Congregational Survey: 121-140

Mark Slobin

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1. How old is your synagogue? [65 yrs]

2. How many cantors have served it? (Roughly, if not known)
   One cantor for past 35 yrs. a New Cantor was hired for this year.

3. How many in the last ten years?
   Yes [ ] No [x] number of years (roughly) [ ]

4. Were there years with only a part-time cantor?
   Yes [ ] No [x] number of years (roughly) [ ]

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   [x] President
   [x] Ritual Committee
   [x] Rabbi
   [ ] A special committee
   [ ] Others

6. Does the average congregant have input in the choice?
   Yes [x] No [ ] If so, how? ________________

7. Do you have a standard list of requirements for the job?
   Yes [x] No [ ] If yes, please attach if possible

8. Does your present cantor do what you expected at hiring?
   more [x] less [ ] pretty much [ ]

9. Do your Rabbi and cantor get along well [ ] so-so [ ] badly [x]

10. Compare the rabbi and cantor's salary:
    [x] Same
    [x] Rabbi 10% - 20% higher
    [ ] Rabbi 20% - 50% higher
    [ ] Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes [x] No [ ] If yes, roughly how many years [ ]

12. The former cantor retired, the new cantor was the associate of former cantor, former cantor was 70 years old.
12. What is most important about your cantor?
Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) We never had to make such judgement.

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

No

15. Who is most responsible for structuring services?

cantor □ rabbi X ritual committee □

16. Do you systematically check into average congregants' attitudes about the cantor?

Yes □ No X □ If so, how? ________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

Yes □ No X

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Weddings, funerals
- Other educational activities
- Counseling
- Choir and other chorus groups
- Administrative mtgs
- Hospital and condolence visits
- Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

- Yes □ No X
1. How old is your synagogue? 

2. How many cantors have served it? (Roughly, if not known) 

3. How many in the last ten years? 

4. Were there years with only a part-time cantor? 
   Yes ☐ No ☐ number of years (roughly) 4 ☐

5. Who evaluates candidates for a cantorial position? 
   Check as many as necessary:
   - President
   - Ritual Committee
   - Rabbi
   - A special committee
   - Others ______________________

6. Does the average congregant have input in the choice? 
   Yes ☐ No ☐ If so, how? ______________

7. Do you have a standard list of requirements for the job? 
   Yes ☐ No ☐ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? 
   more ☐ less ☐ pretty much ☐

9. Do your Rabbi and cantor get along 
   well ☐ so-so ☐ badly ☐

10. Compare the rabbi and cantor's salary: 
    - Same ☐ 
    - Rabbi 10% - 20% higher ☐ 
    - Rabbi 20% - 50% higher ☐ 
    - Rabbi more than 50% higher ☐

11. Have you ever had an assistant cantor / ba'al tefillah? 
    Yes ☐ No ☐ If yes, roughly how many years __________
12. What is most important about your cantor? 
Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ____________________________

13. What would you add to the cantor’s present duties? 

14. Is there a job the cantor does you would prefer NOT to be done by the cantor? 

15. Who is most responsible for structuring services? 

   cantor ___ rabbi ___ ritual committee ___

16. Do you systematically check into average congregants’ attitudes about the cantor? 

   Yes ___ No ___ If so, how? ______________________

17. What would you change about your synagogue’s music? 

   __ NO CHANGES ARE THIS TIME

18. Will you be looking for a new cantor in the next year or two? 

   Yes ___ No ___

19. What pieces would you ask a cantor to sing for an audition? 

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on: 

   - Bar/bat mitzvah training
   - Other educational activities
   - Choir and other chorus groups
   - Hospital and condolence visits
   - Weddings, funerals
   - Counseling
   - Administrative mtgs
   - Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors? 

   Yes ___ No ___
1. How old is your synagogue? \( \text{Over 100 years} \)

2. How many cantors have served it? (Roughly, if not known) \( \text{under 10} \)

3. How many in the last ten years? \( / \)

4. Were there years with only a part-time cantor?
   Yes \( \checkmark \) No \( \_ \) number of years (roughly) \( \_ \)

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   - President
   - Ritual Committee
   - Rabbi
   - A special committee
   - Others

6. Does the average congregant have input in the choice?
   Yes \( \checkmark \) No \( \_ \) If so, how? \( \_ \)

7. Do you have a standard list of requirements for the job?
   Yes \( \checkmark \) No \( \_ \) If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more \( \_ \) less \( \_ \) pretty much \( \checkmark \)

9. Do your Rabbi and cantor get along
   well \( \_ \) so-so \( \_ \) badly \( \_ \)

10. Compare the rabbi and cantor's salary:
    - Same
    - Rabbi 10\% - 20\% higher
    - Rabbi 20\% - 50\% higher
    - Rabbi more than 50\% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes \( \checkmark \) No \( \_ \) If yes, roughly how many years \( \_ \)
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ________________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?

