

Scope of Engagement with Rabbi David Teutsch April, 2026

1. Purpose

The purpose of this engagement with Rabbi David Teutsch is to conduct an independent, objective assessment of the nature and quality of interactions among clergy, staff, lay leaders, and members at Adat Shalom. Rabbi Teutsch will identify patterns, strengths, and areas of concern, and make recommendations for how we go forward. Rabbi Teutsch will present his conclusions to the congregation.

2. Objectives: Rabbi Teutsch will:

- evaluate the overall structural and working dynamics among clergy, staff, lay leaders, and members
- evaluate the interpersonal dynamics between the Rabbi, the Executive Director , and other staff
- identify areas of strength and weakness
- make recommendations for improvement in these dynamics to ensure alignment with Adat Shalom's values
- make recommendations for how to empower Adat Shalom's volunteer culture while continuing to professionalize operations

3. Scope of Activities

- conduct confidential interviews with:
 - o Rabbi Perlo
 - o Rena Milchberg
 - o Staff - current and former
 - o The Board President and two former Board Presidents
 - o Anyone else Rabbi Teutsch deems appropriate, including Board Members, lay leaders and other members of the community
- solicit input on these dynamics from congregants as Rabbi Teutsch deems appropriate
- assess other information deemed by Rabbi Teutsch to be appropriate

4. Deliverables:

- written report including:

- Executive summary
- Key findings (fact-based, clearly supported)
- Recommendations for corrective actions and improvements

- presentation to the congregation in person before the end of May

5. Confidentiality & Ethics

- maintain confidentiality of all participants and information
- preserve anonymity where appropriate
- no part of this work involves legal determinations or an assessment of legal risks