



**Rabbinical Training**

Friday, June 1, 2018
**18 Sivan, 5778**

Dear Mr. Lior Arussy,

**The Half Year Summary of the Advanced Training Department
for Tzohar Rabbis in 5778**

### **General Background**

**The Aims of the Advanced Training Department for Rabbis**

Tzohar is Israel's largest rabbinical organization and its rabbis serve the public in various ways. In order to strengthen Tzohar's standing as a rabbinical organization and maintain its connection with its rabbis, Tzohar has established an advanced training department for rabbis. This department deals with community rabbis because the complex times we are living in demands that they be an address for the needs and problems with which their communities are dealing. This makes the rabbinical work the most challenging it's ever been.

Our aims are as follows:

1. **To promote a wider community role in the rabbi's duties.** The traditional point of view grants the rabbi the task of teaching Torah, giving rulings to the individual, and managing the prayers. Throughout the years, the community rabbi's role has increased, including welfare issues components, and providing inspiration and public leadership to his community and beyond.
2. **To give the community rabbi practical tools for efficient work.** The ordination process of becoming a rabbi deals with his knowledge of Halacha – Jewish law. However, a rabbi's job entails skills that go far beyond this. Many of these skills can be developed and improved upon so that he becomes more efficient in his role.
3. **To guide community rabbis through the unique challenges they face.** Every community has its own story. The composition of the community members and the unique challenges the community faces, as well as the rabbi's personality and talents, demand personalized attention.
4. **To provide solutions for the special situations that the community's rabbanit (rabbi's wife) faces.** The rabbi's community rabbinical position elevates him and his family as well. The rabbanit's status and additional family ties are part of the rabbi's challenges. Finding a proper solution to these special situations empowers the community rabbi.

**The Activities of the Advanced Rabbinical Training Department**

The department is active in four channels:

1. **The Empowerment Program**

The rabbinical ordination process that one goes through to become a community rabbi in Israel includes passing tests on specific subjects in Jewish law. However, serving as a community rabbi demands a much more complex skills range: high interpersonal communication abilities, viewing the community as a whole, initiative, general knowledge, relevant Halachic knowledge, and more. For this, one needs additional relevant training.

This is why we established the Empowerment Program of Advanced Training for Community Rabbis. The purpose of this program is to empower the rabbis and help them develop the abilities that are needed for the best rabbinic work.

The program includes three components:

1. **Receiving professional tools** – for example: interpersonal communication, building the community, personal guidance for community members, guiding families during their mourning period, guiding families in distress, etc.
2. **Community rulings** – dealing with the principles of community rulings, in accordance with the specific Jewish laws needed in rabbinic work, as well as the 'spirit of the Halacha'.
3. **Thinking together about the challenges of the rabbinical work** – the rabbis share challenges and dilemmas from their daily rabbinical work.

This program is aimed at rabbis who are in their first years of serving as rabbis. In this program they meet for approximately five hours each time throughout two years. The intended age group of rabbis is 30-45 years old. The number of participants in each group is limited to sixteen in order to allow for appropriate group dynamics.

The participants in this program are eligible for a yearly grant of 10,000 NIS, conditional to complete participation.

There are thirteen community rabbis participating in this program in 5778 from all over Israel.

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| Name | Place | Year of Training |
| Hanan Shukrun | Jerusalem | 2 |
| Ovadia Simni | Neve Michael | 2 |
| Aviram Hariv | Peduel | 2 |
| Ron Alon | Shoham | 1 |
| Avi Sha'ish | Rehovot | 1 |
| Yair Binstok | Efrat | 1 |
| Yehonaton Amrani | Holon | 1 |
| Ariel Ziskind | Gonenim, Jerusalem | 1 |
| Amihai Shukrun | Ramat Gan | 1 |
| Refael D'loya | Har Bracha | 1 |
| Dobi Stern | Mitzpe Ilan | 1 |
| Ze'ev Rozenfeld | Talmon | 2 |
| Sharon Simhi | Holon | 1 |
| Tali Bar-Lev | Coordinator |  |
| Boaz Genot | Rabbinic Training Program Head |  |
| Rabbi Tzahi Lehman | Director of Rabbinic Training Department |

1. **Personal Guidance Program**

The community rabbi, like many others in leadership roles, faces loneliness. This loneliness can be seen from the professional aspect and from the personal-social aspect as well. We are able to relieve the social loneliness when the rabbi joins the group formed during the Empowerment project.

Simultaneously with running this program, Rabbi Tzahi Lehman, who is on the Tzohar board of directors and heads the rabbinic professional development department, also holds meetings providing personal guidance. During these meetings they discuss the specific challenges facing the rabbi and his community, and emphasize the need to promote the community according to its character and needs.

This guidance is given as part of the Empowerment program for two years on a permanent basis, and continues afterwards if the rabbis wishes to and feels that it's needed.

