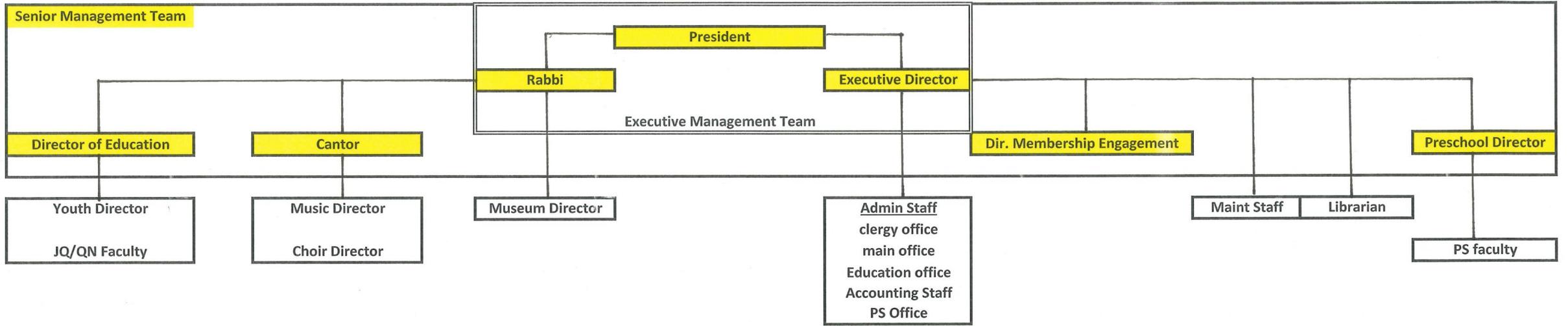




**Different sizes
& organizational
models**

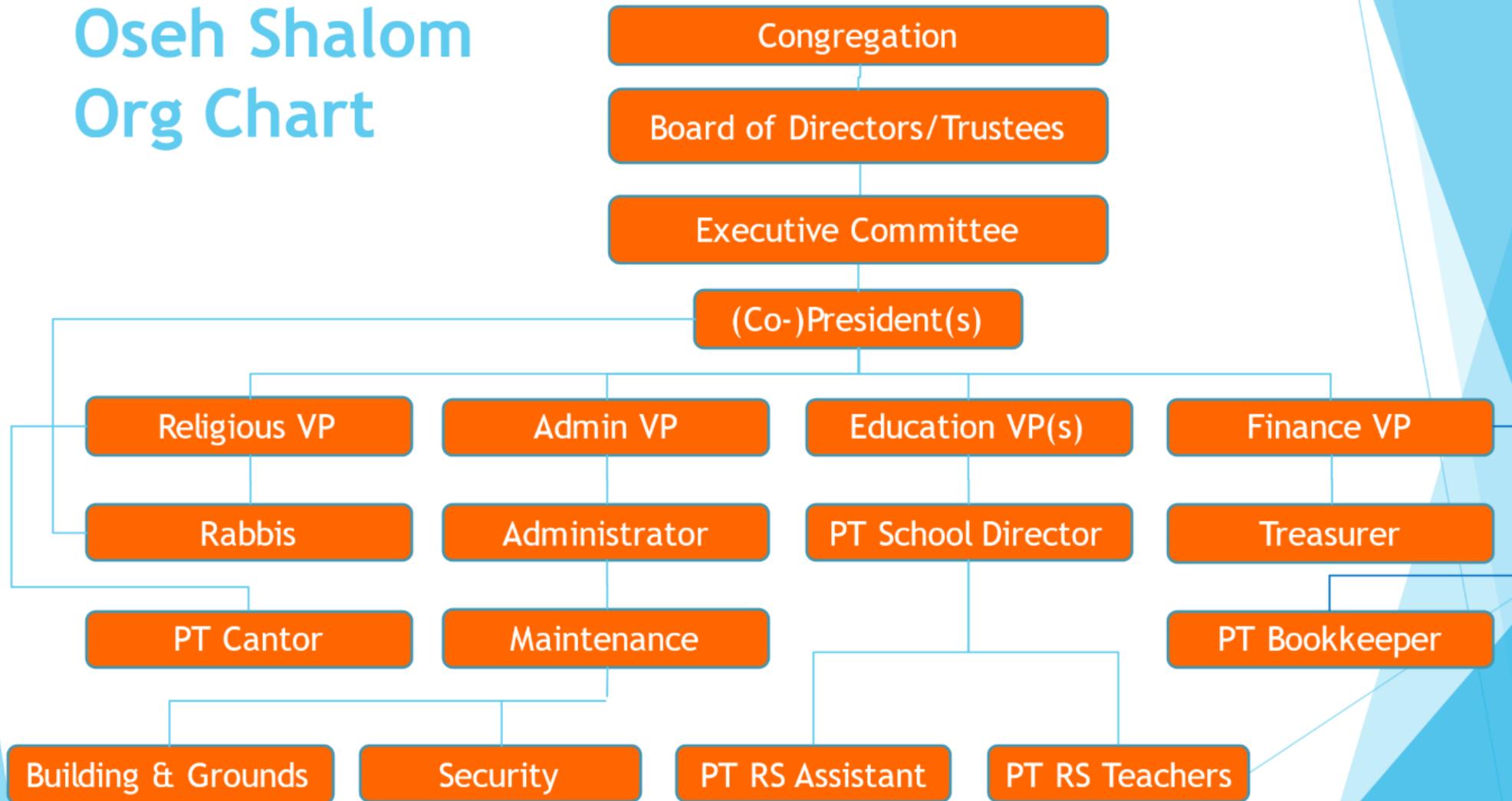




Committee Structure

Director of Education	Cantor	Rabbi	President	Executive Director	Dir. Membership Engagement	Librarian	Preschool Director
JQuest/Quest Noar	Greenfaith HaMotzi Inclusion King David Harp Society Sacred Music Social Action	Adult Education Archives Board of Directors Board of Trustees Israel Kehillah Keshet/ C2C Religious Practices Sharing is Caring Social Justice	Board of Directors Board of Trustees	Board of Directors Board of Trustees Bylaws/Contracts Communications Facilities/Security Finance/Budget Investment Music Arts Nominating Scholarship Women of KI	Membership Ushers/Greeters	Library	Preschool Shir Joy

