



DIRECTOR OF CONGREGATIONAL ENGAGEMENT (DCE)

Engagement at Temple Beth El

Temple Beth El is the largest synagogue in the Carolinas. We believe the word "engagement" is synonymous with "stakeholder" and that personal transformation can lead to communal transformation. We want to redefine what it means to be a Temple Beth El member by engaging people to become active stakeholders in their own Jewish lives, build deep relationships, and connect to community through social, learning and spiritual practices of substance and meaning.

Purpose of DCE

The DCE will play an important, creative, and key role in reimagining, broadening, and deepening individual, small group, and cohort engagement. Special emphasis will be placed on developing a broad vision and achievable multi-year strategy that helps to align our engagement efforts by creating paths of opportunity for all members – whether new or affiliated for years. The DCE will be an active and collaborative member of the Leadership Team, working in partnership with colleagues and lay leaders to challenge current assumptions, break out of silos, synergize, and create a relational culture.

Ideal Candidate:

The DCE is a consummate Jewish professional – someone who has successfully developed teams of lay-leaders and staff, engaged target cohorts, and can bring relevant experiences to this position. Our ideal candidate possesses the ability to work collaboratively with staff and lay leaders, share the joy of Judaism in creative ways, and fundamentally understands that relationships, not programs for the sake of activity, are core to successful engagement. While a strategic and creative thinker is essential, the ideal DCE must also be detail-oriented and organized. Our new DCE will have the facility to review the goals and logistics of existing initiatives and programs, evaluate successes, and think broadly about the application of Jewish engagement principles. The DCE is a motivator and delegator, knowing how to develop teams that have the agency to own and facilitate our engagement initiatives using best practices and techniques. This position requires independent judgment, collaborative team-building skills, strong administrative skills, and interpersonal effectiveness. **Additional qualifications include:**

- Significant knowledge of Jewish culture, tradition, and practice
- Bachelor's Degree (Master's Preferred)
- Successful experience working with diverse constituencies
- Experience with Congregational Based Community Organizing (preferred)
- Excellent communication skills (1:1, small groups, public speaking, writing skills)
- Ability to think creatively and innovatively
- Prior programming, event planning, and project management experience
- Expertise in social media and networking
- Strong commitment to the mission and vision of Reform Judaism
- Prior leadership and supervisory experience
- Previous congregational, youth, Jewish summer camp, and adult work experience (preferred)

Responsibilities:

The DCE will advance the congregational value that everyone can find a role and place within Temple Beth El. The DCE will create, implement, and align a comprehensive engagement strategy that addresses key priorities and challenges. The DCE will manage and execute the master programmatic calendar with an eye for how all initiatives, events, and communications must align to create engagement and connection opportunities. Primary responsibilities include:

1. Collaborate with Leadership Team peers and lay leaders to determine priorities and execute plans.
2. Promote the mission and vision of the organization at all times through superior relationship building skills and through efficient use and care of resources.
3. Recognize and respond to the cycles of initiatives and programs—evaluate, improve, and/or sunset current and ongoing initiatives and programs.
4. Regularly evaluate and work to modify the master programmatic calendar to infuse existing opportunities with engagement principles and create new doorways and pathways to Jewish engagement.
5. Work with people at all life stages, particularly in transitional stages.
6. Oversee current programs, age-cohort initiatives, and the assigned support staff.
7. Engage lay leaders in the development, implementation, and sustainability of programs and initiatives.
8. Lead and/or support special initiatives and special projects, including but not limited to participation in Shalom Park-wide priorities and URJ Community of Practice networks.

Reporting Relationships

Temple Beth El uses a matrix management model where the Senior Rabbi and Executive Director work in tandem as peers to manage the clergy and staff. Each person has one primary report-to relationship and may receive coaching, mentoring, and direction from multiple leaders. The DCE reports directly to the Senior Rabbi and will working collaboratively with the entire Leadership Team. The DCE will work closely with the Assistant Rabbi on the overall youth engagement strategy and will supervise the Director of Youth Engagement and the Program Support Administrative Professional.

Compensation:

This is a new full time position with competitive salary. Benefit package includes medical insurance plan, 403b, and paid PTO.

Application:

This position is open until filled. Submit letter of interest, resume, and salary requirements to:

Laura Bernstein, Ed.D, GPHR
Executive Director
Temple Beth El
5101 Providence Road
Charlotte, NC 28226
Email: lbernstein@templebethel.org