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Congregational Survey: 121-140

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HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

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?
   One

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 clergymen (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
- [x] 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
- [x] 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
- [x] No
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue?  17

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

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)  4

5. Who evaluates candidates for a cantorial position?
   Check as many as necessary:
   President  
   Ritual Committee  4
   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 at 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 ___  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? 
[Over 100 years]

2. How many cantors have served it? (Roughly, if not known) 
[Under 10]

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
- Weddings, funerals
- Other educational activities
- Counseling
- Choir and other chorus groups
- Administrative mtgs
- Hospital and condolence visits
- Preparing for services
- Educational activities

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

Yes ______ No ______
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? Word of mouth ______________________

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?

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

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 _ 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? 35 years

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

This is the only thing I would add that is not included above.

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?

[ ] Yom Kippur 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:

- [ ] 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
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

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
☐ 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  ☐ Counselings
☐ Other educational activities  ☐ Counseling  ☐ Administrative mtgs
☐ Choir and other chorus groups  ☐ Preparing for services
☐ Hospital and condolence visits

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? 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
- [x] 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
- [x] 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?

- [x] Yes
- [ ] No

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

- K'ol 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
- [ ] 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?

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

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? Yes ___ No ___ number of years (roughly) 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? [ ]

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? 119 years

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

3. How many in the last ten years? (2) 1 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


   Yes Left ___ Disappointed ___

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
- All-around clergyman (weddings, hospital visits, teaching, counseling, etc.)
- Work / standing in the Jewish / general community

Comments (optional) "Voice naturally important - last must have other abilities"

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

Some visitation to members home 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, Rock of Ages, Shalom Akichem, Mi e Chemoicha, 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
- Bar/bat mitzvah counseling
- 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 ___
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, Thanksgiving, and weekday 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 implementation 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 chanting 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 congregational 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 programs of the congregation by 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.
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

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? Informally

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  X  rabbi  X  ritual committee  __

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

  Yes  X  No  __  If so, how?  Informally  __

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: on all plus 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?  X 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 clergymen (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? 

- [list of musical pieces]

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
   ___ Others

6. Does the average congregant have input in the choice?
   Yes X  No  ____ If so, how? ___ INVITED TO SERVE ___ SELECTION COMMITTEE

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 ___ less ___ pretty much X

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

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

- [x] No

15. Who is most responsible for structuring services?

- [ ] cantor  
- [x] rabbi  
- [ ] ritual committee

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

- [ ] Yes  
- [x] No  
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?

- [x] Yes  
- [ ] No

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

- [ ] Kol Nidre  
- [ ] Kiddusha  
- [ ] Selected Shabbat prayers  
- [ ] Torah Reading

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

- [ ] 16 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?

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

1. How old is your synagogue? 117 years.

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 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?
   - We need more congregational participation - arrangements
   - We 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?
   - Kedusha
   - Shalom Rav

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
   - Administrative mtgs
   - Preparing for services
   - Weddings, funerals
   - Counseling

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? 136 year old

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

3. How many in the last ten years? ONE of which was part time

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) __________________________

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

___ More ALL AROUND CLERGYMAN 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 ___ 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? 121 yrs

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

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) fifty years ago

5. Who evaluates candidates for a cantorial position? Check as many as necessary:
   - President
   - Ritual Committee
   - Rabbi
   - A special committee
   - Others (this is theoretical - our present cantor has been here 20 yrs and when he retires we will have a selection committee)

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 [X] Rabbi ___ Ritual committee ____

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

Yes [X] 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 [X] No ___

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

K'li Nidre Hashk'nu V'shalu Bonim Shalom

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

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

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

It's been so long I'm not sure ___ Yes [X] No ___

How our cantor was chosen, but I would tend to use this service
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

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? Check as many as necessary:
   __ President
   __ Ritual Committee
   __ Rabbi
   __ A special committee
   __ Others
   We never have done it

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 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
    __ Rabbi more than 50% higher
    [not comparable]

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.

- [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) **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 [x] ritual committee ___

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

Yes [x] 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 [x] 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:  

- [15] Bar/bat mitzvah training
- [10] Other educational activities
- [12] Choir and other chorus groups
- [16] Hospital and condolence visit
- [18] Preparing for services

- [12] Counseling
- [10] Administrative mtgs

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

**Never needed**  ___ Yes  ___ No
HISTORY OF THE AMERICAN CANTORATE
Lay Leadership Questionnaire

1. How old is your synagogue? 35 years

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

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) ___

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?
   Can volunteer to be on search committee;
   Can attend meeting to hear tapes of candidates & express opinion;
   Can suggest or comment on item in job description.

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 talent / 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 am) 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?

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

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
[ ] Adult education  [ ] Other

21. Do you always use the placement service of the Cantors Assembly / American Conf. of Cantors? (or College of Sacred Music, HUC, NYC)

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

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 X number of years (roughly) ___

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

6. Does the average congregant have input in the choice?
   Yes ___ No X 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 X less ___ pretty much ___

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
    [x] Rabbi 20% - 50% higher
    [ ] 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?

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?

__________________________

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?

Not sure

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 X  
- No
1. How old is your synagogue?  
46 years
2. How many cantors have served it? (Roughly, if not known)  
2
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 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
- 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