Oseh Shalom Org Chart



 Temple Shalom Board of Directors

 Executive Director
Deborah Fidel

 Senior Rabbi
Adam Miller

 Communications Director
Jeanette Fischer

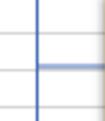
 Facility Manager
Victor Lucas

 Ordained Cantor
Donna Azu

 Director of Lifelong Learning
Ariel Boxman

 Clergy Executive Assistant
Anne Maner

 Pedro Cruz
Maintenance Technician

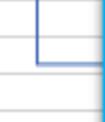
 Music Director
James Cochran

 Preschool Admin. Assistant
Julie Fischer

 YESh Admin. Assistant
Mary Flores

 Program and Engagement Director
Megan Black

 Rick Holsbeke
Groundskeeper

 B'nai Mitzvah Tutors

 Preschool Teachers

 Religious School Teachers

 Marketing Director
Esther Garfield

 Cleaning Service

 A/V Tech
Dustin Herl

 Adult Education Admin. Assistant
Paolette Matute

 Religious School Teacher Aides

 Receptionist
Leslie Bautista

 Accounting Service

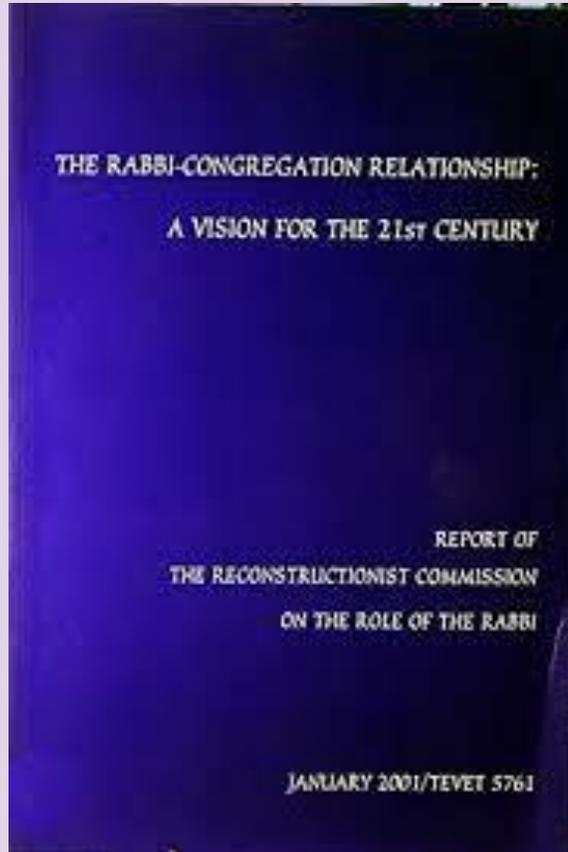
Primary Relationships of the President

- **Rabbi (s)**
- **Executive Director or Administrator**
- **Vice President (s)**
- **Board Members**
- **Committee Chairs**
- **Congregants**



The “Purple Book”

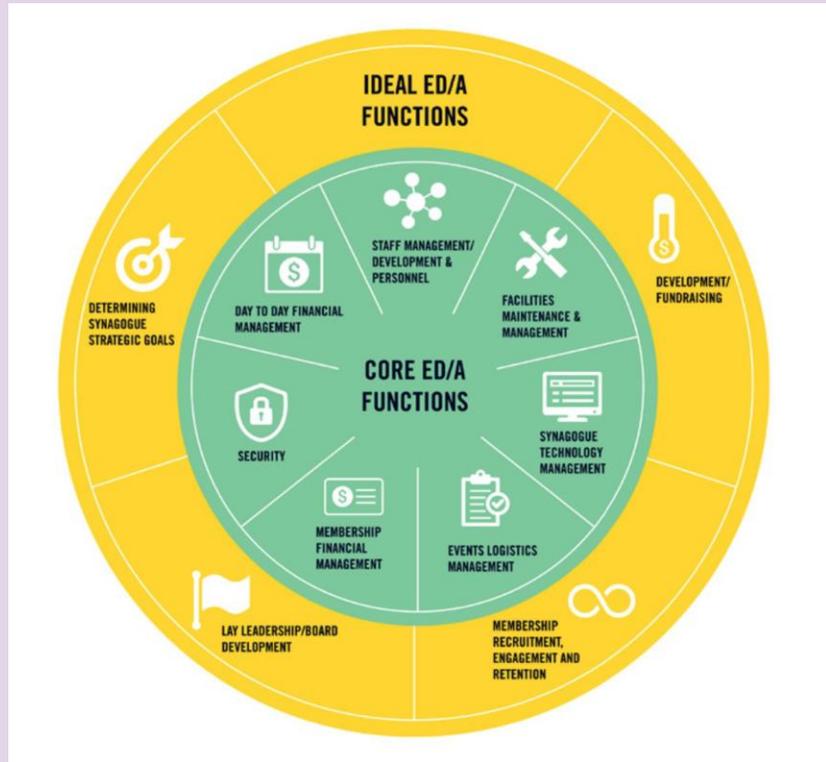
The Rabbi Congregation Relationship



- Read the Purple Book and refer to it
- Read their contract
- Check-in regularly
- Establish a liaison committee
 - **Attend the TC Leadership Call on 11/15/23**
- Acknowledge challenges of the supervisory role



Executive Director/Administrator



- Read the UJA 2018 Report “The Synagogue Executive Director: A Changing Role for Changing Times”
- Review their Job Description
- Check-in regularly
- Avoid micro-managing
- Acknowledge challenges of the supervisory role



Vice Presidents



- Delegate to VPs as appropriate
- Mentor & cultivate for succession



Board Members



- Delegate to Board members as appropriate
- Manage 'rogue' Board members
- Mentor & cultivate for increased leadership



Committee Chairs



- Appoints Chairs (depending on bylaws)
- Delegate to Chairs as appropriate
- Establish communication between Board & Chairs (regular reports)
- Manage 'rogue' Chairs
- Mentor & cultivate for increased leadership



Congregational Members



- Communicate regularly
- Be present at events – in person/virtual/hybrid
 - State of the congregation @ annual meetings
 - High Holiday service participation
- Mentor & cultivate for increased leadership
- ‘Warm’ touches
 - Condolence cards to members
 - Coffee/tea dates
 - Say hello - schmooze