- cantor ___ rabbi ___ ritual committee ___

16. Do you systematically check into average congregants' attitudes about the cantor?

- Yes ___ No ___ If so, how? __________________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

- Yes ___ No ___

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condolence visits
- Preparing for services
- Weddings, funerals
- Counseling
- Administrative mtgs

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

- Yes ___ No ___
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue? 55

2. How many cantors have served it? (Roughly, if not known) 3

3. How many in the last ten years? 1

4. Were there years with only a part-time cantor?
   Yes [✓] No [ ] number of years (roughly) last 10 yrs

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   [✓] President
   [✓] Ritual Committee
   [✓] Rabbi
   [✓] A special committee
   [ ] Others

6. Does the average congregant have input in the choice?
   Yes [✓] No [ ] If so, how?

7. Do you have a standard list of requirements for the job?
   Yes [✓] No [ ] If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more [ ] less [ ] pretty much [✓]

9. Do your Rabbi and cantor get along
   well [✓] so-so [ ] badly [ ]

10. Compare the rabbi and cantor's salary:
    [ ] Same
    [✓] Rabbi 10% - 20% higher
    [ ] Rabbi 20% - 50% higher
    [ ] Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes [ ] No [✓] If yes, roughly how many years
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ______________________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor? ☒

15. Who is most responsible for structuring services?

- cantor ☑
- rabbi ☐
- ritual committee ☒

16. Do you systematically check into average congregants' attitudes about the cantor?

- Yes ☑
- No ☐

If so, how? [Handwritten: word of mouth]

17. What would you change about your synagogue's music? [Handwritten: Nothing]

18. Will you be looking for a new cantor in the next year or two?

- Yes ☑
- No ☐

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training ☐
- Weddings, funerals ☑
- Other educational activities ☐
- Counseling ☐
- Choir and other chorus groups ☐
- Administrative mtgs ☐
- Hospital and condolence visits ☐
- Preparing for services ☐
- Other ☐

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

- Yes ☑
- No ☐
1. How old is your synagogue? 
2. How many cantors have served it? (Roughly, if not known) 
3. How many in the last ten years? 
4. Were there years with only a part-time cantor? 
   Yes ____ No ____ number of years (roughly) ____ 
5. Who evaluates candidates for a cantorial position? 
   Check as many as necessary: 
   - President 
   - Ritual Committee 
   - Rabbi 
   - A special committee 
   - Others ________________________________ 
6. Does the average congregant have input in the choice? 
   Yes ___ No ___ If so, how? ________________________________ 
7. Do you have a standard list of requirements for the job? 
   Yes ___ No ___ If yes, please attach it if possible 
8. Does your present cantor do what you expected at hiring? 
   ___ more ___ less ___ pretty much ___ 
9. Do your Rabbi and cantor get along 
   well ___ so-so ___ badly ___ 
10. Compare the rabbi and cantor’s salary: 
    ___ Same 
    ___ Rabbi 10% - 20% higher 
    ___ Rabbi 20% - 50% higher 
    ___ Rabbi more than 50% higher 
11. Have you ever had an assistant cantor / ba’al tefillah? 
    Yes ___ No ___ If yes, roughly how many years ____
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer/teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional)

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?

-cantor  rabbi  ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?

Yes  No  If so, how?

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

Yes  No

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condoleance visits
- Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

Yes  No
1. How old is your synagogue? 35 years

2. How many cantors have served it? (Roughly, if not known)
   2 ordained many more ordained

3. How many in the last ten years?

4. Were there years with only a part-time cantor?
   Yes ☒ No ___ number of years (roughly) ___

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   ☒ President
   ___ Ritual Committee
   ___ Rabbi
   ___ A special committee
   ___ Others ____________________________

6. Does the average congregant have input in the choice?
   Yes ☒ No ___ If so, how? ____________________________

7. Do you have a standard list of requirements for the job?
   Yes ☒ No ___ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ☒ pretty much ___

9. Do your Rabbi and cantor get along
   well ___ so-so ☒ badly ___

10. Compare the rabbi and cantor's salary:
    ☒ Same
    ___ Rabbi 10% - 20% higher
    ___ Rabbi 20% - 50% higher
    ___ Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba' al tefillah?
    Yes ☒ No ___ If yes, roughly how many years ___
12. What is most important about your cantor? 
Please CHECK ONLY ONE.

