



**CONGREGATION SHA'ARE SHALOM**

**Rabbi Research Committee Report**

**Appendix D**

**Raw data and open-ended comments from first and supplemental surveys**

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## Results of initial survey from CSS Rabbi Research Committee

### 1. Untitled Page





1. Name (optional, but response strongly encouraged\*)

[View](#) **Total Respondents** **72**

(skipped this question) **24**

### 2. Part I: Congregational Identity

1. How long have you been a member of Congregation Sha'are Shalom?

		<b>Response Percent</b>	<b>Response Total</b>
Less than 2 years		27.5%	25
<b>2-5 years</b>		<b>37.4%</b>	<b>34</b>
More than 5 years		30.8%	28
<a href="#">View</a> Other (please describe)		4.4%	4
		<b>Total Respondents</b>	<b>91</b>
		(skipped this question)	<b>6</b>

2. Which of the following best describes your household? Please select all that apply.			
		Response Percent	Response Total
Single		3.4%	3
Couple		29.2%	26
<b>Adult(s) with child(ren) in household (please specify ages of children by also checking the appropriate boxes below)</b>		<b>59.6%</b>	<b>53</b>
Preschool or younger child(ren)		25.8%	23
Child(ren) in K-8		49.4%	44
Child(ren) in high school		9%	8
Child(ren) over 18		5.6%	5
Retiree(s)		9%	8
<input type="button" value="view"/> Other (please describe)		4.5%	4
<b>Total Respondents</b>			<b>89</b>
(skipped this question)			7
3. Are you an interfaith family?			
		Response Percent	Response Total
Yes		30.2%	26
No		69.8%	60
<b>Total Respondents</b>			<b>86</b>



4a. Please rate how important each of the following practices are to you personally.				
	very important	somewhat important	not important	Response Total
Keeping a kosher home	16% (14)	23% (21)	<b>61% (55)</b>	<b>90</b>
Keeping kosher outside of the home	3% (3)	28% (25)	<b>69% (62)</b>	<b>90</b>
Attending religious services on Shabbat	24% (22)	<b>62% (56)</b>	13% (12)	<b>90</b>
Attending religious services on the High Holy Days	<b>92% (79)</b>	7% (6)	1% (1)	<b>86</b>
Attending religious services on festivals and holy days, such as Simchat Torah and Sukkot	31% (27)	<b>65% (57)</b>	5% (4)	<b>88</b>
Having the option to attend non-holiday weekday services	14% (12)	20% (18)	<b>66% (58)</b>	<b>88</b>
Observing Jewish rituals at home (i.e. lighting Shabbat candles or attending Passover Seders)	<b>74% (67)</b>	23% (21)	2% (2)	<b>90</b>
Observing Jewish rituals related to death (i.e. Shivah – the mourning period after the death of a close relative)	<b>79% (71)</b>	20% (18)	1% (1)	<b>90</b>
Observing as many Shabbat traditions and restrictions as possible	13% (12)	<b>46% (41)</b>	41% (37)	<b>90</b>
<b>Total Respondents</b>				<b>89</b>
(skipped this question)				7

### 3. Part II: Role of the synagogue

1a. What were you looking for when you joined a congregation? Please rate each of the following.

	one of primary reasons for joining	benefit of joining (not motivating factor)	not relevant to decision	Response Total
Jewish education for my child(ren)	<b>53% (47)</b>	11% (10)	35% (31)	<b>88</b>
Affiliation with Conservative Judaism	<b>49% (43)</b>	33% (29)	18% (16)	<b>88</b>
Opportunities to experience spirituality and sacredness	<b>46% (40)</b>	44% (38)	10% (9)	<b>87</b>
Social activities	42% (37)	<b>50% (44)</b>	8% (7)	<b>88</b>
Connection with Israeli affairs	15% (13)	41% (36)	<b>44% (38)</b>	<b>87</b>
Congregation and rabbi to support me through life cycle events (wedding, birth, conversion, bar/bat mitzvah, illness, mourning)	<b>64% (56)</b>	28% (25)	8% (7)	<b>88</b>
Community service or leadership opportunities	14% (12)	<b>52% (46)</b>	34% (30)	<b>88</b>
Place to worship on the High Holidays	<b>73% (64)</b>	25% (22)	2% (2)	<b>88</b>
Opportunities to learn more about Judaism and to grow as a Jew	40% (35)	<b>52% (46)</b>	8% (7)	<b>88</b>
Place to attend services throughout the year	<b>65% (57)</b>	30% (26)	6% (5)	<b>88</b>
Sense of community	<b>78% (69)</b>	20% (18)	1% (1)	<b>88</b>

