

# **Final Recommendation of the Rabbinic Search Committee to the Congregation of Beth Emet, The Free Synagogue**

The Rabbinic Search Committee unanimously recommends that Rabbi Brian Immerman be appointed by the Congregation to serve as our next senior rabbi effective July 1, 2026

Throughout the interview process, Rabbi Immerman demonstrated strong alignment with Beth Emet's values. The committee repeatedly noted his ability to speak with depth and meaning about Jewish history and Jewish values, with a clear understanding of how traditions can be meaningfully woven into modern Jewish life.

His rabbinate has a strong focus on social justice as well as community belonging and he demonstrated a genuine enthusiasm for Beth Emet from the very first moment of the interview process. The committee found strong alignment between Rabbi Immerman's approach and Beth Emet's intellectual and spiritual identity, with many on the search committee noting that he 'gets' Beth Emet.

The committee consistently scored him high on topics related to his leadership style, which they noted as collaborative, relational, and joyful. They remarked on his warm and thoughtful presence, a sense of his steady-grounding, and his ability to speak to his role as a partnership with the klei kodesh, rather than as a solo leader. The committee feels he will be well-suited to empower staff and lay leadership and support coalition building.

The committee found that his answers to the difficult issues around Israel and Palestine, while grounded in his love of Israel as a homeland for the Jewish people, were focused on uniting his congregation through respect for their differing perspectives, and in seeking common ground in their shared Jewish values.

During his short tenure at Sukkot Shalom, the synagogue added 100 families, which means its membership grew by almost 40%, including adding 100 children to their school. He is modest in that he attributes the growth to the leadership team there, which only increased our respect for him.

Overall, Rabbi Immerman entered the Beth Emet search process early and remained a top contender throughout the process. With additional due diligence and extensive reference conversations, the committee unanimously agreed to put him forward as the sole candidate to be considered for a congregational vote.

## **Background**

The Rabbinic Search Committee was formed in the Spring of 2025.

As a full search for a senior rabbi had not occurred at Beth Emet in the 45 years since Rabbi Peter Knobel z"l became our senior rabbi, the Board of Trustees appointed a Rabbinic Transition Task Force in 2024 to conduct research on the Congregation to identify key themes

regarding attributes for a senior rabbi that a future search committee could use in its evaluation of rabbinic candidates.

The Task Force, utilizing a survey of the Congregation, as well as listening sessions, and solicitation through other forms of direct feedback from congregants, identified the following key themes or attributes in a senior rabbi:

- A Rabbi who is warm, welcoming, and inclusive
- A Rabbi who demonstrates depth and heft through a stimulating approach to Judaism
- A Rabbi who will be inspirational and visionary
- A Rabbi who will freely express their opinions about issues relevant to our community while openly welcoming beliefs that may differ from their own
- A Rabbi who is an effective teacher
- A Rabbi who is supportive of the many social justice initiatives in our congregation

These key themes and the wealth of information that support them became the guideposts for the Rabbinic Search Committee.

Nisan Chavkin recruited Committee members who reflect the many voices and perspectives present in our community. This enabled the Committee to conduct interviews that were both broad and deep and to engage in serious and candid analysis of each candidate.

## **The Process**

The Committee first met in early June of 2025 to discuss the process in general and the first critical step which was to file an application with the Central Conference of American Rabbis. The CCAR has established a process for rabbinic searches where a congregation seeking a rabbi submits an application that will be available to all Reform rabbis. There are two rabbis who serve as advisers, one for the congregations and one for the rabbis seeking a congregation.

The Committee developed our application and took an approach that the application should reflect the character of Beth Emet, and used the structure provided by the CCAR to create an attractive package. At Cantor Young's recommendation, a video "We are Beth Emet" was created by Jason Levine (which sits on the home page of the website) and, in coordination with the committee governing the website, content between the application and website were harmonized to create a consistent message.

The application was filed in late August of 2025.