☑ Good voice
☐ All purpose music organizer / teacher
☐ All-around clergyman (weddings, hospital visits, 
teaching, counseling, etc.)
☐ Work / standing in the Jewish / general community

Comments (optional) ________________________

13. What would you add to the cantor's present duties?

He only sings - or - that is only what he

prefers to do

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?  
No

15. Who is most responsible for structuring services? 

cantor ☑ rabbi  ☐ ritual committee  ☐

16. Do you systematically check into average congregants' attitudes about the cantor? 

Yes ☑ No ☐ If so, how? ________________________

17. What would you change about your synagogue's music? 

18. Will you be looking for a new cantor in the next year or two? 

Yes ☑ No ☐

19. What pieces would you ask a cantor to sing for an audition? 

your high pieces as well as most 

Shabbat Services

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on: 

15 Bar/bat mitzvah training  4 Weddings, funerals
12 Other educational activities  5 Counseling
12 Choir and other chorus groups  3 Administrative mtgs
10 Hospital and condolence visits  2 Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors? 

☑ Yes  ☐ No
1. How old is your synagogue? 104 years
2. How many cantors have served it? (Roughly, if not known) 3
3. How many in the last ten years? 3
4. Were there years with only a part-time cantor?
   Yes __ No ___ number of years (roughly) ___
5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   __ President
   __ Ritual Committee
   __ Rabbi
   __ A special committee
   __ Others ________________________
6. Does the average congregant have input in the choice?
   Yes ___ No ___ If so, how? ________________________
7. Do you have a standard list of requirements for the job? ____________
   Yes ___ No ___ If yes, please attach it if possible
8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much ___
9. Do your Rabbi and cantor get along
   well ___ so-so ___ badly ___
10. Compare the rabbi and cantor's salary:
    ___ Same
    ___ Rabbi 10% - 20% higher
    ___ Rabbi 20% - 50% higher
    ___ Rabbi more than 50% higher
11. Have you ever had an assistant cantor / 'ba'al tefillah? ___
    Yes ___ No ___ If yes, roughly how many years ___
12. What is most important about your cantor?  
Please CHECK ONLY ONE.

- Good voice  
- \(\checkmark\) All purpose music organizer / teacher  
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)  
- Work / standing in the Jewish / general community  

Comments (optional) ____________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?  
- cantor    - rabbi    - ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?  

- Yes  - No  - If so, how? ____________________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?  
- Yes  - No

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training  - Weddings, funerals  
- Other educational activities  - Counseling  
- Choir and other chorus groups  - Administrative mtgs  
- Hospital and condolence visits  - Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?  
- Yes  - No
1. How old is your synagogue? 26 years.

2. How many cantors have served it? (Roughly, if not known) 2

3. How many in the last ten years? 2

4. Were there years with only a part-time cantor? Yes ☑ No ___ number of years (roughly) 2

5. Who evaluates candidates for a cantorial position? Check as many as necessary:
   - President
   - Ritual Committee
   ☑ Rabbi
   - A special committee
   - Others

6. Does the average congregant have input in the choice? Yes ☑ No __ If so, how? ____________

7. Do you have a standard list of requirements for the job? Yes ☑ No __ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? more ___ less ___ pretty much ☑

9. Do your Rabbi and cantor get along well ☑ so-so ____ badly ___

10. Compare the rabbi and cantor's salary:
    - Same
    - Rabbi 10% - 20% higher
    ☑ Rabbi 20% - 50% higher
    - Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah? Yes ☑ No ___ If yes, roughly how many years ___
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional)

13. What would you add to the cantor’s present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

No

15. Who is most responsible for structuring services?

- cantor
- rabbi
- ritual committee

16. Do you systematically check into average congregants’ attitudes about the cantor?

Yes  No  If so, how?

17. What would you change about your synagogue’s music?

- more variety
- Cong. is somewhat reluctant

18. Will you be looking for a new cantor in the next year or two?

Yes  No

19. What pieces would you ask a cantor to sing for an audition?

Kol Nidre, Youth Group Songleading, Shalom Rav, etc.

