

Shir Tikvah Executive Director Announcement

www.shirtikvah.net

February 2019

Shir Tikvah, a growing, inclusive and joyful Jewish congregation based in the Twin Cities, seeks a new Executive Director. Working in deep partnership with Shir Tikvah's clergy, professional staff and congregants, the Executive Director plays a critical role in ensuring Shir Tikvah continues to invigorate Jewish spiritual life and transform the world.

Who We Are

Shir Tikvah—meaning Song of Hope—is a *kehillah kedosha* (holy community) joyfully revealing the intersections of *talmud torah* (lifelong Torah study), *t'filah* (prayer), *tzedakah* (justice), & *hachnasat orchim* (radical hospitality). We creatively wrestle with tradition and innovation as we invigorate Jewish spiritual life and transform the world.

Our 540+ families are made up of born Jews and Jews by choice; some grew up in Minnesota and many have come from other places; we are LGBTQ Jews and straight Jews, we are white Jews and Jews of Color and Jews who wrestle with whiteness; we are young families and empty nesters and 20-somethings and octogenarians; those who identify as traditional and spiritual seekers, mystics, and self-described non-believers. We believe deeply that our diversity is our strength and we strive to be the very best of what a holy community can be. Together, we work to co-create a vibrant and holy community where people are truly welcomed and celebrated.

Shir Tikvah values open and probing debate about politics and religion and the ways they intersect. Through the synagogue, many members of Shir Tikvah find meaningful ways to be socially and politically engaged with our current focus on racial justice, sanctuary/immigrant justice, climate change, addressing gun violence, and more. We are living in a moment when progressive moral voices are necessary to counter the narratives of degradation and cynicism, and we seek to be a progressive Jewish voice of conscience in the public square.

The Opportunity

Shir Tikvah is at a pivotal point in its development. We are in our 31st year as a congregation. Our Executive Director for the past 15 years is retiring. Our congregation has outgrown our building, with worship and religious education programs overflowing regularly. At a time when many synagogues are shrinking, we are growing.

As we look to the future, we need executive staff leadership that can help guide us into our next phase of growth and development while ensuring smooth day-to-day operations of our congregation. Specifically, Shir Tikvah's Executive Director is responsible for:

- **Partnering with clergy—especially the Senior Rabbi—and Board of Trustees**, to ensure our systems, finances and operations are fully aligned and supporting the strategic and spiritual direction of the community;
- **Raising the resources we need to effectively live out our mission**, developing and executing strategic plans for growing our annual fund as well as special opportunities, including an upcoming capital campaign;
- **Driving a strategic communications plan and operation** to ensure we are deeply engaging our congregants and external stakeholders and telling our story in compelling ways;
- **Managing our finances** to ensure our budget aligns with our values and priorities and that our financial health continues to be strong;
- **Ensuring our physical space meets the spiritual, programmatic and operational needs of the community**;
- **Ensuring modern and effective systems for operations and administration**, allowing our clergy and professional staff to do their jobs well, and;
- **Supervising professional staff**, including those in finance, operations and administration.

Who You Are

The successful candidate for the position of Shir Tikvah's Executive Director will have a:

- History of successful organizational management, with proven skills in managing people, programs, systems and budgets;
- Demonstrated ability to develop and lead multi-channel fundraising efforts - planning, managing principals and directly soliciting support for core annual support and major gifts;
- Familiarity with community-based, and/or membership organizations, including membership recruitment and stewardship;
- Capacity and desire to work in deep collaboration with other stakeholders, including the Senior Rabbi, clergy, professional staff, the Board of Directors, and the committees and volunteers who make our work possible, and;
- a "Roll up your sleeves" orientation, recognizing that we have a small professional team and that everyone contributes in ways big and small to get the work done as needed.

Success in this position depends on flexibility, empathy, diplomacy, a high level of comfort working with the public, valuing innovation and active community engagement,

and a commitment to learn about Jewish practices, culture, holidays, and special events. A good grasp of systems technology, social media, and marketing are a plus.

Application Process

To apply please send your résumé and a cover letter to the Board's Hiring Committee % Rabbi Michael Latz (Rabbilatz@shirtikvah.net). Résumés will be reviewed by the Hiring Committee as they are received, with a final deadline of March 22, 2019.

This is a full-time position offering a salary of \$90,000-\$100,000 DOE and a competitive benefits package.

Shir Tikvah Congregation is an equal-opportunity employer and actively seeks a diverse pool of candidates. People of color, women, and transgender people are encouraged to apply.