<b>Total Respondents</b>	<b>88</b>
(skipped this question)	8

2. How important were the following factors in your decision to join Congregation Sha'are Shalom rather than another local synagogue?				
	Very Important	Somewhat Important	Not Important	Response Total
Size of congregation	9% (8)	38% (33)	<b>52% (45)</b>	<b>86</b>
Rosie Uran Jewish Education Center	19% (16)	6% (5)	<b>76% (65)</b>	<b>86</b>
Friendliness of congregation	<b>80% (69)</b>	19% (16)	1% (1)	<b>86</b>
Cost	14% (12)	<b>49% (42)</b>	37% (32)	<b>86</b>
Style of services	<b>51% (43)</b>	42% (36)	7% (6)	<b>85</b>
Affiliation with the Conservative movement	<b>42% (36)</b>	34% (29)	24% (20)	<b>85</b>
Location in Leesburg	<b>39% (33)</b>	35% (29)	26% (22)	<b>84</b>
Building	27% (23)	<b>37% (31)</b>	36% (30)	<b>84</b>
Religious School	<b>55% (46)</b>	8% (7)	36% (30)	<b>83</b>
Friends/family who belonged to the congregation	17% (14)	20% (17)	<b>63% (52)</b>	<b>83</b>
<b>Total Respondents</b>				<b>86</b>
(skipped this question)				10

3a. In which of the following would you (or members of your household who are not completing their own copies of this survey) be likely to participate?

	<b>highly likely to participate</b>	<b>somewhat likely to participate</b>	<b>not likely to participate</b>	<b>Response Total</b>
Senior activities	10% (8)	13% (11)	<b>77% (63)</b>	<b>82</b>
Teen activities	11% (9)	11% (9)	<b>79% (66)</b>	<b>84</b>
Activities for children in elementary school	40% (34)	12% (10)	<b>48% (41)</b>	<b>85</b>
Israel-oriented activities	18% (15)	<b>51% (43)</b>	32% (27)	<b>85</b>
Worship and spiritual activities	<b>55% (46)</b>	37% (31)	7% (6)	<b>83</b>
Youth groups affiliated with USCJ (the Conservative movement), eg. Bonim, Kadima and/or USY	28% (24)	14% (12)	<b>58% (49)</b>	<b>85</b>
Youth education (religious school)	<b>53% (44)</b>	2% (2)	45% (37)	<b>83</b>
Preschool program	23% (19)	6% (5)	<b>71% (60)</b>	<b>84</b>
Community service opportunities/social action projects	25% (21)	<b>57% (48)</b>	18% (15)	<b>84</b>
Social activities for all members	41% (35)	<b>52% (44)</b>	7% (6)	<b>85</b>
Interfaith outreach and programs	13% (11)	<b>44% (37)</b>	43% (36)	<b>84</b>
Family programs/activities	<b>44% (37)</b>	24% (20)	32% (27)	<b>84</b>
Chesed Committee (provides	22% (19)	<b>58% (49)</b>	20% (17)	<b>85</b>

"acts of loving kindness" for those in need)				
Tot activities	23% (19)	10% (8)	<b>67% (56)</b>	<b>83</b>
Singles activities	4% (3)	4% (3)	<b>93% (77)</b>	<b>83</b>
Burial society (group which helps with Jewish death rituals)	4% (3)	34% (28)	<b>62% (51)</b>	<b>82</b>
Men's Club/Sisterhood	31% (27)	<b>45% (39)</b>	23% (20)	<b>86</b>
Cultural activities	32% (27)	<b>55% (47)</b>	13% (11)	<b>85</b>
Adult education and/or discussion groups	39% (33)	<b>46% (39)</b>	14% (12)	<b>84</b>
<b>Total Respondents</b>				<b>86</b>
(skipped this question)				<b>10</b>

4. What do you believe are Congregation Sha'are Shalom's greatest strengths?		
	<a href="#">View</a>	<b>Total Respondents</b>
		<b>62</b>
		(skipped this question)
		<b>34</b>