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condolence visits
- Preparing for services
- Weddings, funerals
- Counseling
- Administrative mtgs

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

Yes  No
1. How old is your synagogue? 36 years

2. How many cantors have served it? (Roughly, if not known) one

3. How many in the last ten years? one

4. Were there years with only a part-time cantor? part time soloist - not cantors for 20 years

5. Who evaluates candidates for a cantorial position? Check as many as necessary:

   ✓ President
   ✓ Ritual Committee
   ✓ Rabbi
   ✓ A special committee
   ✓ Others

6. Does the average congregant have input in the choice? Yes ✗ No ✗ If so, how? 

7. Do you have a standard list of requirements for the job? Yes ✗ No ✓ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? more ✗ less ✓ pretty much ✗

9. Do your Rabbi and cantor get along very well ✓ so-so ✗ badly ✗

10. Compare the rabbi and cantor's salary:

   Same
   Rabbi 10% - 20% higher
   Rabbi 20% - 50% higher ✓
   Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah? Yes ✗ No ✓ If yes, roughly how many years __
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ____________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

   No

15. Who is most responsible for structuring services?

   cantor ___ rabbi ___ ritual committee ___

16. Do you systematically check into average congregants' attitudes about the cantor?

   Yes ___ No ___ If so, how? [Teacher meetings]

17. What would you change about your synagogue's music?

   __ Personal opinion
   ___ Replace organ music

18. Will you be looking for a new cantor in the next year or two?

   Yes ___ No ___

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

   - Bar/bat mitzvah training
   - Other educational activities
   - Choir and other chorus groups
   - Hospital and condolence visits
   - Weddings, funerals
   - Counseling
   - Administrative mtgs
   - Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

   Yes ___ No ___

   Don't know - I'm a president
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue? (119 years)

2. How many cantors have served it? (Roughly, if not known) (2)

3. How many in the last ten years? (2) - for 32 years - for 3 years -

4. Were there years with only a part-time cantor? No
   Yes ___ No ___ number of years (roughly) ___

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   [ ] President
   [ ] Ritual Committee
   [ ] Rabbi
   [ ] A special committee
   [ ] Others

6. Does the average congregant have input in the choice?
   Yes ___ No ___ If so, how? ________________

7. Do you have a standard list of requirements for the job?
   Yes ___ No ___ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much ___

9. Do your Rabbi and cantor get along?
   well ___ so-so ___ badly ___

10. Compare the rabbi and cantor's salary:
    [ ] Same
    [ ] Rabbi 10% - 20% higher
    [ ] Rabbi 20% - 50% higher
    [ ] Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes ___ No ___ If yes, roughly how many years ___
    Right now our retired cantor helping out.
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- Work / standing in the Jewish / general community

Comments (optional) **Voice naturally important - last must have other abilities also.**

13. What would you add to the cantor's present duties?

**Some visitation to members' homes for very ill members. Also Jewish Home visitation.**

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

- Do not know of any,

15. Who is most responsible for structuring services?

- Cantor
- Rabbi
- Ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?

- Yes _
- No _

If so, how? **Only by word of mouth.**

17. What would you change about your synagogue's music?

We're satisfied as it is.

18. Will you be looking for a new cantor in the next year or two?

- Yes _
- No _

- Right now.

19. What pieces would you ask a cantor to sing for an audition?

- Kiddush
- Roch of Ages
- Shalom Akhichem
- Lecha Dodi
- Adon Olam

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condolence visits
- Weddings, funerals
- Counseling
- Administrative mtgs
- Preparing for services

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<thead>
<tr>
<th>Hourly Allocation</th>
<th>Number of Hours</th>
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<tbody>
<tr>
<td>Bar/bat mitzvah training</td>
<td>4</td>
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<tr>
<td>Other educational activities</td>
<td>2</td>
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<tr>
<td>Choir and other chorus groups</td>
<td>6</td>
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<tr>
<td>Hospital and condolence visits</td>
<td>4</td>
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<tr>
<td>Weddings, funerals</td>
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<td>Counseling</td>
<td>1</td>
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<tr>
<td>Administrative mtgs</td>
<td>1</td>
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<tr>
<td>Preparing for services</td>
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</tbody>
</table>

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

- Yes _
- No _
January 24, 1986

CANTOR OF

JOB DESCRIPTION

1. All duties and responsibilities of the Cantor shall be under the
   supervision of the Rabbi.

2. The Cantor shall be responsible for the development of all musical
   programs at Rodef Sholom.

3. The Cantor shall chant the Liturgy at Sabbath, festival, and High
   Holy Day services.

4. The Cantor shall train the organist and choir for their participation
   in services as set forth in number 3.

5. The Cantor shall participate in such additional religious services
   as the temple may celebrate, including, but not limited to, Thanksgiv­
   ing, and week day services.

6. The Cantor shall be available to assist the Rabbi at life cycle
   ceremonies.

7. The Cantor shall be responsible for the development and implementa­
   tion of a musical education program in the religious school, with
   the cooperation of the principal and the Rabbi.

8. The Cantor shall train children in preparation for their becoming
   Bar/Bat Mitzvah. This shall include training in reading or chant­
   ing of the Torah, Haftarah, appropriate blessings, and sections of
   the liturgy as the Rabbi and Cantor may deem appropriate.

