



 **TEMPLE ISRAEL**

LEADERSHIP PROFILE

**Executive Director
Temple Israel**

Memphis, TN

Temple Israel is a sanctuary for prayer and inspiration, a vibrant center for Jewish learning, and a congregational home for living Torah. We are a source of strength and a force for good for Reform Jews, the greater community, and the world.

A Unique Opportunity

This is a time of promise for Temple Israel, one of America's largest, most historic and vibrant Reform Jewish synagogues.

Temple Israel, which celebrates its 170th anniversary in 2024, is a renowned spiritual anchor of unmatched hospitality and authentic community. The institution, which serves 1,450 households and operates a \$6.8 million annual budget, seeks an Executive Director to orchestrate its journey forward.

The Executive Director has a lifetime opportunity to join a visionary team that is empowered to deliver innovative initiatives that, in essence, secure and sustain engagement. In partnership with outstanding thinkers and doers across clergy, lay leadership, and staff, the ED will directly contribute to and catalyze the next era of success for this significant Reform Jewish community.

Mandate for the Executive Director

The Executive Director reports to the Board of Trustees as primary staff liaison and works closely with Trustees, clergy, staff and members as a trusted, valued partner and leader. Experience working in a synagogue is not required.

Temple's ED will be the representative of the organization's multifaceted areas of operations and impact—from finance to facilities, technology to talent/HR, an innovative preschool to historic cemetery, to security and securing its pipeline of membership.

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The ED will bring experience and expertise in five main areas:

- 1. Leadership.** The ED will be an engaged director and catalytic force for advancing Temple Israel's vision and implementing its strategic plan, designed for a post-pandemic world. The ED will be an aligned partner to a clergy team of both tenured and new rabbis and invested lay leadership. The ED will be able to project a compelling vision, prioritize and organize. The ED will develop talent, ways of working, infrastructure and processes that support congregational satisfaction, aspirations and engagement.
- 2. Management.** The ED will lead and develop a staff team that is motivated, engaged, collaborative, high-performing and oriented to customer service and mission. The ED will collaboratively set goals and expectations, and will mentor, empower and delegate well to staff. The ED will be a source of expertise and excellence, innovation, and accountability.
- 3. Business acumen.** The ED will be a strategic and proactive manager of best practices in finances, operations, facilities, security and other key disciplines. The ED will champion policies, technology and processes that elevate Temple performance and are positively received by clergy and lay leaders, staff, and members of the congregation.
- 4. Innovation.** The ED will be a sought-after thought partner and source of fresh ideas and

solutions. The ED will form authentic, productive relationships across the congregation. The ED will be a creative, courageous problem-solver who is skillful at positively resolving issues and conflicts as they arise.

5. Advancement. The ED will partner with clergy, lay leaders and development staff to envision and achieve Temple Israel's aspirational and sustainable future, which relies on energizing engagement and a culture of philanthropy across generations. The ED will elevate and maximize Temple facilities and space usage, member experience and support, and community presence. The ED will be a major contributor to the planning and success of the congregation's significant anniversary milestones ahead.

Personal Assets and Abilities

The ideal ED will have an engaging personality, broad relevant skills, and passion for the people, mission and potential of Temple Israel.

The ED will have skills and capabilities that include:

- Vision, leadership and strategic acumen
- Management, delegation, and teambuilding skills
- Operations, finance, facilities, and business acumen
- Problem-solving and project management skills
- Culture-building and change management experience
- Knowledge and appreciation of technology
- Ability to build consensus, and to make tough decisions
- Confidence to ensure Temple security and take judicious risks



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The ED will have personal characteristics that include:

- Personal warmth and compassion
- A natural desire to align, partner and collaborate with clergy and lay leaders
- Relationship, listening and communication skills
- A low-ego, mission-oriented, servant leadership approach
- A positive, can-do orientation to alignment, collaboration and solutions
- Passion for social justice, inclusion and equity
- Adaptability, resilience, and ability to manage calmly in a crisis
- Commitment to a healthy work/life balance
- A sense of humor

About Temple Israel

Temple Israel is one of American Judaism's oldest, largest, most historic and unique religious institutions. A Reform Jewish congregation founded in 1854, it has led in the work of social justice and commitment to the Jewish and non-Jewish communities of Memphis and the Deep South. Temple is the literal and metaphorical cornerstone of Memphis' Jewish community and an indisputable civic anchor for the city. It is also the last remaining large synagogue in the four states of Tennessee, Arkansas, Mississippi, and Louisiana.

Originally known as Congregation B'nai Israel-Children of Israel, Temple Israel was formed by 36 German Jewish families. It was chartered by the state of Tennessee on March 2, 1854, as its first synagogue, and dedicated in 1858 by Rabbi Isaac Mayer Wise, the founder of American Reform

Judaism. It was the first permanent Jewish house of worship in Tennessee.

Temple's three campuses include a 30-acre wooded East Memphis site filled with both sacred and multipurpose spaces, a Museum, and a renowned early learning center; a historic cemetery of celebrated life and legacy over 170 years; and a collaborative space at Crosstown Concourse, the one-million-square-foot former Sears Crosstown building in the heart of Memphis.

