

## Some Questions and Answers

- **Why has Rabbi Nosanchuk decided to retire in 2026?**

After nearly 40 years of service to Jewish communities, and as a recent cancer survivor, Rabbi Nosanchuk has decided to retire to embrace the “bonus time” he has been gifted after achieving remission. This was a personal decision made after much reflection.

- **What impact did Rabbi Nosanchuk's health journey have on his decision to retire?**

Rabbi Nosanchuk's health journey has profoundly shaped his perspective. Having survived stage IV metastatic cancer and after achieving remission this past May, Rabbi Nosanchuk says his goal is not just to survive, but to flourish, and that retirement will afford him the space and opportunity to do so.

- **What does this mean for the future of Congregation Mishkan Or?**

Mishkan Or is well-positioned for the future, with a strong foundation built on shared values, a talented clergy and staff team, and the ongoing support of our dedicated congregation. The upcoming search for our next Senior Rabbi is an exciting opportunity to build on Rabbi Nosanchuk's remarkable leadership and explore new possibilities for even greater success as we continue to grow and thrive as a community.

- **What opportunities lie ahead for Mishkan Or?**

This is an opportunity for us to reflect on our accomplishments as a newly merged congregation and envision new ways to strengthen our community, deepen our connections, and grow as a congregation dedicated to our vision of creating a “dwelling place of light” for generations to come.

- **What has Congregation Mishkan Or accomplished under Rabbi Nosanchuk's leadership?**

Under Rabbi Nosanchuk's leadership, Mishkan Or united two historic congregations, launched innovative youth programs, grew its membership, celebrated the Silver Sanctuary's 100th anniversary, and forged a unique partnership with Kibbutz Sufa in Southern Israel, supporting Israelis displaced by the October 7, 2023, terrorism. The Union for Reform Judaism's President, Rabbi Rick Jacobs, hailed Mishkan Or as a role model for uniting communities and strengthening Reform Judaism.

- **What impact did recent challenges at Mishkan Or have on his decision to retire?**

Rabbi Nosanchuk has emphasized that his decision to retire was not catalyzed by the challenges we face as we continue to unify our two historic congregations. His decision to retire is prompted by his personal health journey and what he wants to achieve with his “bonus time”.

- **How will Rabbi Nosanchuk remain involved with Congregation Mishkan Or during the transition period?**

Until he retires in 2026, Rabbi Nosanchuk will continue to serve Congregation Mishkan Or as Senior Rabbi with the same passion, dedication and inspiration that embodies his leadership today. He is committed to supporting the next Senior Rabbi.

- **What steps are being taken to ensure a smooth transition to the next Senior Rabbi?**

The Board is undertaking a thoughtful and inclusive search process for the next Senior Rabbi. A search committee will be named, and the Board will provide updates and opportunities for input as the search progresses. Rabbi Nosanchuk will continue to serve as Senior Rabbi throughout the process.

- **How will the selection process for the next Senior Rabbi be conducted?**

The Board of Directors will establish a thoughtful and inclusive search process, which will be guided by a search committee. Details about the process and opportunities for involvement will be shared in future communications.

- **Will any of our other rabbis be considered for Senior Rabbi?**

All qualified candidates, internal and external, will be considered during the search process. The goal is to find the best person to lead Mishkan Or into its next chapter, and the process will be conducted with fairness and inclusivity.

- **What opportunities will there be to celebrate Rabbi Nosanchuk's retirement and contributions?**

Plans to celebrate Rabbi Nosanchuk's retirement will be announced as we approach his retirement in 2026.

- **Will Rabbi Nosanchuk remain engaged in Congregation Mishkan Or after retirement?**

Rabbi Nosanchuk plans to remain a congregant and champion for Mishkan Or while exploring new opportunities for Jewish creativity, activism, and personal growth and welcomes the opportunity to serve in an emeritus capacity. He looks forward to embracing "bonus time" with his family and contributing to the Jewish community in meaningful and impactful ways.

- **Will Rabbi Nosanchuk seek to be a rabbi at a different congregation?**

No, Rabbi Nosanchuk's retirement marks the conclusion of his full-time congregational rabbinical career. He intends to focus on his family, personal growth, and new opportunities within the broader Jewish community.

- **What will Rabbi Nosanchuk's role be until 2026?**

Rabbi Nosanchuk will continue to lead our clergy team and staff as Senior Rabbi in the important foundational work that is underway to continue to strengthen Congregation Mishkan Or, including our work to engage families with young children and our young adults; creating new opportunities for connection in the broad community like First Tuesdays at Van Aken, and conducting the search for our new Director of Lifelong Learning.

- **What is the vision for Mishkan Or moving forward?**

What we have accomplished in a short period of time as one congregation is incredible, and we will continue to grow as a dwelling place of light and unity in the Jewish community. We envision Congregation Mishkan Or as a model for the future of Reform Judaism at a time when demographic shifts are challenging congregations across the country.