4. What do you believe are Congregation Sha'are Shalom's greatest strengths?	
The friendliness of it's Congregants. We have several very learned individuals in our group. The new Rabbi is a fantastic asset to our congregation.	
Religious School Sense of community Educational opportunities for adults Congregational activities	
The kind, generous, welcoming community of this congregation make it a place where people feel welcome. This I think is crucial, so everyone feels part of the community and not "Left" out.	
members and building	
Location, friendliness of members	
It's members.	
The building and the energy and participation of members.	
Welcoming and openness to allow congregants to participate in whatever capacities they can...be it services or committees, etc. Emphasizing there are many ways to give and be part of the whole.	
Sense of community and caring	
One of Congregation Sha'are Shalom's greatest strengths is the warmth of its members and the inclusion of members and non-members in the Shabbat Services.	
Great members in the RUJEC area who are friendly and inviting. This is THE NUMBER ONE REASON that I am a member of the synagogue today.	
The people!	
It's sense of community.	
People with young families and friendliness of congregation.	

The sense of community and openness to interfaith families. The strong religious school program and preschool.
Friendliness, willingness to include everyone in activities, adherence to Conservative Judaism
Friendliness and diversity of congregation
Making people feel welcomed and asking/wanting people to get involved in the synagogue.
The preschool and the warm small congregation. I like the potlucks.
We are on our way to be an exceptional community.. There is a lot of love and warmth
The people, education, and the building.
I believe the kindness and friendliness of our congregants are Sha'are Shalom's greatest strengths.
The congregants and the casual atmosphere during many of our services.
Community, affiliation with Conservative Movement, openness to interfaith families--yet not sacrificing sense of Jewishness because of it, beautiful building, preschool offering and religious school
It's members.
A sense of community whether it's interfaith or not.
Friendliness
the community that it creates
the sense of community, the friendliness of the members, the Jewish knowledge that members have, Sha-sha is kid-friendly
Have a beautiful building.
Friendliness
A building that usually works! A very friendly congregation with a diverse membership.
1. Location 2. Building 3. School 4. Weekly Shabbat and Holiday Services
Building, members, current leadership
Very, very friendly group of folks. Very relaxed and informal, too.
Friendliness of members

The friendliness of the congregation, its preschool and religious school, and the willingness of people to work hard to make a dream a reality.
Great religious school program and terrific people!
Its sense of community and volunteerism. Whether it's religious school, ritual aspects, or social events, our members contribute greatly the communal and friendly feel of the congregation.
Good people. Beautiful building. Family activities though there are not enough of them.
The strength as we see it is the true sense of community. we have belonged to other temples and have felt most welcome here. When we needed a shul 2 years ago for the high holy days, CSS took us in. we appreciate the welcoming and the opportunity to give back to CSS.
Socialness. Services, religious school.
Strong education program; friendly, welcoming members
I have just joined so I don't feel ready to answer this or the next question.
The friendly warm welcome new members as well as existing members receive.
A Jewish community..
quality of services in conservative format the building
A comfortable atmosphere. Beautiful building-love the stained glass windows! Venue for learning. Outreach to congregation and interfaith relief. Gift shop. Pre-school. Make-up of congregation is diverse (degree of religious adherence, interfaith couples, children-seniors).
Inclusiveness & friendliness
We have some very dedicated people.
The people, that is why a Rabbi needs to be able to accept the congregation, all of the congregation whether or not they are Jewish, since there are a lot of mixed marriages. The congregation's small size allows people to know one another. The Saturday Kiddush lunch is very important to allow people to socialize on a regular basis
I think the friendliness of the Congregation is it's biggest strength, and the fact that it is the only conservative Congregation in Loudoun County probably brings in many members.
It's strong ties to the Conservative movement.
Community. The enthusiasm of our leaders. And right now - Rabbi Ragozin (spelling??)
The members themselves

Warmth and welcomingness of congregation. Building set up & location. Family service and adjoining room with sound were big strengths though they aren't being offered anymore.

Long term members and school.

The people!!!

The preschool, the Religious school, and the fact that it's a small congregation so it doesn't take long before you feel part of the community. Knowing people is always a draw to attending activities.

