



Listening Plan for Succession

Adopted by the Board on November 14, 2023

Listening Plan for Succession Working Group

The primary objective of this plan is to facilitate a meaningful conversation with our membership, *in the context of a future rabbinic transition*, about Temple Micah's future, getting a renewed sense of how our congregation sees itself and our strengths, opportunities, challenges, and priorities.

To be clear, the listening project should *not* seek feedback on the specifics of the transition process itself, nor on job descriptions, leadership structure or who we should hire. Such strategic questions are better left to the Board and search committee. The listening project is better focused on the congregation's sense of its own values and perceptions of future opportunities and priorities.

After a retirement announcement, the Listening Plan will be implemented in conjunction with the Search Committee. The combination of facilitated listening sessions (what some call "focus groups") and a well-designed survey will provide all members an opportunity to provide input, serving the dual purpose of collecting data and engaging our members.

1. **Transition-Focused Discussions:** While the ideal format remains to be determined, we believe the successful "House Meeting" format used in 2018 to facilitate the Roadmap process is the most obvious approach to use; regardless, we would need to create space for small groups to gather.
2. **Transition Survey:** Although surveys have not traditionally been part of Micah's culture due to our emphasis on active participation, we believe there is a role for a brief transition survey open to all members, especially to facilitate participation among those members unable to join a longer, open-ended conversation. Much may depend on the timing of the transition, but a survey would ideally field *after* listening groups are conducted (to avoid cannibalizing richer participation in the discussion groups) and could narrow in scope to ask a few key questions deemed most vital at that point in the process.