We had been advised by the CCAR that we should not anticipate any responses until after the holiday season, or roughly October 15th, and that we should not expect to receive more than 6 to 8 responses in total.

We received our first response on August 25th and requested that the CCAR indicate on our application that we were no longer accepting resumes effective November 12th, after receiving 17 responses.

The Committee utilized a screening process where the co-chairs met with each candidate and made a recommendation to the Committee as to whether to advance the candidate.

Those who advanced went through an initial interview (lasting approximately one hour) where they were evaluated against a structured set of questions by two of our members while the Committee either observed live or reviewed the recording afterward.

Those rabbis who the Committee believed merited further evaluation were offered the opportunity for a second interview that would last at least 90 minutes and would delve more deeply into the key themes while also addressing questions left unanswered in the first interview.

The Committee determined that candidates likely to progress further after the in depth interview would be asked to provide references as a final stage of due diligence prior to inviting them to a final set of interviews in person at Beth Emet.

At each step along the way, the co-chairs were tasked with maintaining a dialogue with each candidate while updating the CCAR as to their status as this process is intended to both identify candidates and position Beth Emet as an attractive opportunity for the rabbis.

Over a series of interviews and follow up discussions, the 17 candidate pool was narrowed by the Committee to a group of 4 and a meeting was scheduled for November 18th to discuss these candidates, and to consider who and how many candidates the Committee wished to bring in to Beth Emet for a two-day session of in-person meetings.

As candidate resumes were shared with us by CCAR as they filed their resumes, only Rabbi Brian Immerman had progressed to the point where references were requested, received, and contacted, although we were prepared to request references from at least one other candidate.

At its November 18th meeting, the Committee reviewed the four remaining candidates and decided unanimously to recommend Rabbi Brian Immerman as the sole finalist for consideration by the Board of Trustees and then the Congregation.

The Board of Trustees met in executive session with the Committee co-chairs where the Committee's recommendation was discussed and further questions were posed and addressed.

The Committee arranged for two days of in person sessions with Rabbi Immerman which included meetings with the Beth Emet Ex-Presidents, a Q&A with several committee chairs and members, as well as the Board of Trustees and the Ex-Presidents, and a session open to the entire congregation, in person and live streamed, where he delivered a D'Var and answered questions from the audience. There were also individual meetings with the Klei Kodesh and private sessions with Rabbi London and Cantor Young. Members of the Committee were present throughout these sessions, with the exception of meetings with the clergy and Klei Kodesh, to note comments and answer questions.

Near the conclusion of the two days, the Committee met to review the comments received and affirmed its recommendation for Rabbi Immerman as our sole candidate to serve as our next senior rabbi. The Board of Trustees then met in Executive Session, accepted the recommendation of the Search Committee, and authorized the president to schedule a vote of the congregation to ratify the appointment of Rabbi Immerman as Senior Rabbi of Beth Emet, the Free Synagogue.

Respectfully submitted by the Rabbinic Search Committee:

Suzanne Coffey

Mort Denlow

Ted Goldsmith

Ezra Hilton

Laura Miller

Rebecca Raus

Emerson Singer

Sharon Smaller

Mark Williams

Shaina Young

Nisan Chavkin (ex officio)

Matt Feldman & Alison Finkel, Co-Chairs

*December 2025 / Kislev 5786*

For the consideration by the Congregation and, as an addendum to the Recommendation of the Rabbinic Search Committee, we are providing the Resume and Personal Statement of Rabbi Brian Immerman along with the questions that the Committee posed to Rabbi Immerman during an Initial (Screening Interview) and a second In Depth Interview.

# Rabbi Brian Immerman

brianimmerman.com

## Congregational Experience

### **2023-PRESENT: Senior Rabbi, Congregation Sukkat Shalom in Wilmette, IL**

Congregation Sukkat Shalom is an innovative community serving 370 families on Chicago's North Shore. Sukkat Shalom was founded in 1995 by interfaith families seeking to create a welcoming congregational community where both partners are full members and embraced by the community.

