Mitzvah

High Holiday Services

Tu B'shevat

Congregational Seder

Sukkot

Simchat Torah

Purim

Challah Bakes/Shabbat Onegs & Kiddushes



“Becoming a Bat Mitzvah connected me deeply to my Jewish community, to the Temple, and to my family in such meaningful ways.”

BEA LEWIS, BAT MITZVAH, OCTOBER 2021



Services: Live and Facebook Live

Beginning in 2020, TBI began broadcasting our services on Zoom to accommodate healthcare considerations during the pandemic.

We discovered that many members and past members who either had limited mobility or did not live in the area were joining us virtually.

After resuming in-person services in 2021, TBI continues to offer broadcasted services to the community via our Facebook page for select services.

Torah Study Group

Rabbi Hyman leads the Torah Study group with thoughtful insights and offers religious, cultural and historical context to the discussion.

Torah Study is open to all members of the community, meeting both in person and Zoom, 12-1 pm Wednesdays, September to June.



Engage! Lifelong Learning

This past year, our Engage Committee hosted several wonderful programs.

The Israel Ballet

On April 9th, Temple B'nai Israel presented *Spring into Dance*, a fantastic ballet experience. The Israel Ballet, via virtual performance, was featured at an in-person event followed by a delicious dessert reception. A webinar performance was also offered. Two of our congregants, Mara Abrams and Nadine Sachs recorded a fascinating interview with the Artistic Director of the Israel Ballet, Claire Bayliss Nagar. Attendees learned about the intricacies of creating a dance company and the challenges in developing these young artists for the world stage.



“Chairing TBI’s Engage! Lifelong Learning has brought me meaningful experiences, new friends and a better understanding of the needs of our congregation.”



CHERYL KRAMER

Lessons from the Unite the Right Rally

On Sunday March 6th, 2022, Michael Signer, former Mayor of Charlottesville, VA and Author of *CRY HAVOC Reckoning with Charlottesville*, presented *Lessons from the Unite the Right Rally* – a day by day account of the events leading up to the rally, the community and national response and the future implications of such rallies.

Oxford farmer Steve Cox presented Farming 101

For those who have ever wondered what those huge machines do, how farmers sell their crops, why only some fields use those giant irrigators, or what farmers are doing to protect our rivers and the Bay, this program answered many questions.

Matt Plutta, Shore Rivers Director of Riverkeepers and Choptank Riverkeeper, and Tim Rosen, Director of Agriculture and Restoration, discussed Maryland’s Nutrient Management requirement and highlighted the latest river-friendly farming tactics.



“It was a joy working on the ballet project and I love working with the Lifelong Learning Committee. It truly is inspiring work that gives back more than I ever imagined.”

MARA ABRAMS



Cancel Culture Through a Jewish Lens

On June 6, 2022, Bari Weiss – former opinion Writer and Editor at the New York Times, spoke about censorship. Through her columns and speeches, Bari has changed the way we think about important issues, including #MeToo, freedom of speech, and our common culture.

Tour of Horn Point Lab

On Thursday August 11th, TBI was given a tour of the Horn Point Lab where members learned about the Bay's diverse and mysterious marine life and the science that studies it.



Virtual Voices

Sarah Hurwitz, author of *Here All Along: Finding Meaning, Spirituality and a Deeper Connection to Life — in Judaism*, presented a Zoom discussion.



Jews as News

Stephen A. Goldman presented a historical retrospective of *Jews as News*. Dr. Goldman is a world renowned expert in the collectability of historical newspapers. His collection became the core of the Newseum's News History Gallery from the inception of the Newseum in 1997 until its closing.

MEMBERSHIP

Activities

2021-2022 Temple activities were organized by the Membership Committee, reflecting our ongoing efforts to welcome new members and create a sense of community within the congregation.

These included:

- Providing new member welcome packets
- Distributing Passover gift bags to young unaffiliated Jewish families with children
- Welcomed Temple friends attending High Holy Day services
- Distributed Temple brochures to Chambers of Commerce, B&Bs, hotels
- Organized new member Shabbat services to welcome new congregants
- Organized pot luck suppers and Havdalah gatherings during the year
- Hosted Ladies Who Lunch gatherings several times a year
- Planned and organized the Annual Member Appreciation Luncheon
- Organized the weekly Pre Nosh, Oneg, and Kiddish gatherings for Shabbat services
- Compiled Temple Directory of members and their contact information for member use only



“When Ben and I moved to St. Michaels, TBI provided the welcome mat that we were looking for including a book club, mahjong and canasta, inspiring services - and most importantly gaining very wonderful friends.”

JOYCE SCHLESINGER



GENERAL Activities

TBI has many regular activities that take place on and off-site providing many varied opportunities for congregants such as:

Jewish Kitchen

Canasta and Mahjong

Book Club

Movie Matinees

Men's Group

Potluck Dinners

Tikkun Olam - Environmental

Tikkun Olam - Social Action



“My involvement at TBI has provided me the opportunity to use skills I've developed over my lifetime. It has also enabled me to further connect to my heritage. It has been a very rewarding experience!”

NORMAN BELL



**7199 Tristan Drive
Easton, MD 21601**

Website

BnaisraelEaston.org

Phone

(410) 822-0553

Email

temple18@BnaisraelEaston.org

INCLUSIVITY STATEMENT

Temple B'nai Israel is an inclusive and welcoming congregation. We practice our religious custom of welcoming the stranger and encourage participation from all who seek a connection to Jewish life. All are welcome regardless of religious background, race, ethnicity, gender, ability, socioeconomic status, political affiliation, age, sexual orientation, or gender identity. We support interfaith couples and families, those who have been historically and institutionally marginalized or excluded from the Jewish community, and those who consider themselves agnostic, atheist, or questioning. As a member congregation of the Union for Reform Judaism, we are committed to being an open tent, a sacred community that welcomes all people.

GIVING Opportunities

Many congregants remember friends and family members' life events through thoughtful donations to one or more of Temple B'nai Israel's designated funds. Donations to these funds are tax deductible in accordance with Internal Revenue Service Regulations 501C(3).

Book Fund

For the purpose of purchasing prayer books and bibles for use at services. A book plate acknowledges the donor and any dedication.

Elaine Friedman Children's Camp Fund

Funds are used to provide scholarships to assist children of member families attend an affiliated summer camp.

Endowment Fund

The endowment is an investment account that provides funds to the Temple for general operations as directed by the guidelines that preserve the fund's principal.

General Fund

This is the basic account used for day-to-day operations.

Hal Israel Memorial Fund

Supports an annual lecture named in honor of a congregant family's son.

Rabbi's Discretionary Fund

Funds used by the Rabbi in support of charitable activities, consistent with the Jewish faith and ethics and in support of tikkun olam.

Sustaining Fund

Donors to this fund commit to multi-year contributions in support of Temple activities.

Other Giving Opportunities

Memorial Plaque - \$500

Tree of Life - \$500 for each leaf



Yam Chai Society - Members of the Society have included Temple B'nai Israel in their estate planning.