People are very friendly; lots of opportunities to get involved; welcoming of people with different backgrounds and levels of Jewish education; strong sense of community among people who regularly attend services and events; good religious school; excellent preschool; dedicated and wonderful lay leaders and lay cantors

Warmth and friendliness, open to interfaith families, tolerant of people at all levels of Jewish knowledge, high quality of religious school, large number of programs given the size, opportunities for adult education, caring community

Friendly people Members who get involved to make activities happen

5. In what areas do you believe Congregation Sha'are Shalom needs the most improvement?

[View](#) **Total Respondents** **48**

(skipped this question) **48**

5. In what areas do you believe Congregation Sha'are Shalom needs the most improvement?

We need a Rabbi to solidify who we are and what our long range plans need to be.

Realizing that a larger congregation must be run as a business. The casualness of some of our committees make that difficult. We also don't do a good job of advertising programs available.

How we handle money seems to have some problems. There should be set guidelines that apply to all.

I think the Shul needs a full time Rabbi. One who is very well versed in all areas, but really is not ashamed to bring more RUACH to every service. The Rabbi should be incredible involved with the youth, as well.

Full or part time rabbi. A building that is reliable, that is not always breaking down.

Let's be realistic about the make-up of our membership. We need to include more of our non-Jewish members into our religious activities and legislative body. If they pay dues as a family, they all should be able to have a say. If we do NOT include the non-Jewish spouse as a member with a voice in the synagogue we can lose them altogether. The non-Jewish spouse should be made to feel welcome and equal. If we don't slam the door in their face - they may even convert eventually!!!

Participation of mixed marriage spouses.

Greater connections between what happens in the schools and what happens in the sanctuary...so that the synagogue isn't just a social gathering at a Bar or Bat Mitzvah. Holidays that are taught, ie, need to be experienced.

We need a full time Rabbi

The Bar/Bat Mitzvah Class. It needs to be updated. They have a great start in structure, however; there are a few changes that should be made in order to keep retention within the Bar/Bat Mitzvah Class and with continued participation in services.

Acceptance and embracing of interfaith couples; education for those that are not conservative but have joined this congregation because it's the only one with a building in Loudoun and a good preschool.

The congregation, in general, does not reach out the Greater Washington Jewish community, whether it be the Federation or JCCNV. It also does go out it's way to participate in regional or national USCJ events, even when awards are made to our Synagogue for various programs or activities.

We are very happy. We wish the membership was less expensive. We would love a full-time Rabbi.

Having a spiritual leader

We need a full time Rabbi or an Executive Director at the synagogue. Maybe this would prevent some of the nastiness that occurs at this shul when people don't get their way, or when people think it's ok to yell and scream at others. We need to remember this is a community and you don't treat others the way you wouldn't want yourself to be treated.

Their attitude towards children at services. I do not believe it is ever appropriate to ask any Jew of any age to leave a service if they are not being disruptive. While a service may be structured towards a particular age or grade I feel that all services should be open to any member or Jew who wants to attend.

We need a Rabbi to be our leader, we need to be on the same page as a congregation

A better balance between Conservative Judaism and the facts of contemporary Judaism. For example, limiting opportunities for interfaith couples and their children will backfire down the road. We do not have this issue as both of us are Jewish but we know several couples who do and you are losing opportunities to have them as members.

I think the religious school could use much improvement.

More activities that are adult oriented/focused and less family/child oriented. Not everyone has children.

Spiritual leadership!

adult education during daytime/Shabbat/Sunday

Doubling its membership so as to be able to easily afford a full-time rabbi.

Membership needs to grow and as it does it will afford us to expand our horizon. We need to be able to live with in our means and not rely on large bequests to fall back on.

the lack of proper behavior during services

getting and keeping people active in activities

Welcoming and including new members. Needs to have a Rabbi.

Following a certain standard. IE. If women are able to wear a talice (I believe this is a reform trait), than why can't a kid be Bar or Bat Mitzvah if one parent is not Jewish but the other parent is? If the mother is not Jewish( I believe this is a conservative trait)than the kids are not Jewish