9. The Cantor shall assist the Rabbi in such pastoral functions as
   hospital and shut-in visits, at the discretion of the Rabbi.

10. The Cantor shall be available as a resource person to such congre­
    gational constituency and committees as the Rabbi may assign him
    or her. The Cantor's assistance shall be in the development and
    implementation of congregational programs and activities.

11. The Cantor shall participate actively in the adult education pro­
    grams of the congregation be teaching classes in areas of interest
    to the Cantor and by occasional special programs of an educational
    manner.

12. The Cantor shall represent the congregation on such community
    wide committees or boards to which the Rabbi might delegate
    his authority.

13. The Cantor shall be available to substitute for the Rabbi in times
    of emergency.
1. How old is your synagogue? 140 years

2. How many cantors have served it? (Roughly, if not known)
   In recent history - 2

3. How many in the last ten years?
   2

4. Were there years with only a part-time cantor?
   Yes __ No X number of years (roughly) __
   In recent history

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   ___ President
   ___ Ritual Committee
   ___ Rabbi
   X ___ A special committee
   ___ Others __________________________

6. Does the average congregant have input in the choice?
   Yes X No ___ If so, how? ____________

7. Do you have a standard list of requirements for the job?
   Yes ___ No X If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much X

9. Do your Rabbi and cantor get along
   well X so-so ___ badly ___

10. Compare the rabbi and cantor's salary:
    ___ Same
    ___ Rabbi 10% - 20% higher
    ___ Rabbi 20% - 50% higher
    X ___ Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes __ No X If yes, roughly how many years ___
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ________________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?
   cantor ___ rabbi ___ ritual committee ___

16. Do you systematically check into average congregants' attitudes about the cantor?
   Yes ___ No ___ If so, how? _______________________

17. What would you change about your synagogue's music?
   Greater congregational involvement.

18. Will you be looking for a new cantor in the next year or two?
   Yes ___ No ___ Don't Know

19. What pieces would you ask a cantor to sing for an audition?
   Don't Know

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on: ________ services

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condolence visits
- Weddings, funerals
- Counseling
- Administrative mtgs
- Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors? ___ Yes ___ No
1. How old is your synagogue? [12 years]

2. How many cantors have served it? (Roughly, if not known) [7]

3. How many in the last ten years? [7]

4. Were there years with only a part-time cantor? Yes [ ] No [ ] number of years (roughly) [11]

5. Who evaluates candidates for a cantorial position? Check as many as necessary:
   [ ] President
   [ ] Ritual Committee
   [X] Rabbi
   [ ] A special committee
   [ ] Others __________________________

6. Does the average congregant have input in the choice? Yes [ ] No [ ] If so, how? By [ ];  [ ]

7. Do you have a standard list of requirements for the job? Yes [ ] No [ ] If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? more [ ] less [ ] pretty much [ ]

9. Do your Rabbi and cantor get along well [ ] so-so [ ] badly [ ]

10. Compare the rabbi and cantor's salary:
    [ ] Same
    [ ] Rabbi 10% - 20% higher
    [ ] Rabbi 20% - 50% higher
    [ ] Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah? Yes [ ] No [ ] If yes, roughly how many years [ ]
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional)

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?

- cantor ✓  
- rabbi □  
- ritual committee □

16. Do you systematically check into average congregants' attitudes about the cantor?

- Yes  
- No  
- If so, how?

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

- Yes  
- No

19. What pieces would you ask a cantor to sing for an audition?

- Bar/bat mitzvah training
- Weddings, funerals
- Other educational activities
- Counseling
- Choir and other chorus groups
- Administrative mtgs
- Hospital and condolence visits
- Preparing for services

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Weddings, funerals
- Other educational activities
- Counseling
- Choir and other chorus groups
- Administrative mtgs
- Hospital and condolence visits
- Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

- Yes  
- No
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue? 28 yrs

2. How many cantors have served it? (Roughly, if not known) 5

3. How many in the last ten years? 2

4. Were there years with only a part-time cantor?
   Yes [X] No ___ number of years (roughly) 3

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   [X] President
   [X] Ritual Committee
   [X] Rabbi
   [X] A special committee
   [X] Others ____________________________

6. Does the average congregant have input in the choice?
   Yes [X] No ___ If so, how? ____________________________

7. Do you have a standard list of requirements for the job?
   Yes [X] No ___ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much [X]

9. Do your Rabbi and cantor get along well ___ so-so ___ badly ___

10. Compare the rabbi and cantor's salary:
   [X] Same
   [X] Rabbi 10% - 20% higher
   [X] Rabbi 20% - 50% higher
   [X] Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba' al tefillah?
   Yes ___ No [X] If yes, roughly how many years ___
12. What is most important about your cantor?
   Please CHECK ONLY ONE.
   □ Good voice
   □ All purpose music organizer / teacher
   □ All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
   □ Work / standing in the Jewish / general community