### **2018-2023: Senior Rabbi, Congregation Mishkan Israel (CMI) in Hamden, CT**

Congregation Mishkan Israel is a 180 year old, 400 family congregation serving the Greater New Haven community. Mishkan Israel is known for its focus on tikkun olam, expressed through both direct action and advocacy. CMI has a long history of interfaith partnerships with both the Christian and Muslim communities.

### **2015-2018: Associate Rabbi, Temple Emanuel in Denver, CO**

### **2012-2015: Assistant Rabbi, Temple Emanuel in Denver, CO**

Temple Emanuel is a vibrant 141-year-old 2000+ household congregation within a growing Jewish and secular community. An active member of a dynamic clergy team, with a senior rabbi and senior cantor along with an outstanding professional staff of 14, Emanuel excels in innovative and cutting-edge programs and worship that have made Emanuel a community wide center of congregational excellence as we respond to the changes impacting synagogue life.

## **MAJOR RABBINIC RESPONSIBILITIES AT CONGREGATION SUKKAT SHALOM**

- Oversee a new professional team and work to build trust and support after the retirement of the founding and beloved rabbi. Directly supervise the Executive Director, second Rabbi, Director of Liturgical Music and Pastoral Care, and the Director of Congregational Learning and Engagement.
- Partner with the clergy team to pioneer an innovative engagement opportunity for non-Jewish congregants. After four evening learning sessions, eight congregants worked with a clergy member to choose a Hebrew name and then affirmed their place in the Jewish community at our Abundant Roots service.
- Collaborated with the professional team, the rabbi emeritus, lay leadership, and choir to celebrate the 30th anniversary of Sukkat Shalom. Engaged nearly the entire congregation through meaningful worship service, party after Shabbat, and youth and parent participation at family school. At each moment we highlighted our intentionality and core values.
- Work in partnership with lay leadership/board and professional team by engaging in deliberate conversation about our core congregational values and how they are in alignment with our Congregations stated vision. This led to a revised Mission, Vision, and Values statement that best reflected the current and future of the congregation.
- Create and manage a solicited general giving campaign, which led to the largest general fund donations in Sukkat Shalom's history last fiscal year. Foster relationships with our most generous sustaining donors.

## **MAJOR RABBINIC RESPONSIBILITIES AT CONGREGATION MISHKAN ISRAEL**

- Created dynamic online worship through Zoom and an online siddur. Throughout COVID our worship services regularly draw over 70 participants and included music featuring many talented congregants. Created community through two breakout sessions including discussion of my weekly sermons.
- Oversaw the transition to a hybrid worship model by creating multiple ways to access worship including in-person, Zoom and livestream. People feel connected to the congregation and clergy however they engage in worship.
- Produce an annual Dr. Rev. Martin Luther King Jr. Service, celebrating Dr. King speaking at CMI. Engage over 20 clergy from the Jewish, Christian, Muslim, Buddhist faiths as well as local tribes. Each

service features a prominent speaker challenging the more than 500 attendees to create MLK's vision for a better, kinder world. Since arriving at CMI, attendance and participation among clergy has increased.

- Partner with a cantor to create meaningful and transformative worship services including a new Rosh Hashanah service featuring the Afro-Semitic Experience, outdoor worship and family services with our own Oy-Stret band. We work to appeal to a wide spectrum of liturgical needs of our members and guests.

- Create and manage a development committee to create a culture of giving which saw donations increase 4x to over \$240,000 by my final fiscal year.

