

Temple Beth Shalom  
21 E. Foster St  
Melrose, MA 02176  
<https://tbsma.org/>

## **Position overview**

Job title: Rabbi

Reports to: Temple President

Working hours: Full-time

Salary: \$70,000 - \$90,000, including health benefits

Job description: We seek a spiritual leader to provide religious, educational, and pastoral leadership to the Jewish community of Temple Beth Shalom, which serves Melrose, MA and surrounding communities.

## **Vision statement**

Temple Beth Shalom (TBS) of Melrose, Massachusetts is a small, welcoming, and inclusive Reform synagogue founded in 1950. We seek to cultivate joyful and meaningful Jewish practice through ritual, culture, and learning. We aim to foster *Tikkun Olam* within our Jewish community and the community-at-large. We dedicate ourselves to expanding life-long learning opportunities and building the next generation of Jews. Mutually supportive and tightly knit, our temple family encourages participation by all who seek a connection to Jewish life.

## **A word about our community**

Our synagogue is located seven miles from Boston in dynamic Melrose, MA. With a strong core of long-time members and a growing cohort of families with young children, our community of more than 85 families is well-respected in the city for the programs it provides and offers fertile ground for ongoing growth. TBS families reflect a diversity of races, genders, and sexual orientations. Our members come from and keep many levels of Jewish and non-Jewish religious observance. We are proud of the role non-Jewish members of our interfaith families play in temple life and leadership. Many of our members are actively engaged in our local community and especially in social justice work.

Founded in 1988, our religious school provides education to children from pre-K through seventh grade. While the school has had over 50 students in the past, current enrollment is around 30 students. With the recent influx of young families with children to Melrose, we expect our school to grow over the next few years.

## **Position Overview**

Our congregation has been served by a part-time rabbi for its entire history. In recent years, the role of the Head of the Religious School has been enhanced and professionalized. At this time, we are seeking to combine both roles into a single, full-time rabbinic position.

## **Position detail**

### Rabbinic Responsibilities

- Provide religious leadership and pastoral care to TBS members. Inspire, challenge, and encourage all members in their Jewish knowledge, understanding, beliefs, and practices
- Help community members navigate the complexity of modern life by making Jewish values and texts relevant to the important issues of today
- Lead the TBS Shalom School, in part by maintaining the welcoming and creative environment that has enabled the younger members of our congregation to learn the values, traditions, and practices that unite us with the Jewish people as a whole
- Inspire and enhance Jewish learning and knowledge to support ritual observance of community members
- Incorporate a creative approach in TBS services, programs, education and community outreach to enhance and expand member participation

### Religious

- Lead and coordinate services that are musically engaging, meaningful, inclusive, and encourage participation in services by community members of all ages
- Deliver sermons that inspire, educate, and are thought-provoking and/or challenge members of the congregation to learn, reflect and grow spiritually and religiously
- Lead programs aimed at families with young children

### Education:

- Assume leadership and responsibility for the school as a whole, including day-to-day operations
- Coordinate and oversee hiring, supervision, and mentoring of teachers
- Enhance, develop, and document the school curriculum

- Ensure that all students are properly prepared for B'nai Mitzvah (in cooperation with the B'nai Mitzvah Tutor)
- Plan and conduct programming for adults based on congregation members' interests and needs
- Mentor and support interested community members in leading services

#### Pastoral

- Attend to the pastoral, welfare, and personal needs of the members of the community
- Visit the sick, elderly, and bereaved
- Provide spiritual counseling

#### Communal

- Plan and conduct outreach and education opportunities for Jewish families in the greater Melrose area as part of TBS's strategic growth plans
- Represent the TBS community at local events; build rapport with local religious and civic leaders and participate in the Melrose Interfaith Clergy Association
- Maintain and grow the TBS community's leadership in Melrose-area social justice and arts initiatives

#### Children & Youth

- Proactively engage with children and teenagers of the community on a regular basis
- Create a warm and welcoming environment for children (including the very young) in the synagogue and at services
- Plan and conduct teen programming

#### Administrative

- Participate in synagogue and religious school fundraising efforts, which may include grant writing
- Work closely with TBS Governing Council and be receptive to performance feedback and review processes

#### General Requirements

- This job posting may be amended to meet the changing requirements of the TBS community at any time after discussion with the job holder