unless she converted before the kids were born
Having enough members to be able to afford a Rabbi.
Be sure we have a rabbi in 2 years.
family-oriented services for High Holidays and other services; communication vehicles
Better capability to convert non-dues-paying high holiday attendees to active membership. The dues structure and rates are high. We need a full or part-time rabbi, perhaps combining the position of rabbi and religious school director into one until we can afford a full-time rabbi. We also need to focus more on this and less on the physical building itself. Instead of a building fund a rabbi fund would be more appropriate.
Religious services are for the most part stale and uninspiring.
More people who have more time to devote to fulfilling the various roles of our congregation.
Outreach to interfaith couples, particularly to the non-Jewish member- see #3. Children's activities/services that engage the children. More music as part of the service.
Dues Structure, and not making people feel bad for not being able to contribute like the people in the temple who make much more money than others. You are driving people away for sending out those letters and phone calls about having difficulty paying dues. I am about to ready to resign. I don't feel welcome anymore.
Organization and the establishing of policy.
Motivating members to worship and to climb the ladder of Jewish life.
Communication
We need to be more consistent in our policies and procedures. We also need to make a better effort to keep all members (and non-members) aware of any rule and policy changes that will occur in the future.
I think we need to nail down how we treat interfaith couples & their children. Personally, I feel that many interfaith couples (and many Jews) aren't completely informed of the Conservative rules regarding who is and isn't a Jew, and what a Jew vs. a non-Jew can and can't do. By not being forthcoming with this information, I feel we create confusion and an undercurrent of bad feelings.
we need a 5 and 10 year growth plan which includes fundraising and facilities expansion
Need a permanent Rabbi.
Full time Rabbi. Israel Trip
We find the design of the sanctuary to be very kid-unfriendly. Because of the accustics, even the smallest sound travels, making it impossible to






have young children sit with you during a service without feeling like you're disrupting everyone. Also, the beema faces East, so the morning sun hits congregants in the eyes through the windows. After about 2 minutes of looking up there you tend to get sun spots in your eyes.

We have a lot of wonderful people who run the congregation, but more people need to be involved. Decision making tends to be centralized among a small group of people because it is always the same people who volunteer for committees and board positions. These people do excellent work but when major decisions are being made that will affect the entire congregation (ie the kosher policy or major expenditures to decorate the building) a real effort should be made to inform the congregation and solicit opinions from outside of this small group of well intentioned individuals.

Proactively extend leadership opportunities to newer members who have fresh ideas, more alternative services for those who want variety from the traditional ones (even if offered at the same time as the traditional ones, to give people a choice), more activities to engage teens, more social action programs in the community

More people to get involved with stuff

6. Which of the following religious services would you be likely to attend? Please select all that apply.			
		Response Percent	Response Total
<b>7:30 PM on Fri nights</b>		59.5%	50
Earlier than 7:30 PM on Fri nights		29.8%	25
Later than 7:30 PM on Fri nights		13.1%	11
9:30 AM on Sat mornings		56%	47
Earlier than 9:30 AM on Sat mornings		8.3%	7
Later than 9:30 AM on Sat mornings		29.8%	25
Service at least one weekday morning each week		7.1%	6
Service at least one weekday evening each week		6%	5
Tot Shabbat on Fri nights		23.8%	20
Tot Shabbat on Sat mornings		20.2%	17
Youth services on Fri nights		23.8%	20
Youth services on Sat morning		25%	21
Family services on Fri nights		45.2%	38
Family services on Sat mornings		34.5%	29
Alternative services (with more singing, dancing and participation such as Carlebach Shabbat or Shabbat		53.6%	45

Under the Stars)			
Learners' service on Fri nights (where much explanation is offered, and where the pace of communal prayer is much slower than typical)		33.3%	28
Learners' service on Sat mornings		35.7%	30
Services led by congregants (lay leaders)		36.9%	31
Interfaith services (geared to appeal to both Jewish members and non-Jewish partners)		31%	26
<input type="button" value="view"/> Other (please describe)		11.9%	10
<b>Total Respondents</b>			<b>84</b>
(skipped this question)			12

7a. Please indicate your opinions regarding the levels of Hebrew and English currently used during services at Congregation Sha'are Shalom.					
	<b>Too little</b>	<b>Too much</b>	<b>Just Right</b>	<b>No opinion</b>	<b>Response Total</b>
Level of Hebrew used during Friday evening services	4% (3)	13% (10)	<b>67% (52)</b>	17% (13)	<b>78</b>
Level of English used during Friday evening services	15% (12)	4% (3)	<b>64% (50)</b>	17% (13)	<b>78</b>
Level of Hebrew used during Shabbat morning services	1% (1)	17% (13)	<b>62% (48)</b>	19% (15)	<b>77</b>
Level of English used during Shabbat morning services	18% (14)	1% (1)	<b>62% (48)</b>	18% (14)	<b>77</b>
<b>Total Respondents</b>					<b>79</b>
(skipped this question)					<b>17</b>