1. **The Rabbinical Apprentice Program**

Studies for rabbinical ordination are very common in both yeshivas and kollels. At their completion, the student is ordained a rabbi. However, only a small percentage of those ordained actually go on to become community rabbis. Some choose to work in education, while others choose a different employment, and only a few of these new rabbis search for a community in which to be of service.

There are a number of reasons why so few go on to serve as community rabbis. One reason is that they are not very familiar with the rabbinical world. Sometimes, a person chooses not to be a community rabbi because he's familiar with a certain type of community or a certain style of rabbi, and doesn't consider himself to be well-suited to it. Our goal is to show the rabbi different models of communities and of being a rabbi, and hope that he'll find the pattern that suits him the best and that will be a worthy challenge for him.

This is the reason for our Rabbinical Apprentice Program. The purpose of our program is for the rabbi to have a deep familiarity with the different possibilities of being a community rabbi.

Throughout the Rabbinical Apprentice Program the participants meet with a wide variety of community rabbis who serve different communities in a multitude of ways. A different rabbi comes to each meeting and discusses a relevant component of the rabbinic world with the group based on his personal experiences.

Among the issues discussed: Why be a community rabbi?; How to prepare myself to be a successful rabbi?; The rabbi as he views himself; The boundaries of the rabbinit's work; Community – clients, employers or partners?; Characteristics of the rabbanit's work in different communities; Rabbanut on the side – merging rabbanut with another employment; The rabbi's family.

There are ten meetings in this program and each meeting lasts for three hours. The program's intended population are avrechs (yeshiva and kollel students) toward the end of their rabbinical ordination studies, or immediately afterwards. The age range is between 25-32 years old. The number of participants in each group is limited to sixteen to enable a proper group dynamic.

The participants in this program are eligible for a one-time scholarship of 3,000 NIS conditional to full participation in the program.

There are two groups taking part in the apprentice rabbis program in 5778:

1. One group at the Or Etzion Yeshiva, Mirkaz Shapira, with twelve participants.
2. One group at the Sha'alavim Yeshiva with fourteen participants.
3. **The Empowerment for Women Program**

The community rabbi doesn't simply provide a service to the community as an individual; his wife and family share the mission. In many communities the rabbi's wife fills community roles. Even rabbi's wives who don't consider themselves to bear a rabbinical role in the community, agree that their personal life and familial life have been influenced by it.

It is a common occurrence for the rabbi to share his concerns and dilemmas with his wife. Additionally, the community constantly seeks support from the rabbi, his wife and his family. The women in the community turn to the rabbi's wife when they're in need, etc.

This is why we've started the Empowerment for Women Program. The purpose of this program is to empower the rabbi's wife and provide her with a support network of colleagues.

Among the issues discussed: How to talk to teenagers about sexuality, difficulties, and especially, about themselves; Secrets and revealing them in the rabbanit's work; Talking with, and next to, people with mental conditions; Issues relating to a chronic illness or a terminal one; The influence of our employment on our life and identity; Violence in the family.

The winter session has already taken place for 5778. It included five meetings and 25 rabbis' wives took part. The summer session will begin shortly.

**In summary, the advanced rabbinical training department is very active in the four areas noted above. We are successfully spreading the spirit of Tzohar through training rabbis in the Empowerment program and the support we give them in the field.**

**Thank you for supporting the Empowerment program. We believe that we will merit seeing its continued development and blossoming.**

**We would be delighted to host you and Drora during your upcoming visit to Israel, and introduce you to the department heads and to the rabbis taking part this year.**

**We've included the accountant's report for this program (see appendix).**

**With our blessings and gratitude,**

**Rabbi Tzahi Lehamn Rabbi Boaz Ganot Dafi Forer Kremer**

 Director of Rabbinic Training Department

 Rabbinic Training Program Head

Director of Resource Development

**Appendix**

**Budget – Accounting Report for Rabbinical Training Program 'Empowerment'**

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| 83000327 | Rabbinical training - Empowerment | 71,846 |  |
| 83000328 | Rabbinical training - apprentice rabbis men and women | 89 |  |
| 84000208 | Computers, internet, and maintenance 945 | 356.8 |  |
| 84000308 | Mailing rabbinical training | 4,435.7 |  |
| 84000408 | Telephone and cellphone – rabbinical training | 1,622.6 |  |
| 84000508 | Office supplies –rabbinical training | 192.4 |  |
| 84000608 | Office maintenance –rabbinical training | 3,084.6 |  |
| 84000708 | Legal fees and letters - rabbinical training | 679 |  |
| 84000808 | Banking fees and credit – rabbinical training | 0 |  |
|  | Total expenses | 82,306.1 |  |
| 74106200 | Lior Arussy initial donation payment (first 50%) |  | 171,634 |
| 74106300 | Foreign investment funds rabbinical training |  | 650,701.87 |
|  | General donations |  | 0 |
|  | Total income |  | 822,335.87 |

\*The program that Ya'acov handed in only details half of the costs. The program is also supported by foreign investment funds and by general donations.

 This accounting report is a complete report.