The selection process for teachers has changed for this ALEPH KALLAH.

While we will soon put out a call for submissions for workshops, performance sessions and davvenen’ leadership, we are not asking for proposals for the four-session classes. Teachers for the four-session classes will be selected by invitation.

This is a change we want to explain.

Our intention is, to the best extent possible, to create an inclusive, participatory, broad and engaged process that is manageable, that will minimize rejection of our honored and respected teachers, and that produces a balanced and diverse slate of offerings that includes our renowned and revered teachers as well as teachers whose voices and teachings will be new and exciting for our community.

We want to ensure representation that includes different age cohorts of teachers, different genders and gender identifications, different geographic areas, and different areas of presentation (ecological, text study, spiritual practices, etc.).

We have begun this discernment process by engaging a broad spectrum of folks from our ALEPH universe to generate an initial list of inspiring potential teachers. What they produced was indeed inspiring, but also humbling. The list had well over a hundred suggestions. There were links to websites and webinars for us to look at. And of course our committee is also looking at feedback from the previous ALEPH KALLAH attendees. An equally diverse group of reviewers is honing that list so that we can issue a first round of “invitations to teach at ALEPH KALLAH.”

By proceeding in this way, we hope to provide the best ALEPH KALLAH that we can, and honor the depth and breadth of our beloved and respected teacher population. We expect to begin sending out invitation letters soon, and to start announcing teachers for this ALEPH KALLAH by the end of December.

Why this Change in How we are Selecting Teachers?

When ALEPH KALLAH was first started, selecting teachers wasn’t as complex an issue. We had approximately 30 slots for teachers and there were approximately that many renewal teachers to whom we could reach out. No problem.

Now we navigate the wonderful problem of having a super-abundance of qualified teachers who want to come to KALLAH and teach. We have raised up, and also attracted, so many talented spiritual teachers and leaders. We are booming! That is both good, and hard.
If you are reading this, you are a beloved member of our ALEPH and Jewish Renewal Family. Being part of
our extended family of teachers, practitioners and seekers is important to you. And you are important to all of us. Hence this explanation.

At the last ALEPH KALLAH, we put out a blanked “call for proposed classes.” We asked prospective teachers to submit proposals and received approximately 250 proposals. Effort and thought went into crafting them. Every indication is that this number would increase for this ALEPH KALLAH. We are blessed!

Last ALEPH KALLAH, a committee made up of approximately 10 people were tasked with reading and evaluating the 250 proposals, and retaining approximately 50 for the first round of invitations. They had to reject 75% of the applying teachers who had put a good deal of work into their proposals! OY! This was both arduous and painful. Of these approximately 50 proposed classes, by May we had to regrettably inform about 20 teachers there was insufficient registration for their class, well after they had again invested significant amounts of work preparing. Oy again.

**Much deliberation has gone into trying another way. It too is imperfect, we know.**

**There is no easy way to do this, and our experiment this year is just that – an experiment**

We hope that by doing the process this way, we will lower the disappointment among our many talented prospective teachers and reduce the amount of unnecessary work they have to prepare.

*After this Kallah is over, we will solicit your feedback as to whether this process was an improvement or not.*

*In the meantime, teaching a 4-session class is not the only way to offer your gifts and be a presenter at ALEPH KALLAH.*

*We will soon be calling for proposals for workshops, davvenen’, and performance sessions.*

**These are powerful ways to contribute to ALEPH KALLAH.**

As was the case for the previous ALEPH KALLAH, participants can choose to register for a morning or afternoon 4-session class, or opt for either a morning or afternoon Workshop Track. Participants in the Workshop Track can select up to four workshops in the morning or afternoon. This option allows participants to experience more teachers and topics throughout the week.

Feedback was positive and we are planning to structure our learning sessions this way again for 2018. There will be many slots for single and even two-session workshops.

*Presenting a performance session or leading davvenen’ are both ways to enable you to contribute your talents to our wonderful Kallah participants and to give back to the ALEPH Community.*
Requests for proposals for workshops, performance sessions or davvenen' leadership will be issued soon and will be announced in Kol ALEPH as well as on the Kallah pages of the ALEPH website.

Questions may be directed through the “Contact us” tab on this webpage.