8a. Would you prefer any of the following during services?				
	Agree	Neither agree or disagree	Disagree	Response Total
I would like a sermon, but only if it is delivered by a rabbi.	32% (27)	32% (27)	36% (30)	84
I would like a sermon, by either a rabbi or a knowledgeable, articulate congregant.	61% (52)	18% (15)	21% (18)	85
I would prefer that musical instruments be permitted on Shabbat and holy days. (If your preference is to allow only a particular type of instrument or for a particular purpose, please explain in the comment space below.)	42% (36)	22% (19)	35% (30)	85
I prefer that non-Jewish spouses be included in our services, and in all aspects of our congregational life (to the greatest extent possible within Conservative Judaism).	71% (61)	21% (18)	8% (7)	86
After we have a full-time rabbi, I would like to have lay leaders for services some of the time.	48% (41)	42% (36)	10% (9)	86
After we have a full-time rabbi, I would like to have members serve as lay cantors.	74% (64)	23% (20)	2% (2)	86

<b>Total Respondents</b>	<b>86</b>
<b>(skipped this question)</b>	<b>10</b>

**4. Part III: Rabbi's Roles and Attributes/Philosophies**

1a. Listed below are several of the different roles (and related attributes) a rabbi can serve within a congregation. Please indicate what you feel should be the priorities of our rabbi by rating each of the following.

	<b>one of primary roles of rabbi</b>	<b>role of rabbi, but not most important</b>	<b>very low priority for rabbi</b>	<b>rabbi should not serve this role at all</b>	<b>Response Total</b>
Pastor (counselor, healer, caretaker)	<b>75% (66)</b>	23% (20)	2% (2)	0% (0)	<b>88</b>
Teacher (engaging educator of youth and adults, able to lead intellectual discussions)	<b>92% (80)</b>	8% (7)	0% (0)	0% (0)	<b>87</b>
Administrator (well-organized, manages business of congregation, staff, schools, etc.)	5% (4)	22% (19)	<b>42% (37)</b>	32% (28)	<b>88</b>
Social Activist (active leader for social change)	15% (13)	<b>42% (37)</b>	33% (29)	10% (9)	<b>88</b>
Role Model (sincere, personal integrity, role model for entire community)	<b>85% (73)</b>	12% (10)	3% (3)	0% (0)	<b>86</b>
Leader (leads congregation towards change and progress, visionary)	<b>60% (53)</b>	34% (30)	6% (5)	0% (0)	<b>88</b>
Community Personage (active in community, local government and larger Jewish groups)	24% (21)	<b>59% (52)</b>	17% (15)	0% (0)	<b>88</b>

Worship Leader (specializes in rituals, ceremonies and religious services, able to deliver engaging and inspiring sermons)	<b>95% (84)</b>	5% (4)	0% (0)	0% (0)	<b>88</b>
Spiritual Guide (concerned about inner spiritual journey of congregants)	<b>77% (67)</b>	21% (18)	2% (2)	0% (0)	<b>87</b>
Working Scholar (maintains own scholarship through continued learning)	<b>43% (38)</b>	42% (37)	15% (13)	0% (0)	<b>88</b>
Fund Raiser (effective solicitor, comfortable in this role)	5% (4)	22% (19)	<b>45% (39)</b>	28% (24)	<b>86</b>
Halakhic Authority (makes religious decisions for CSS community and individuals who seek advice on such matters)	<b>54% (47)</b>	34% (30)	10% (9)	1% (1)	<b>87</b>
Other(Please describe below)	<b>80% (4)</b>	20% (1)	0% (0)	0% (0)	<b>5</b>
<b>Total Respondents</b>					<b>88</b>
(skipped this question)					<b>8</b>

2a. In addition to the qualities described above which relate to specific rabbinic roles, please indicate how important the following rabbinic attributes, interests or philosophies are to you.