## **MAJOR RABBINIC ACHIEVEMENTS**

### **T'fillah v'k'dusha – Ritual and Life Cycle**

- Create customized lifecycle observances with families including meaningful baby namings, weddings, b'nai mitzvah, and funerals. Each moment engaging with families creates opportunities to build relationships with individuals and families. It is essential to connect with each individual so that each ceremony is unique and reflects who they are and where they are on their Jewish journey.
- Created a community-wide wide Introduction to Judaism program and sponsored over twenty conversion students. Everyone chooses Judaism for different reasons and I work to structure their experience based upon their motivations and interests. After conversion we formally welcome them into our community during Shabbat worship.
- Demonstrated strong sensitivity to working with the needs of interfaith families where there is no conversion, including officiating at interfaith weddings.
- Deliver weekly formal sermons and interactive conversations related to the weekly Torah portion and current events.
- Plan and teach weekly participatory Torah study core group of 25 + on Shabbat morning.
- Engage in pastoral care ensuring that everyone receives regular and personal attention during times of need. As a core value that our members are cared for, everyone who is in the hospital receives a visit, if possible, and a phone call.

### **Talmud Torah – Lifelong Learning**

- Teach and lead age-appropriate, vibrant services in our 155 student family school, where students and parents worship together, then study separately with their age-cohorts.
- Run a successful b'mitzvah class for our 35 students annually exploring the service and helping them connect with prayers.
- Create and run an engaging adult education curriculum exploring various topics including Israel, Mussar, racial justice, Israel, antisemitism, weekly Torah study, and welcoming scholars with different expertise.

### **Kehilah - Community**

- Led Sukkat Shalom to partner with the Jewish Council on Urban Affairs, an 18 member Jewish community organizing organization, dedicated to engaging communities of faith in order to strengthen our commitment to caring for others.
- Active member of the Chicago Board of Rabbis, a productive and diverse group of over 100 rabbis from all movements in the Chicagoland region. The Board of Rabbis works together to address communal issues, support rabbis, and create holiday focused learning opportunities. Members serve on the boards of many local Jewish organizations to ensure that the organizations represent core Jewish values.
- Participated in the local URJ introduction to Judaism program, both for community members and those interested in becoming Jewish.

### **Tikkun Olam - Social Justice and Social Action**

- Worked extensively with interfaith colleagues in CONECT around issues of racial justice, including the passage of Clean Slate in the CT legislator creating a process of automatic expungement for low-level felonies and misdemeanors.
- Engaged lay-leaders to create a curriculum Confronting Racism to educate our community about systemic racism and how we can help build stronger and more diverse communities.
- Furthered the work of our Peah Garden, located on CMI grounds, which annually donates over 1000 pounds of fresh produce to local food pantries.
- Worked to sustain Connections for the Homeless, cooking and delivering food for a local homeless shelter.
- Spoke at rallies and protests throughout the state in support of immigration reform, reproductive choice and racial justice.

## **AWARDS AND DISTINCTIONS**

● **Rabbi Balfour Brickner Rabbinic Fellow through the Religious Action Center 2013-2014.** Joined a cohort of 16 rabbis from across the country learning how to embrace the prophetic vision of social justice in our local and national Jewish communities through sermons, dialogue and engagement. Attended a private retreat with leaders from the RAC and attended the RAC's Consultation on Conscience in Washington DC.

● **Shusterman Rabbinic Fellow 2010-2012.** One of four Hebrew Union college and four Jewish Theological Seminary students chosen for a two-year fellowship during rabbinical school. We gathered twice a year as well as monthly phone calls to complement our formal schooling around issues of inclusion, fundraising, and non-profit management. Sponsored by the Shusterman Family Foundation.

## **EDUCATION**

**Hebrew Union College – Jewish Institute of Religion, New York, NY 2007-2012**

Masters of Arts in Hebrew Letters 2011

Rabbinic Ordination

Thesis: Sustainable Urban Development in Jewish Law.

