

| Clustered Feedback | | | |
|---------------------------|-------------------------|---|---------------------------------------|
| Total votes | Individual votes | Characteristic | # from ranked feedback results |
| 30 | | <i>Builds community within JCA</i> | |
| | 7 | Capacity to communicate/foster spirituality individually and community wide (dual capacity) | 5 |
| | 4 | Community builder | 11 |
| | 4 | Community vision – what can s/he bring to us | 12 |
| | 4 | Someone able to develop vision for the community | 14 |
| | 3 | Community builder – connections | 23 |
| | 2 | Inspires membership growth, donations and attendance | 33 |
| | 2 | Innovative intergenerational (all facets of community_ programming | 37 |
| | 2 | Community centered and participates on social as well as religious events | 40 |
| | 1 | Forging connections between people of different levels of knowledge and engagement or disengagement | 63 |
| | 1 | Skillful in pulling people in and cultivation of people’s interests/skills | 65 |
| 27 | | <i>Inspiring spiritual leader</i> | |
| | 24 | Inspiring spiritual leader/services | 1 |
| | 3 | Strong leader to fill sanctuary | 18 |
| 20 | | <i>Rapport with children</i> | |
| | 7 | Rapport with children – tracking children – knowing where they are at – inclusion in service | 4 |
| | 4 | Good with kids | 13 |
| | 3 | Gentle, approachable to kids, likes them | 22 |
| | 2 | Good with children | 30 |
| | 2 | Inspire children to Jewishness | 35 |
| | 1 | Can connect with kids | 47 |
| | 1 | Someone who has children | 64 |
| 14 | | <i>Charisma</i> | |

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| | 9 | Charisma | 2 |
| | 3 | Draws people into community/charisma factor | 27 |
| | 1 | Charismatic quality of leadership | 56 |
| | 1 | Personable – charismatic, welcoming | 57 |
| 14 | | <i>Scholarly type</i> | |
| | 5 | Scholarly type, highly knowledgeable | 8 |
| | 4 | Depth of Jewish learning (knowledge) | 10 |
| | 3 | Well versed in Hebrew and Halachah text, knowledge | 24 |
| | 1 | Solid intellectual and Jewish core | 61 |
| | 1 | Sense of history as part of spirituality | 53 |
| 13 | | <i>Mentsch</i> | |
| | 9 | A mentsch | 3 |
| | 2 | Heart connection/compassion | 39 |
| | 1 | Mensch – connects with all people | 41 |
| | 1 | Mensch | 51 |
| 11 | | <i>Music</i> | 6 |
| | 7 | Musical, sings and well | 6 |
| | 3 | Can bring more music into services and use of music to engage people | 26 |
| | 1 | Musical ability | 42 |
| 11 | | <i>Social justice</i> | |
| | 3 | Social justice issues as expression of Jewish values | 19 |
| | 3 | Someone who is committed to tikkun olam | 25 |
| | 2 | Feminism | 29 |
| | 2 | Has a vision beyond the JCA | 36 |
| | 1 | Relate ritual to social action | 48 |
| 10 | | <i>Emotional maturity</i> | |
| | 6 | Personally confident, comfortable in own skin | 7 |
| | 4 | Maturity | 9 |
| 8 | | <i>Open-minded (not an ideologue)</i> | |
| | 3 | Not an ideologue | 15 |
| | 3 | Accessible to diverse connections to Judaism | 21 |
| | 1 | Ability to grow personally and with the community | 50 |
| | 1 | Open, receptive, and with vision, able to be | 58 |

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| | | receptive and directive | |
| 6 | | <i>Administrative skills</i> | |
| | 3 | Organization skills/or appreciation of need for this | 16 |
| | 2 | Ability to work with office, lay and school leadership | 31 |
| | 1 | Administrative experience | 43 |
| 6 | | <i>Has their own spiritual practice/depth</i> | |
| | 3 | Has their own spiritual practice and depth | 17 |
| | 2 | Has their own Jewish practice | 32 |
| | 1 | Some spirituality, warmth | 45 |
| 6 | | <i>Leadership skills</i> | |
| | 3 | Leadership (internal and external) | 20 |
| | 1 | Relates to non-Jewish community | 49 |
| | 1 | Communication skills | 52 |
| | 1 | Strong leadership | 55 |
| 6 | | <i>Strong educator</i> | |
| | 2 | Educational thinker (approach classic & present them in contemporary way) | 34 |
| | 2 | Educator/teacher | 38 |
| | 1 | Good teacher | 44 |
| | 1 | Education- committed to learning at all levels | 59 |
| 3 | | <i>Pastoral counseling</i> | |
| | 2 | Good at life cycle events | 28 |
| | 1 | Good pastoral counselor | 62 |

* 62 line items generated by the congregation at the meeting did not receive votes, probably because their intent was a duplication of others. They were not included in the number of votes per cluster. The full list is entitled "Ranked feedback".