



## Presidential Matters by Bob Stern

We have been invited to participate in **Sulam for Current Synagogue Leaders**, a new and exciting Leadership Development Program that has been created by the United Synagogue for Conservative Judaism, our parent organization. This program is designed to help us to:

- Create a mission and vision statement to guide us in the leadership of our congregation
- Develop and sharpen our leadership skills
- Focus our energy
- Develop a leadership team that works together to actualize our mission statement and pursue our vision statement
- Create a pipeline of leadership succession

Bruce Kauffman, a longtime member of our congregation and a regular participant in the Sunday morning minyan, has accepted the responsibility of being the facilitator for our participation in this program. In his professional position with American Express, Bruce has had a great deal of experience in developing effective leadership teams to pursue and actualize the goals of the company. Steve Aronowitz and I will be serving as the “champions” of this program. Our role will be to promote active and engaged participation by the members of our Executive Board and a few others who will be joining our leadership team.

On Monday, October 27, Bruce Kaufman, Rabbi Yaffe and I participated in the initial training session for this program. We returned extremely optimistic that this process will energize our leadership, help us to focus on meaningful issues, and result in a positive experience for both current and future leadership of our congregation. The Sulam for Current Synagogue Leaders will provide us with a plan and considerable tools to manage tensions between enduring values, pursue a mission and vision for our congregation and to fulfil the needs and the desires of our membership.

We are poised to create a Leadership Development Team (LDT). The initial team that attended the workshop will be expanded to include the Executive Committee and willing board members. The LDT will use strategies that: Support Adaptive Change, Help Manage Resistance, Build A Guiding Coalition, Set Realistic Goals, Allow Options, Maintain Momentum, Increase Capacity and Increase Accountability.

The Leadership Development process will begin with a 2 hour Executive Committee Start-up session that has been scheduled for Sunday, December 14. These two hours will provide orientation to those not at the initial workshop, motivate the Executive Board and develop a consensus of key leadership visions, strategies and goals. In addition to this session, the process includes three 45-50 minute sessions over 15 months that will involve the Executive Board and those members of the board who are willing and available.

I am very excited about this initiative that will strengthen the leadership of our congregation and put us on the path toward excellence.