Advisor: Dr. Michael Chernick

**University of Rochester, Rochester, NY 2000-2004**

Bachelor of Science, Computer Science

Business Certificate in Information Systems

**Lake Institute on Faith & Giving, Indiana University, Indianapolis, IN 2017**

Executive Certificate in Religious Fundraising

## **Personal:**

Spouse: Jenny Immerman

Children: Maggie (7), Aiden (6)

Interests: Biking, hiking, guitar playing, and skiing.

References Upon Request

# Inspiring Sacred Living

Rabbi Brian Immerman

Standing in the Synagogue of Santa María la Blanca in Toledo, Spain, in June, 2025, a holy place where Jews were persecuted and expelled 600 years ago, I could see the pain in Linda's eyes. Amid dozens of white columns and tourists, I reminded our synagogue group that the words of the Shema, our prayer of oneness and unity, was sung in this sacred space for generations and that our prayers bind us to our ancestors. "Let's invite them to join us today," I said. As we sang the Shema in a synagogue turned Church in an ancient city of Europe, tears rolled down our faces. Am Yisrael Chai, we affirmed, the Jewish people live. We shed tears for the Jews of ancient Spain, for the ongoing war in Israel, and for growing antisemitism in the United States. Our tears symbolized the transition facing our global Jewish community and reinforced our need, more than ever, for community.

I arrived as the new Senior Rabbi at Sukkat Shalom shortly before October 7 to lead a community in transition, that had spent two years searching after their beloved founding rabbi retired. Together we processed a significant rabbinic transition, the war in Israel, the American elections and economic uncertainty. Yet over the past two years, I successfully led the congregation by ensuring that everyone in the Sukkat Shalom community feels valued and respected. I listened and affirmed people's fears, grief, love for Israel and anger at Israel and reminded people that our sacred texts record arguments, not settled opinion. I developed trust so that people know I am there to support them when their loved one is dying, they are ill, or they are struggling with job loss and to celebrate with them at baby namings, b'mitzvah, and weddings. Since I arrived, over 100 new families joined Sukkat Shalom with more than 100 new students in our family school. My compelling vision of joy, community and spirituality led to increased giving, and a substantial increase in attendance in all aspects of congregational life: worship, lifelong learning, trips abroad, relationship building, and social action.

Working in collaborative partnership with my clergy and administrative team and following significant uncertainty from the pandemic, we reimagined High Holy Day services that several people said were the most engaging and dynamic they had experienced. We wove together Leanne Cohen's The story of Isaac, on top of reading the binding of Isaac in English and Hebrew to make the ancient story come alive and relevant as never before. We continued innovating by creating new modalities of worship including "Shabbat Around the Table", Challahpalooza, and garden shabbats, all grounded in the traditional touchstones that make the synagogue feel like home. Knowing that the Jewish community cannot combat antisemitism alone, I formed the Wilmette Clergy Association with 7 local ministers. We have met monthly since October 7 for crucial conversations, essential interfaith partnership and support. Forging deep relationships with synagogue members, other faith communities and organizations forms the bedrock of my rabbinate.

Building relationships also empowers us to make change both locally and state-wide through action and advocacy. Community organizing deepens and unlocks the power of relationships so that we can make our world more equitable for all. Over the last 15 years, I have partnered with local interfaith organizations such as Together Colorado, CONECT Connecticut, and the Jewish Council on Urban Affairs in Chicago, leading communities to broaden access to mental healthcare, reduce barriers to employment and housing for non-violent offenders, and strengthen protections for immigrants. I have learned that advocating together leads to a better world and more cohesive community. Through listening sessions and house meetings, my organizing background allows me to strengthen each congregation I have served as well. This resulted in stronger communication at Temple Emanuel's Early Childhood Center, the creation of a confronting racism series at Mishkan Israel, and helping our community cope with the war in Israel at Sukkat Shalom.