Comments (optional) ____________________________________

13. What would you add to the cantor's present duties?
   TEACHING IN THE SCHOOL, IF POSSIBLE

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?
   □ No

15. Who is most responsible for structuring services?
   cantor □ rabbi □ ritual committee □

16. Do you systematically check into average congregants' attitudes about the cantor?
   Yes □ No X  If so, how? __________________________

17. What would you change about your synagogue's music?
   INTRODUCE NEW MELODIES ON OCCASION

18. Will you be looking for a new cantor in the next year or two?
   Yes □ No X

19. What pieces would you ask a cantor to sing for an audition?
   NODRE SELECTED SHABBAT PRAYERS
   KIDUSHAH TORAH READING

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:
   □ Bar/bat mitzvah training □ Weddings, funerals
   □ Other educational activities □ Counseling
   □ Choir and other chorus groups □ Administrative mtgs
   □ Hospital and condolence visits □ Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?
   □ Yes □ No
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire
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1. How old is your synagogue? 117 years.

2. How many cantors have served it? (Roughly, if not known) I don't know about each year, but I think some.

3. How many in the last ten years? 1

4. Were there years with only a part-time cantor?
   Yes ☐ No ☐ number of years (roughly) 3

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   - President
c   - Ritual Committee
c   - Rabbi
c   - A special committee
   - Others ________________

6. Does the average congregant have input in the choice?
   Yes ☐ No ☐ If so, how? ________________

7. Do you have a standard list of requirements for the job?
   Yes ☐ No ☐ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ☐ less ☐ pretty much ☐

9. Do your Rabbi and cantor get along
   well ☐ so-so ☐ badly ☐

10. Compare the rabbi and cantor's salary:
    - Same
    - Rabbi 10% - 20% higher
    - Rabbi 20% - 50% higher
    - Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes ☐ No ☐ If yes, roughly how many years __________
        (High Holiday services only)
12. What is most important about your cantor?
Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional)  Question is poorly phrased

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?
   cantor  rabbi  ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?
   Yes ___  No ___  If so, how?

17. What would you change about your synagogue's music?
   we need more congregational participation - arrangements
   cantor can follow

18. Will you be looking for a new cantor in the next year or two?
   Yes ___  No ___

19. What pieces would you ask a cantor to sing for an audition?
   Kaddish
   Shalom Rav

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:
   10-15 Bar/bat mitzvah training  3 Weddings, funerals
   2-3 Other educational activities  2 Counseling
   1-2 Choir and other chorus groups  1 Administrative mtgs
   1/2 Hospital and condolence visits  1 Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?
   Do we have a choice?  Yes ___  No ___
HISTORIY OF THE AMERICAN CANTORATE

Lay Leadership Questionnaire

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1. How old is your synagogue? 
   
   136 year old

2. How many cantors have served it? (Roughly, if not known)
   
   TWO - ONE OF WHICH WAS PART TIME

3. How many in the last ten years?
   
   ONE

4. Were there years with only a part-time cantor?
   
   Yes ☐ No ☐ number of years (roughly) 6

5. Who evaluates candidates for a cantorial position?
   
   Check as many as necessary:
   
   President ☐ Ritual Committee ☐ Rabbi ☐
   
   A special committee ☐ Others ☐

6. Does the average congregant have input in the choice?
   
   Yes ☐ No ☐ If so, how?

7. Do you have a standard list of requirements for the job?
   
   Yes ☐ No ☐ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   
   more ☐ less ☐ pretty much ☐

9. Do your Rabbi and cantor get along
   
   well ☐ so-so ☐ badly ☐

10. Compare the rabbi and cantor's salary:
   
   ☐ Same
   
   Rabbi 10% - 20% higher
   
   Rabbi 20% - 50% higher
   
   Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
   
   Yes ☐ No ☐ If yes, roughly how many years ☐

---
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) All of the above

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

No

15. Who is most responsible for structuring services?

- cantor
- rabbi
- ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?

