



SENIOR RABBI SEARCH COMMITTEE FAQ's - updated May 25, 2025

Have we hired a new Senior Rabbi yet?

- *If only it were that simple! This is a very lengthy and deliberate process to, first, determine what the congregation deems most important in our next Senior Rabbi, and second to participate in the formal Central Conference of American Rabbis (CCAR) placement process which is the Reform Rabbinic leadership organization.*

Have we identified any candidates yet?

- *The process that is required does not allow us to identify candidates directly. The senior rabbinic search committee will develop a lengthy application and post it to the portal that rabbis seeking new jobs will visit.*

Where are we in the process?

- *The co-presidents named co-chairs Debra Hollander and Eric Silver, who, with input from clergy, developed an outstanding committee of members who are working through the early stages of the process. In addition to committee meetings, Debra and Eric are meeting individually with each member of our clergy team to gain their insights and perspectives.*

Have we considered any of our existing rabbis for the Senior Rabbi job?

- *We have three internal rabbis who meet the CCAR eligibility requirements for senior rabbinic positions. The question is not really have we considered them but instead, might they consider applying for the job. We do not yet know if any of these three rabbis will pursue this job. If any wish to pursue this job, they will be afforded the same confidentiality that rabbis from across the country are provided.*

Do any of our existing rabbis want to become the next Senior Rabbi?

- *We cannot answer that question out of respect for the rights of confidentiality that any and every applicant have.*

Why do we need an Interim Rabbi if we are searching for our next Senior Rabbi?

- *After much research from our co-presidents and the Executive Committee of the Board, it is our understanding that an Interim Rabbi can serve a temporary and useful purpose in the transition between our current Senior Rabbi and the next Senior Rabbi. We will only hire an interim rabbi if one with the requisite skill set, training and experience is available on Mishkan Or's timeline. Rabbi Nosanchuk is supportive of the idea of an interim senior leader to our clergy team if the right candidate is available and is generally flexible to the congregation's leadership needs as they arise. Also, an Interim Rabbi cannot, by definition, be considered for a settled Senior Rabbi position.*

How can I get involved in this process and/or how can I be sure that I get to voice my views about the potential new Senior Rabbi?

- *The Senior Rabbinic Search Committee is developing its outreach efforts to be able to gather input from as many congregants as is reasonably possible, to help make the best selection of a rabbi. The committee chairs can be reached at rabbisearch@mishkanor.org.*

We have created a dedicated CMO webpage that will be updated on a regular basis, reflecting work to date, status, and next steps. It can be found by clicking: <https://www.mishkanor.org/about/senior-rabbinic-search-update/>