**Top 10 Things to Know from Kolot’s Rabbinical Search Congregational Survey**

Executive Summary – September 2018

Note: this survey was directly informed by well attended Kolot house meetings in late 2017 (summary here: [http://kolotchayeinu.org/KeyFindings](http://kolotchayeinu.org/KeyFindings)) and designed to clarify topic areas where potential differences of opinion required more clarity and prioritization.

**Key Takeaways**

1. Over half of Kolot members took the survey, a **strong response rate** that well represents the congregation and our high level of commitment to our community.

2. We are **open to growth/change** in this time of transition, as long as we remain grounded in Kolot’s core values.

3. **Spiritual leadership, counsel/pastoral care**, and engaging/embracing members of **diverse Jewish (and non-Jewish) backgrounds** are the top priorities we want our next rabbi to deliver on, followed by social justice/activism.

4. On the topic of **Israel/Palestine**, most members express a **deep commitment to maintaining our open tent** and hiring a rabbi who can support us as we wrestle with these hard issues.

5. Even the most involved/active Kolot members tend to **align on key issues** with less active members. **Differences of opinion, where they exist, are minimal:**
   - Households with kids (about half of survey respondents) prioritize youth engagement/education topics
   - Newer members place slightly more emphasis on social justice/activism concerns

**Kolot congregational priorities we want the next Rabbi to address:**

6. Members are most concerned that the next rabbi **maintain Kolot’s core values** (as stated in our Mission & Values statement) in this time of change.

7. Next, members are seeking a rabbi who can help us collectively:
   - Deepen our **spiritual experience and prayer**
   - Further our **anti-racist work** (as well as other social justice struggles, such as LGBTQ issues)
   - **Engage children/teens**
   - Create a vibrant **learning culture for adults**

8. Lower priority topics:
   - Securing sufficient **space** for us to meet/pray/learn
   - **Israel/Palestine**: although most members want open discussion and critical engagement on this topic, it is not as much a priority to our members as the issues listed in #7 above.

**Skills and experience we want to see in the next Rabbi:**

9. Members want **strong spiritual leadership** and **personal connection** with the next rabbi, **followed by** a commitment to **activism/social justice**.
   - Most important: providing **spiritual inspiration** through **prayer and innovation**, pastoral care/Gemilut (personal transitions, healing, etc), and **engaging/motivating members**.
   - Having a track record as a leader in social justice activism is very important
   - Involvement with **operational or administrative functions** (leadership on internal board/staffing/programming, fundraising, developing lay leadership) are considered **lowest priorities**.
   - **Teaching/connecting with youth** are areas of focus that matter much more to **families with children**. Adult education efforts are desired, but not emphasized.

10. Prior experience **embracing all kinds of Jews** of different backgrounds and practices, and **non-Jewish members**, will be a winning trait for our next rabbi; they must embrace conversations across our differences/diverse community.
    - **Experience as a social justice leader** and a track record with social justice issues will be critical in supporting our diverse positions.