Yes ☐ No ☐ If so, how? ______________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

Yes ☐ No ☐

19. What pieces would you ask a cantor to sing for an audition?

LEAVE UP TO HIM/HER

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

- Bar/bat mitzvah training
- Other educational activities
- Choir and other chorus groups
- Hospital and condolence visits
- Preparing for services
- Weddings, funerals
- Counseling
- Administrative mtgs

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

Yes ☐ No ☐
1. How old is your synagogue? 121 yrs

2. How many cantors have served it? (Roughly, if not known) three

3. How many in the last ten years?

4. Were there years with only a part-time cantor? Yes ___ No ___ number of years (roughly) fifty years ago

5. Who evaluates candidates for a cantorial position? Check as many as necessary:

- President
- Ritual Committee
- Rabbi
- A special committee
- Others

6. Does the average congregant have input in the choice? Yes ___ No __ If so, how?

7. Do you have a standard list of requirements for the job? Yes ___ No ___ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? more ___ less ___ pretty much ___

9. Do your Rabbi and cantor get along well ___ so-so ___ badly ___

10. Compare the rabbi and cantor's salary:

- Same
- Rabbi 10% - 20% higher
- Rabbi 20% - 50% higher
- Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah? Yes ___ No ___ If yes, roughly how many years ___
12. What is most important about your cantor? Please CHECK ONLY ONE.

- [X] Good voice
- ___ All purpose music organizer / teacher
- ___ All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- ___ Work / standing in the Jewish / general community

Comments (optional) ____________________________________________

13. What would you add to the cantor’s present duties?

He has enough to do as cantor _educator

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

No

15. Who is most responsible for structuring services?

___ cantor _ rabbi ___ ritual committee

16. Do you systematically check into average congregants’ attitudes about the cantor?

Yes ___ No ___ If so, how? ________________________________

17. What would you change about your synagogue’s music?

return to more familiar, traditional melodies
and less of the newer melodies

18. Will you be looking for a new cantor in the next year or two?

Yes ___ No ___

19. What pieces would you ask a cantor to sing for an audition?

Kol Nidre _ Hashkivenu
V’shanu Banim _ Shalom

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

___ Bar/bat mitzvah training  ___ Weddings, funerals
___ Other educational activities  ___ Counseling
___ Choir and other chorus groups  ___ Administrative mtgs
___ Hospital and condolence visits  ___ Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

Yes ___ No ___

It's been so long I'm not sure _ how our cantor was chosen, but I would tend to use that service
1. How old is your synagogue? 38 Years

2. How many cantors have served it? (Roughly, if not known) one

3. How many in the last ten years? one

4. Were there years with only a part-time cantor? Yes No number of years (roughly) 38

5. Who evaluates candidates for a cantorial position? Select as many as necessary:
- President
- Ritual Committee
- Rabbi
- A special committee
- Others

6. Does the average congregant have input in the choice? Yes No If so, how?

7. Do you have a standard list of requirements for the job? Yes No If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring? more less pretty much

9. Do your Rabbi and cantor get along well so-so badly

10. Compare the rabbi and cantor's salary:
- Same
- Rabbi 10% - 20% higher
- Rabbi 20% - 50% higher
- Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah? Yes No If yes, roughly how many years
12. What is most important about your cantor?  
Please CHECK ONLY ONE.

- Good voice  
- All purpose music organizer / teacher  
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)  
- Work / standing in the Jewish / general community

Comments (optional) He is a superb scholar.

13. What would you add to the cantor's present duties?  
- Nothing  

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?  
- No

15. Who is most responsible for structuring services?  
- cantor  
- rabbi  
- ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?  
- Yes  
- No  
- If so, how? Discussing group

17. What would you change about your synagogue's music?  
- Nothing

18. Will you be looking for a new cantor in the next year or two?  
- Yes  
- No

19. What pieces would you ask a cantor to sing for an audition?  
- Never considered

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:  

- Bar/bat mitzvah training  
- Other educational activities  
- Choir and other chorus groups  
- Hospital and condolence visits  
- Preparing for services  
- Weddings, funerals  
- Counseling  
- Administrative mtgs

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?  
- Never needed  
- Yes  
- No
1. How old is your synagogue? 35 years

2. How many cantors have served it? (Roughly, if not known) 2

3. How many in the last ten years? 2

4. Were there years with only a part-time cantor?
   Yes ☑ No ___ number of years (roughly) 2

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   ☑ President
   ☑ Ritual Committee
   ☑ Rabbi
   ☑ A special committee
   __ Others

6. Does the average congregant have input in the choice?
   Yes ☑ No ___ If so, how?

7. Do you have a standard list of requirements for the job?
   Yes ☑ No ___ If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much ☑

9. Do your Rabbi and cantor get along
   well ☑ so-so ___ badly ___

10. Compare the rabbi and cantor’s salary:
     Same
     Rabbi 10% - 20% higher
     ☑ Rabbi 20% - 50% higher
     ___ Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba’al tefillah?
    Yes ☑ No ___ If yes, roughly how many years ___
12. What is most important about your cantor?  
Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ______________________________________

13. What would you add to the cantor’s present duties?
Nothing specific duties depend on talents & skills of the cantor and I think we have a good balance now.

