



AMERICAN CONFERENCE *of* CANTORS

Covenant for Our Search Committee*

We, the members of the Search Committee of _____, are honored that the leaders and congregants of our congregation have entrusted us with the sacred responsibility of searching for our next [senior] cantor. In order to carry out this charge with integrity and fairness, we pledge to uphold these values in the course of our process:

***L'sheim Shamayim* – We work for the sake of our sacred community**

- We will be mindful that ultimately at stake in our search is the keeping of the covenant made by God originally with Abraham and Sarah, renewed at Sinai, and lived by every generation in their time and place.
- We will only recommend to our congregation the candidate whom we support with whole hearts; and we will recommend that candidate in unity with each other.

***Eilu v'Eilu* – Every Search Committee member's words are important**

- We will listen to everyone's perspective.
- We will make decisions by consensus or by large majority.
- We affirm that disagreement is acceptable and often positive, and we recognize that great wisdom can come from legitimate disagreement.
- We will create an atmosphere of openness in order to allow each member the freedom to express his/her/their ideas, feelings and concerns.

***Derech Eretz* – We will treat one another with kindness, courtesy and decency**

- We will speak our truths with honesty and humility.
- We will welcome humor as it breaks tension, brings us closer and will help during difficult deliberations.
- We will honor one another's time by attending meetings, by showing up on time, by coming to meetings prepared and by being flexible when more time is needed to make a decision.



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- We will communicate with the Board and the congregation as much as possible without undermining our process, or breaching our candidates' confidentiality.
- We will act with the best interests of our congregation at heart and we will therefore refrain from pursuing personal agendas and manipulating the positions of other Committee members.
- We will be thorough and ethical in all our investigations and evaluations of our candidates.

***Lashon Hara/Chasui* – We will not engage in gossip and we will respect confidentiality**

- We will observe absolute confidentiality around the identities of candidates, not sharing the details even with spouses, partners, friends and family.
- We will also uphold the confidentiality of our internal Committee deliberations.
- We will not solicit other candidates on our own, or make inquiries to third parties about current candidates on our own; *we will not contact anyone from any of a candidate's former or current congregations without written permission of that candidate.*
- We will disclose all that we know about a candidate and not withhold relevant information.
- We will conduct our reference checks and due diligence only with the permission of our chairperson(s).

We further add the following values

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All this we accept as valid and binding. Together let us find the right [senior] cantor for our holy congregation.

Signed

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**This document, with gratitude, is almost entirely verbatim from the document, "Covenant for Our Search Committee," as created by the Placement Department of the Central Conference of American Rabbis.*