

TEMPLE SHALOM

A Prospective Executive Director's Overview of Temple Shalom

Welcome to Temple Shalom - a vibrant Reform congregation in North Dallas, guided by an aspirational vision, compelling mission, and meaningful values.

Vision

Collectively, we celebrate, care, and comfort. We will nurture connection, and commitment to Jewish Life by:

- Creating meaningful community and connections - Temple Shalom will be a Kehillah Kedosha - a holy community, a dynamic, Jewish and Jewishly engaged presence; a place to create a strong network of relationships that connect and support one another; a home of safety, respect, compassion, love and welcome for everyone.
- Creating meaningful experiences to build a world of justice, wholeness and peace - With deep and significant engagement with sacred texts, our Jewish learning compels us to act upon our commitment to social justice and to concerns within our hearts and in our world that intersect with core Jewish values.

Creating meaningful worship experiences - Through dynamic moments of communal prayer, we will raise spirits, lift hearts and empower voices to bring our community closer to one another and to God.

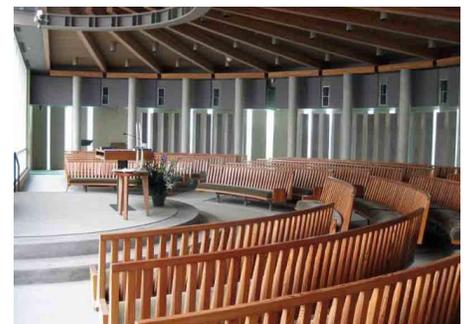
Mission

Temple Shalom builds holy community; connecting our congregation to one another, to God, Torah, Israel and the Jewish people through worship, study, gathering and community service.

Core Values

Our values are shaped by concern and care for you and your family.

- We value community - Your presence and unique gifts matter. With acceptance and love, our doors are open to you. Meaningful belonging arises from a culture of participation and engagement.
- We value social justice - Tikkun Olam - efforts to heal our world - through our actions, our friendships and our programs.
- We value lifelong, multi-generational Jewish learning - From our earliest learners to youth and teens; to adult learners and the generations of learners within families, Jewish education is a lifelong pursuit.



Who Are We?

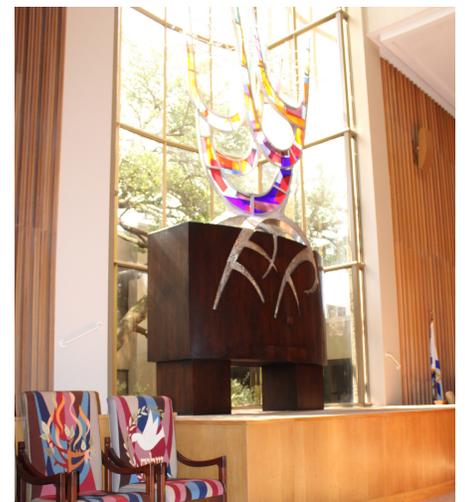
Temple Shalom is a Reform congregation located in North Dallas. Founded in 1965 by 77 families, Temple Shalom has grown to more than 500 families, thriving in our present location since 1972. Our Temple home is a spacious and beautiful 55,000 square foot facility located on a wooded 14-acre lot. Temple Shalom is an integral and leading part of the Jewish community in Dallas and of the Union of Reform Judaism (URJ). Temple Shalom is active in social justice and interfaith causes across the greater Dallas area.

Temple Shalom is a welcoming, supportive, and inclusive congregation where the blessing of “L’dor Vador – generation to generation” has been nurtured for more than 5 decades; where families of all sizes and variations are embraced and where the potpourri of Jewish experiences and yearnings are celebrated. We encourage creativity and entrepreneurship and strive to offer an array of engagement opportunities. Rabbi Andrew Paley has served Temple Shalom as Senior Rabbi and Spiritual Leader since 2004 and is highly respected and involved in the Dallas community. Deborah Niederman, our Director of Lifelong Learning, is a nationally recognized leader in Jewish education. Our administrative team values member service as their primary responsibility.

What Are Our Strengths?

We Are Guided by Strategic Visioning and Planning. Temple Shalom is guided by its vision and mission and embraces the ideal of Sacred Partnership between the Board of Trustees and our Clergy and staff in steering our community toward our visionary future. The congregation engages in strategic planning every five years to identify goals and priorities and conducts annual surveys to assess its progress toward them.