Temple Israel is financially strong. Thanks to an intentionally fostered culture of philanthropy throughout its history, the institution currently operates a \$6.8 million annual budget and oversees a \$50 million endowment. One third of its operating budget is covered by membership dues, which average \$2,100 per household.

Temple is a community that nurtures the spirit of lifelong learning. Starting with Early Learning Center and young family programs, spanning its religious school, teen programs, music offerings, adult learning opportunities, Judaism classes, social justice initiatives, and every community within and beyond the walls of our buildings, Temple offers something for every season of Jewish life.

Temple Israel's mission is to extend hospitality to all. Just as the semi-circle of its sanctuary remains outwardly open, the congregation remains committed to making space for the entire community and directing Jewish values to reach beyond the walls of its buildings.

Temple Israel has a storied history of making a difference. Temple plays a unique role in the greater Memphis community and Jewish world. It is a local leader in social justice and a national model for Jewish innovation. There is no city in North America with a synagogue as large—1,450 households—relative to its Jewish population of 10,000.



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Temple Israel has been at the forefront of interfaith relations and civil rights work throughout its history, beginning with Rabbi Max Samfield in the Yellow Fever epidemic of 1873, continuing with Rabbi Fineshriber speaking out against lynchings in the early twentieth-century, Rabbi James Wax negotiating an end to the sanitation workers’ strike alongside Dr. Martin Luther King Jr., and Rabbi Micah Greenstein playing an active role in establishing the National Civil Rights Museum and serving on the national board of the NAACP. Temple’s Reform Jewish principles of equality and inclusivity, in this city dubbed “the Jerusalem of civil rights,” align seamlessly with its emphasis on social justice.

Micah D. Greenstein, D.D was installed as Senior Rabbi in September 2000, the eighth rabbi to serve the congregation. He launched a new era of innovation, expansion, congregational engagement, and loving spirituality. Under his leadership, Temple has grown in spirituality and learning across generations. He has enhanced community cohesion, welcomed and engaged younger generations. Rabbi Greenstein has been recognized as one of America’s Top 50 Rabbis and received numerous awards in Memphis and nationally.

Rabbi Greenstein leads a team of clergy including Assistant Rabbi Jeff Dreifus and Assistant Rabbi Ross Levy, who joins Temple over the summer.

Core values of Temple Israel

- We are a vibrant center for Jewish learning.
- We are a congregational home for living Torah.
- We are a source of strength for Reform Jews, the community, and the world.

Temple Israel Congregational Goals

- Continue to attract and engage Jews of every age and stage in our community.

- Continue our centuries-long history of working toward and cultivating the Reform Jewish pillar of social justice.
- Amplify our presence as a beacon of light and hope for the future of progressive Judaism.

The Relationships

At Temple Israel, and in the Memphis community as a whole, relationships are the key to success and progress. A relational approach to leadership and the business of Temple is of the utmost importance for the Executive Director opportunity at hand.

The ED reports to the Board of Trustees and works as a trusted partner to Senior Rabbi Micah Greenstein. The ED manages a staff of over two dozen full-time employees across areas including Facilities, Accounting, Communications, Development, Security, and Education, each a core component of the organization's operations.

The ED works closely with the clergy team, lay leaders, and the congregation. In addition, the ED is encouraged to build presence and relationships in the broader Memphis community. The ED has the opportunity to serve both behind-the-scenes and as a forward-facing representative of the congregation.

The Location

Since 1854, Temple Israel has been viewed by the civic, government, and business community as a force for the greater good, and now, with the renaissance and rediscovery of Memphis on a national scale as a livable, affordable city where one can make a huge difference in any realm they choose, younger adults are moving here in even greater numbers than before the pandemic.

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Memphis is a thriving, livable, and affordable metropolis of about one million residents, with a Jewish population of 10,000.

Barbecue, blues, Graceland, and the Memphis Grizzlies are absolute hallmarks of Memphis, but that is just the beginning. It is home to monumental institutions such as St. Jude Children's Research Hospital and FedEx. The cost of living in Memphis is roughly 21% lower than the national average. Memphis is also, according to The Chronicle of Philanthropy, the most giving city in America. Its spirit of generosity is unmatched. Among the 50 largest regions in the U.S., Memphis is #1 in the number of nonprofit organizations per 10,000 population. This means that if you are in the business of helping others, Memphis is the place for you.

The magic of Memphis is its intersections—of people, identities and ideas, coming together to create something exceptional. Some call it culture. In Memphis, we call it soul. It is no accident that Temple Israel is the only religious institution invited into the community hub and social change incubator of Crosstown Concourse. Our satellite space in this building in the heart of Memphis' urban core is neighbored by Teach For America, Church Health – the largest faith-based health clinic for the underserved in the nation, shared makers' spaces, and small businesses that reflect the best our city has to offer.

For potential consideration or to suggest a prospective candidate for the Executive Director position, please email TempleIsrael@BoardWalkConsulting.com or call **Kathy Bremer** or **Patti Kish** at 404-BoardWalk (404-262-7392).

For the current status of this and other searches, please visit www.BoardWalkConsulting.com



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