Ongoing intellectual renewal is a crucial part of my rabbinate, whether with a chevruta (study partner), studying racial justice with a cohort of rabbis throughout the country, facilitating a Mussar class in the synagogue, or

leading weekly Torah study. As a rabbi, I've learned as a passionate teacher, in the classroom, on the bimah or in other venues, that studying and unraveling our sacred texts motivates individual and community into action. Guiding others to embrace the deep core values of Jewish life ensures our actions reflect our values within our congregation, our family, and with our neighbors and strangers. Every sermon, b'mitzvah lesson, learning session, song, story, email and social action project reflects these values. Solidifying our Jewish values creates strong Jewish identities and grounds us in the work of finding meaning both in our own lives and through engaging in tikkun olam, the repair of the world.

Whether we recite the Shema in an ancient Spanish synagogue, on Shabbat, in our sanctuary with our students, by the bedside with a loved one, or when we need a personal grounding moment in these uncertain times, I am deeply grateful for the richness and blessings of Judaism. I look forward to continuing to dedicate my life to inspiring sacred Jewish living and community engagement. As a rabbi I've learned the importance of strong interpersonal connections. I would be honored to partner with your members, staff, and valued volunteer leaders as your next rabbi as we continue to remember the stories of the past and look to the future together.

# Screening Interview Questions

**Objective:** Preview background, personal philosophy, and character traits of this candidate. Consider how well the candidate aligns with key qualities outlined in the job description; namely how **warm and welcoming** this person just feels on first impression, a first indication of the **religious depth**, and a first sense of how they will interact and integrate with our community.

**Outcome:** Make recommendation for full committee interview.

**Duration:** 60 minutes

**Live Facilitators:** Matt Feldman and Shaina Young

## Introductions and Overview (5 minutes)

### Opening Questions: (10 minutes)

1. Why did you decide to apply for this position? Why are you interested in Beth Emet?
2. Can you tell us about your journey as a rabbi and what motivates you in this work? What aspects of rabbinical leadership do you find most fulfilling?

### Skills and Background Questions: (35 minutes - 6 questions)

3. Collaborative Leadership is very important at Beth Emet. Both in terms of your partnership with staff, particularly Cantor Natalie Young, as well as the 'deep bench' of volunteer leaders engaged in synagogue life. **Can you speak to the ways that you've been able to foster a culture of collaboration in your work?**

- What are some of the steps you take to create an environment where staff and volunteers feel motivated to contribute and share?
- Can you share an example?
- *Question tag: Community Builder*

4. **Can you explain your approach to pastoral care in your current role?**

- How has that evolved in your time as a rabbi?
- How do you meet the overall need for pastoral care when it exceeds your ability to be personally involved.
- *Question tag: Welcoming/Inclusive*

5. **Can you tell us a bit about how you see yourself connecting with/making in-roads with our congregation?**

- What is a practice from your past or current experiences that was particularly valuable in building relationships with synagogue membership?
- *Question tag: Welcoming Inclusive*

6. **Switching gears, can you tell us something you read (or saw/heard) recently and how you might apply it to a religious teaching?**

- *Question tag: Religious depth*

**7. It is critical that our senior rabbi be able to meet congregants where they are in their religious journey. Can you recall how you have been able to assist a congregant to engage who was unfamiliar with the liturgy? In contrast, can you provide an example of how you developed a relationship with someone who was highly knowledgeable and, perhaps, even involved as a lay leader in services?**

- Can you share an example where you believed you were particularly effective in reaching an audience or group?

- Why?

- *Question tag: Bridge Building*

**8. Our congregation has wide-ranging views on Israel and the Israel/Palestine conflict. We have spent a lot of time this past year focused specifically on how our congregation voices those varying viewpoints and how synagogue leadership (board and staff) navigate these topics. Can you describe how you are navigating this in your current congregation?**

- And, more broadly, can you speak to a situation in which you helped a congregant feel valued and heard, even while potentially disagreeing with them about the subject?

- *Question tag: Israel or Israel/Palestine, Dialogue across difference*

## **Wrap up questions: (5 minutes)**

**9. What aspects of your work or life truly energize you?**

- What gives you the most motivation and excitement?