We Are Blessed with Dedicated Leaders. Temple Shalom benefits from the engagement of passionate members of the Board of Trustees. Dedicated leaders also include the members of the boards of Sisterhood and Brotherhood and committee chairs. Equally notable is the number of past presidents who continue to participate on committees and in board meetings. Congregants regularly express their commitment to serve the membership and in doing so position the congregation for success in the future.



We Are Honored by Our Devoted and Respected Clergy and Staff. Our members have strong relationships with our clergy and staff. We believe that strong relationships are a powerful motivator to creating a flourishing, thriving, engaged Temple family. Our members feel connected to our Temple staff and appreciate their support and guidance throughout their membership journey and for their critical contributions during life-cycle moments. The pride our staff demonstrates in their work, and their joy in being a part of a family is evidenced by not only the respect they have for each other, but for their long and meaningful tenures.

We Are Committed to Innovation and Improvement. Our congregation was founded with a creative and entrepreneurial spirit. The original members wished to form the first synagogue north of the LBJ Freeway (dividing line between Dallas and North Dallas). We are constantly looking for ways to make our temple more relevant to our members. During the pandemic we quickly transitioned to an online platform attracting participation in streaming worship and other programming from across the world. Since publication of Blueprint 2025 Temple Shalom convened an Education Commission to re-envision all programs for families and youth and instituted a new curriculum and new programs for families with young children.

We Have A Diverse and Dedicated Membership. Temple Shalom's membership is remarkably varied by geography, backgrounds, traditions, age, and experiences. Blueprint 2025 reported that nearly 80% of members identified themselves as either involved or very involved. Members join our staff in welcoming newcomers; hosting Friday night services and post dinner convenings; leading study, grief, and learning sessions; launching and overseeing a community garden; and facilitating fund raisers. Our members participate in these endeavors demonstrating care, compassion, and commitment.

We Nurture Strong Ties to the Community. Temple Shalom is an integral part of the greater local community, not just the Jewish community. Guided by that philosophy, we have forged deep relationships with other faith leaders, public school administrations, government officials, and law enforcement. While this has been our practice since inception, these bonds were highlighted in recent years. Rabbi Paley has served as the Dallas Police Chaplain for the last 6 years, has served on a variety of Dallas Mayoral task forces and City of Dallas District committees and has chaired multi-faith clergy associations. Two major temple fundraisers identify community organizations to be beneficiaries of our efforts. And Temple Shalom rents portions of its building to a private Christian school during the week and a Presbyterian church on Sundays.



What Are Our Challenges?

Location: Dallas, Fort Worth, and the surrounding cities, comprises the “Metroplex” – a large geographic area that is constantly expanding. Many families are moving away from the immediate area around our current location. The growth in Jewish families occurring more than ten miles north of Temple Shalom, continues to present a challenge in trying to reach and engage them. We are constantly analyzing best principles of engagement for the locations north of us. Its implications will be an ongoing responsibility of future leaders. Temple Shalom leadership can use our location and size to differentiate ourselves in a very competitive institutional market.

Membership: Establishing ourselves as the first choice of congregations for current and new residents to the Dallas Metroplex will continue to occupy our concerns. Younger families are delaying membership and many are seeking alternatives to traditional affiliation. Our passion is to help all who would be interested in becoming a part of our family and our staff and Board of Trustees is committed to this effort and to the creative solutions we will find.

Finances: Temple Shalom is fortunate to have a long history of philanthropy. However, we know that long term financial sustainability and viability will necessitate the variation of income streams beyond traditional dues. Facility rental opportunities, endowments, fundraising and grant writing will be an important part of our financial strategy to continue to meet our mission and vision.

What Do We Want to Accomplish Together?

We seek a sacred partnership between the Executive Director, Rabbi, and Board of Trustees. The Board of Trustees has committed to strengthening governance and human relation strategies. A new Strategic Plan - Blueprint 2030 - will provide the Executive Director an opportunity to be a part of that process.

We are optimistic and excited about the future. We are fortunate to be in a flourishing and prosperous geographic area. We look forward to offering more programming, boosting engagement, and welcoming even more families to our growing younger family demographic. We believe in the value of belonging as we embrace new families and become an even more vibrant center for Jewish life.

**To inquire or submit a resume:
send email to careers@templeshalomdallas.org**