	<b>very important</b>	<b>somewhat important</b>	<b>not important</b>	<b>Response Total</b>
Able to relate to congregants of all ages (including children, young adults and seniors)	<b>99% (86)</b>	1% (1)	0% (0)	<b>87</b>
Will not drive to synagogue on Shabbat and holy days	2% (2)	16% (14)	<b>82% (71)</b>	<b>87</b>
Welcomes and appreciates diversity in the community (including interfaith, political, racial/ethnic, sexual orientation)	<b>84% (73)</b>	13% (11)	3% (3)	<b>87</b>
Sense of humor	<b>83% (72)</b>	17% (15)	0% (0)	<b>87</b>
Respectful of congregational traditions and attitudes	<b>77% (67)</b>	22% (19)	1% (1)	<b>87</b>
Strong Zionist	25% (21)	<b>43% (36)</b>	32% (27)	<b>84</b>
Previous pulpit experience	8% (7)	<b>47% (41)</b>	45% (39)	<b>87</b>
Able to inspire and help congregants achieve higher Jewish standards in their lives	<b>62% (53)</b>	35% (30)	3% (3)	<b>86</b>
Strong knowledge of Jewish law	<b>70% (61)</b>	30% (26)	0% (0)	<b>87</b>
Supportive of gender egalitarian community (men and women have equal opportunity to participate in leadership roles and ritual practice)	<b>83% (71)</b>	14% (12)	3% (3)	<b>86</b>

Talented singer or musician	3% (3)	40% (35)	<b>56% (49)</b>	<b>87</b>
Works well with lay leadership (including religious school and CSS board)	<b>84% (73)</b>	16% (14)	0% (0)	<b>87</b>
Works well with congregants who lead services	<b>80% (68)</b>	20% (17)	0% (0)	<b>85</b>
Approachable and responsive to needs of all congregants	<b>98% (84)</b>	2% (2)	0% (0)	<b>86</b>
<b>Total Respondents</b>				<b>87</b>
(skipped this question)				<b>9</b>

3a. Some Conservative congregations select a cantor rather than a rabbi, to serve as their sole spiritual leader. Cantors conduct life cycle events, are knowledgeable in Jewish law, serve as teachers and counselors, but do not have the authority to make binding decisions on Jewish law. In general, their rate of compensation is substantially less than that of a rabbi with equivalent experience. Do you think CSS should consider hiring a cantor rather than a rabbi?

		<b>Response Percent</b>	<b>Response Total</b>
Yes		14.1%	12
No		72.9%	62
Maybe (Please explain below)		12.9%	11
<b>Total Respondents</b>			<b>85</b>
(skipped this question)			11

## Results of supplementary survey from CSS Rabbi Research Committee

1a. Should Congregation Sha'are Shalom welcome applications from rabbis who are openly gay or lesbian?			
		Response Percent	Response Total
Yes		58.1%	36
No		22.6%	14
Not sure		11.3%	7
Indifferent		8.1%	5
<b>Total Respondents</b>			<b>62</b>
(skipped this question)			0

1b. How important is this issue to you?			
		Response Percent	Response Total
Very important		40.3%	25
Somewhat important		37.1%	23
Unimportant		22.6%	14
<b>Total Respondents</b>			<b>62</b>
(skipped this question)			0

2a. Should Congregation Sha'are Shalom welcome applications from rabbis who are willing to perform same-sex commitment ceremonies?			
		Response Percent	Response Total
Yes		63.9%	39
No		24.6%	15
Not sure		6.6%	4
Indifferent		4.9%	3
<b>Total Respondents</b>			<b>61</b>
(skipped this question)			1

2b. How important is this issue to you?			
		Response Percent	Response Total
Extremely important		27.4%	17
Very important		27.4%	17
<b>Somewhat important</b>		<b>37.1%</b>	<b>23</b>
Unimportant		8.1%	5
<b>Total Respondents</b>			<b>62</b>
(skipped this question)			0

3a. Should Congregation Sha'are Shalom allow our sanctuary to be used for same-sex commitment ceremonies?			
		Response Percent	Response Total
Yes		62.3%	38
No		26.2%	16
Not sure		3.3%	2
Indifferent		8.2%	5
<b>Total Respondents</b>			<b>61</b>
(skipped this question)			1

3b. How important is this issue to you?			
		Response Percent	Response Total
Very important		41%	25
<b>Somewhat important</b>		<b>42.6%</b>	<b>26</b>
Unimportant		16.4%	10
<b>Total Respondents</b>			<b>61</b>
(skipped this question)			1