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?
This year our cantor has acted as a regular teacher in the religious school I would prefer him to use this time (Sat & Sun a.m.) for enhancing the musical education of the students, including youth choir, etc.

15. Who is most responsible for structuring services?

   cantor  rabbi  ritual committee

16. Do you systematically check into average congregants’ attitudes about the cantor?

Yes  No  If so, how? 

17. What would you change about your synagogue’s music?

We try to steer a middle course between traditional & newer melodies — getting a few complaints on both sides. If we had the money I would like to have a choir more frequently (now only for High Holy Days & very special services).

18. Will you be looking for a new cantor in the next year or two?

Yes  No

19. What pieces would you ask a cantor to sing for an audition?


20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

   5  Bar/bat mitzvah training  2  Weddings, funerals
   5  Other educational activities  2  Counseling
   2  Choir and other chorus groups  3  Administrative mtgs
   2  Hospital and condolence visits  3  Preparing for services
   3  Adult education  3  OTHER

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

   (or of College of Sacred Music, HUC, NYC)  Yes  No
1. How old is your synagogue? 135 years

2. How many cantors have served it? (Roughly, if not known) 4

3. How many in the last ten years? 4

4. Were there years with only a part-time cantor?
   Yes ___ No ___ number of years (roughly) ___

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   President
   Ritual Committee
   Rabbi
   A special committee
   Others ____________________________

6. Does the average congregant have input in the choice?
   Yes ___ No ___ If so, how? ____________________________

7. Do you have a standard list of requirements for the job?
   Yes ___ No ___ If yes, please attach it if possible ____________________________

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much ___

9. Do your Rabbi and cantor get along
   well ___ so-so ___ badly ___

10. Compare the rabbi and cantor's salary:
    Same
    Rabbi 10% - 20% higher
    Rabbi 20% - 50% higher
    ___ Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes ___ No ___ If yes, roughly how many years ___
12. What is most important about your cantor? Please CHECK ONLY ONE.

- Good voice
- All purpose music organizer / teacher
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) ___________________________________________________ 

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?

- cantor  x  ritual committee  

16. Do you systematically check into average congregants' attitudes about the cantor?

Yes [ ] No  x  If so, how? ____________________________________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?

Yes [ ]  No  x

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:

Bar/bat mitzvah training  10  Weddings, funerals  2
Other educational activities  3  Counseling  2
Choir and other chorus groups  2  Administrative mtgs  10
Hospital and condolence visits  Preparing for services

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?

x  Yes  [ ]  No
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue?
   46 years

2. How many cantors have served it? (Roughly, if not known)
   Yes No number of years (roughly)

3. How many in the last ten years?

4. Were there years with only a part-time cantor?
   Yes No

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   - President
   - Ritual Committee
   - Rabbi
   - A special committee
   - Others Board of Directors

6. Does the average congregant have input in the choice?
   Yes No If so, how?

7. Do you have a standard list of requirements for the job?
   Yes No If yes, please attach it if possible

8. Does your present cantor do what you expected at hiring?
   more ___ less ___ pretty much ___

9. Do your Rabbi and cantor get along
   well ___ so-so ___ badly ___

10. Compare the Rabbi and cantor's salary:
    Same
    ___ Rabbi 10% - 20% higher
    ___ Rabbi 20% - 50% higher
    ___ Rabbi more than 50% higher

11. Have you ever had an assistant cantor / ba'al tefillah?
    Yes No If yes, roughly how many years ___
12. What is most important about your cantor? Please CHECK ONLY ONE.
   - Good voice
   - All purpose music organizer / teacher
   - All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
   - Work / standing in the Jewish / general community

   Comments (optional) ________________________________

13. What would you add to the cantor's present duties?

14. Is there a job the cantor does you would prefer NOT to be done by the cantor?

15. Who is most responsible for structuring services?
   - cantor
   - rabbi
   - ritual committee

16. Do you systematically check into average congregants' attitudes about the cantor?
   - Yes
   - No
   - If so, how? ________________________________

17. What would you change about your synagogue's music?

18. Will you be looking for a new cantor in the next year or two?
   - Yes
   - No

19. What pieces would you ask a cantor to sing for an audition?

20. Given no constraints, budgetary or otherwise, roughly how many hours a week would the ideal cantor spend on:
   - Bar/bat mitzvah training
   - Other educational activities
   - Choir and other chorus groups
   - Hospital and condolence visits
   - Preparing for services
   - Weddings, funerals
   - Counseling
   - Administrative mtgs

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors?
   - Yes
   - No