

Appointment of an Associate Rabbi

Brief

With a burgeoning community of 1300 families BES, the third largest United Synagogue Shul (just behind Stanmore and Hampstead Garden Suburb) and with the largest youth membership in the US., has long been in need of the services of an additional full time (Associate) Rabbi. The Associate Rabbi's role will be to provide additional rabbinic output to our members and to launch new projects and initiatives. The Associate Rabbi is *not an assistant* to the Senior Rabbi nor will the Senior Rabbi pass any of his current duties and responsibilities onto the Associate Rabbi. Rather the idea is to build a *Rabbinic Team* consisting of diverse personalities and talents that combined will be twice as effective and work twice as hard to serve the needs of our growing community.

The Vision

Borehamwood and Elstree is a very attractive community to move to. It boasts a large and vibrant Modern Orthodox community with all of the Jewish facilities and infrastructure one would expect to find. This includes Jewish schools (both primary and secondary) a Mikveh, kosher eateries, deli and grocery, and soon an Eruv. BES is not the only Orthodox Synagogue in the neighbourhood but it is by far the largest and at the moment it offers the most extensive services and programming. We have identified membership growth as the key to raising our income so that in turn we can continue to expand and develop our community so that it best serves all of its members.

The challenge with increasing membership is to provide the human resources to serve our growing constituents. It is no longer physically possible for one Rabbi to cater to the wide and varied needs of all our members.

The risk of not addressing this situation is that increased growth without proper staffing provision will ensure that potential and even existing members will come to realise that BES has become just too large to adequately address everyone's needs. This is likely to result in the formation of new and rival communities thereby draining BES of crucial human capital and funds.

The most effective way to address these problems is the appointment of an Associate Rabbi whose responsibility will be to broaden and extend religious, educational and pastoral services to our community. Indeed the Strategic Planning Committee which was set up and tasked by the Board of Management made just such a recommendation and this need was in fact identified and agreed in various reviews going back over 5 years.

The Associate Rabbi is a front line position offering real service to the community. He will be a highly visible figure to all of our members, who together with the Senior Rabbi, will play a crucial role in their lives and positively contribute to the future of our community. Rabbi Brawer will take day to day responsibility for mentoring and

managing the Associate Rabbi, and whilst this will increase his daily workload, it will make his work more purposeful, focused and enduring

The Budget

Clearly there are cost implications in the appointment of an additional professional. However, following the restructuring of the administrative team so that it is now leaner, the reduction in the support for the youth and a much better level of collection of membership, the Financial Representative has demonstrated that this appointment is now financially viable without any increase in the level of fees which we charge.

The Conclusion

The Honorary Officers and Board of Management have met and discussed this proposal and have recognised this overdue need. We are most fortunate to have a Rabbi who is passionate about this and will take the time to encourage and support an Associate.

Anthony Arnold
Chairman

27 Jan 10