

## **HCCAA and Hebrew College Ordination Program Partnership**

This document sets forth a vision of the partnership between the Hebrew College Clergy Alumni Association [HCCAA] and Hebrew College's cantorial and rabbinical program [the HCP]. The partnership's purpose is to establish and foster a lifelong community of students and alumni of HCP providing mutual support, ongoing learning, and spiritual growth to all participants.

### **The goals of the partnership include:**

- Provide a rich array of continuing education opportunities for all alumni after ordination, including both text study and ongoing professional development in the work of their rabbinates.
- Strengthen the financial wellbeing of the HCP through cooperation in development efforts.
- Connect alumni and students with each other.
- Provide guidance by experienced cantors and rabbis to students in their final years as students and to newly ordained cantors and rabbis through one-to-one partnerships.

### **The elements of the partnership, elaborated below, are:**

- Attendance by alumni at HCP and other Hebrew College programs
- Establish, maintain, and publicize to alumni the HCCAA website.
- Fully utilize the potential of the JAFTER and HCCAA email programs.
- Maintain the Graduate Guidance Program.
- Assist HCP students by accepting and nurturing them in internships at the places of employment of alumni.
- Assist in negotiation of engagement agreements for graduating HCP students and all alumni in HCCAA.
- Provide a robust program of online learning through Hebrew College.
- Encourage participation by alumni in local, state, and national cantorial and rabbinic organizations.
- Provide financial support for the placement services of HCP for both graduating students and all alumni.
- Assist with saving for retirement in a tax-advantaged plan for cantors and rabbis founded by the predecessor to HCCAA.

### **Attendance by alumni at HCP and other Hebrew College programs**

HCCAA and the HCP encourage alumni to attend programs at HCP and elsewhere at Hebrew College. These include but are not limited to:

- Yom Iyyun programs
- Ta Sh'ma programs to recruit new students
- Annual winter seminar
- Regular alumni reunions
- Fundraising gala for the benefit of Hebrew College
- Commencement and ordination in late May or early June.

### **Establish, maintain, and publicize to alumni the HCCAA website.**

HCCAA will establish and maintain a password-protected website. Features to be determined, likely including association documents such as the Codes of Ethics, the by-laws, the constitution, the mission statement, this partnership statement, models of cantorial and rabbinic programs including songs, music, sermons, lesson plans, and responses to frequently asked questions.

### **Fully utilize the potential of the JAFTER and HCCAA email programs.**

HCCAA regularly reminds alumni, faculty and students of the rules governing the use of the JAFTER program for email communication and likewise regularly reminds alumni of the rules governing the HCCAA program for alumni. HCCAA also provides instructions for gaining access to archived conversations and to the files preserved at the related sites. HCCAA encourages members to add documents to those files for use by all members. HCCAA coordinates this work with the website described in item 2 above.

### **Maintain the Graduate Guidance Program.**

HCCAA staffs and coordinates the HCP graduate guidance program. The program begins with a one-on-one connection made in the fall of each student's final year of study at the HCP. The graduate and the student meet monthly, in person or by video connection. The relationship continues for the first two years in the field as the experienced cantors and rabbis assist the new cantors and rabbis during their transition from the HCP to the workplace. Cantors and will serve as guides to graduating students and in their first two years of professional practice. HCCAA will invite all graduating students and all alumni with at least two years of professional experience to participate. HCCAA will make matches using a combination of the wishes of the guides and the graduating students and the nature of each participant's work. HCCAA gathers feedback on the most useful forms of interactions and provides that information to participants.

### **Internships**

THE HCP continues to place students in internships, taking special care to assure that alumni are encouraged to accept students as interns where the alumni are employed.

### **Negotiation of engagement agreements**

HCCAA provides assistance in negotiating both initial and subsequent engagement agreements for Shanah Heh students and for alumni. HCCAA charges a fee of two tenths of one percent of the first year compensation negotiated.

### **Online learning through Hebrew College**

THE HCP advises alumni of online learning opportunities.

### **Participation by alumni in local rabbinic organizations**

HCCAA encourages alumni to join the rabbinic organizations in their communities, such as the Massachusetts Board of Rabbis.

### **Placement services**

THE HCP provides placement services to Shanah Heh students and to alumni. *THIS SECTION SHOULD AT SOME POINT ADDRESS THE NEED TO EXPAND THE CAPACITY OF THE HCP TO DO THIS WORK AS THE NUMBER OF STUDENTS AND ALUMNI INCREASES BEYOND THE ABILITY OF ONE PERSON TO HANDLE ALL THE PLACEMENT NEEDS OF BOTH STUDENTS AND ALUMNI.*