



## UPDATE FROM THE CHAIRMAN, PRESIDENT AND THE EXECUTIVE GIVEN AT THE ANNUAL BUDGETARY GENERAL MEETING

As you know, three weeks ago, Rabbi Mark informed us that he has accepted the job of Senior Rabbi at EHRS, beginning in late spring/early summer. He will be taking on a new challenge of bringing two communities together and helping them to go through a major process of change after the retirement of two long-serving rabbis. We wish him and them well.

This is also an important, and exciting, moment in the life of *our* community. We therefore wanted to provide you with an update about what has happened over the last few weeks and how we will move forwards.

During the last three weeks, we have spent time considering as a team the best way to proceed, and how to say goodbye to Rabbi Mark in a way that also gives us the ability to focus on our community's needs.

We have also spoken with Rabbi Mark a number of times about how to approach the next few months before he moves on to his new role. This has been made more complex by the fact that he is on sabbatical until mid-February. This is an entitlement that we will, of course, honour. Our community is an exemplar to other synagogues in many ways, including in our employment practices, which reflect our core values as a community. We also intend to be an exemplar of saying thank you and goodbye, truly celebrating Mark and his contribution to Alyth, while also moving forwards as a community.

We will update you further on the exact timetable as soon as this is agreed by our two communities and Rabbi Mark.

In all synagogues there are periods of stability and periods of change. We know that there are concerns about how change might affect our community. However, we approach these times from a position of great strength. We are especially well equipped to deal with these challenges because the model of rabbinic partnership that we have enjoyed with Rabbi Mark and Rabbi Josh over the last few years means that we have continuity of professional leadership. As such, we are exceptionally well structured to deal with the departure of either of our senior Rabbis. We are now in a position where Rabbi Josh will continue in his role as the senior professional, line-managing his rabbinic colleagues and our exceptional core leadership team.

We will also begin a thoughtful and visionary process to expand that team. This is an opportunity to review our current activities and to think about how to build our team further and to look at the skills and passions that we will need to help us to continue to innovate and to grow. We look forward to inviting members to be part of that process. We will then build an ambitious recruitment process to attract the best possible candidates who will bring exceptional skills and new ideas to our team. Together, we will continue to be ambitious in every aspect of our synagogue life – in our physical infrastructure, in our leadership models, our programming, our mutual care, and in the nature of our community conversation.

This recruitment process will begin in the New Year. In the meantime, over the next few months we will also come together to say goodbye and thank you to Rabbi Mark in a true Alyth style. We hope that many of you will be involved in planning this, too.

We promise to update you further over the next few weeks.