- What do you like to do when you're not busy being a rabbi?

**10. Is there something you want to share with us that we haven't given the opportunity to share?**

## **Candidate Questions (5 minutes)**

# Rabbi Brian Immerman In Depth Interview Questions

## Introductions and Overview (5 minutes)

Suzanne Coffey, Alison Finkel, Ted Goldsmith, & Laura Miller; Interviewers

*"These questions are meant to give us a deeper sense of who you are - as a rabbi, a teacher, a leader, and a person"*

## Opening Questions (10 minutes)

- Now that you've had a little more chance to get to know us, can you summarize why you are interested in being Beth Emet's next rabbi? Follow up tag: Specific Connection to BE
- We want to understand more about your reasons for leaving your current congregation. Can you share more specific reasons about why you have made the decision to move on? Follow up tag: Specific Connection to BE
- And, as we understand more about this decision, can you articulate why you think your experience at Beth Emet would be *a better fit*?

## Skills and Background Questions (70 minutes - 10 questions)

1. We want to jump in with a series of questions that will help us explore your leadership style and your vision. Can you speak a bit about how you balance honoring tradition with the need to innovate within synagogue life? Tag: Inspiring/Visionary
  - How do you see that balance playing out across the Reform movement more broadly?
  - Can you share an example of a time you took a risk or tried something new---especially an initiative that blended innovation with tradition?
  - What did you learn from that experience?
2. In your view, what are the most pressing issues currently facing the Reform movement? How might those challenges or opportunities shape the future of Beth Emet? Tag: Inspiring/Visionary
3. You've had notable success with outreach at Sukkat Shalom. What aspects of that success do you believe could be transferable to Beth Emet? And, conversely, what aspects of Sukkat Shalom's growth may be unique to them? Tag: Community Builder
4. Many Jews in their 20s, 30s, and 40s engage with institutional Judaism differently than previous generations. How have you kept synagogue-based Judaism relevant and meaningful for younger or newer audiences? Tag: Community Builder
  - More broadly, with virtual worship expanding access to geographically remote services, and financial concerns presenting barriers for many, how do you envision engaging those who may be less inclined---or able---to join a synagogue in traditional ways?
5. What role do you believe social media should play in a rabbi's public voice and presence? Tag: Community Builder
6. At Beth Emet, our structure is designed to allow staff to manage day-to-day operations so that the rabbi can focus on spiritual and educational leadership. At the same time, we recognize that the rabbi

still plays an executive role in certain areas. Can you speak to your strengths---and your limitations---when it comes to administrative leadership? Could you share specific examples of each from your experience? Follow up tag: Specific Connection to BE

- Can you give an example of an effective partnership in your current congregation?
- Can you share more about what kind of support allows you to be most successful?

**7.** Social justice is deeply embedded in Beth Emet's identity. What role do you believe a rabbi should play in supporting this work? Can you share a recent example? Tag: Community Builder

**8.** Our community includes Zionists, non-Zionists, anti-Zionists, and many who avoid labels altogether. How would you engage such a wide range of views on this issue within the congregation? Tag: Israel Palestine

**9.** Can you identify a current issue or event that's particularly important to you, and describe how Jewish texts or traditions have shaped your perspective or response? Tag: Religious Depth

**10.** Can you talk a bit about your personal spirituality and/or relationship with God? Tag: Religious Depth

- How does this inform your practice and your teaching?
- What personal practices sustain your spirituality, and how do you draw on them to inspire or support others in their Jewish journey?

## **Candidate Questions (20 minutes)**

*If time allows, any other questions from the committee (?)*

## **Wrap up Question (10 minutes)**

- In what ways would you like to grow as a rabbi? How do you think being Beth Emet's rabbi could facilitate that? Follow up tag: Specific Connection to BE
- Why do you believe you're the right choice to be our next leader? Follow up tag: Specific Connection to BE