

## HOW DOES A SMALL FLEDGLING YESHIVA GROW INTO A GREAT MOSSAD HATORAH?

I am employed as a Rebbi in a small, fledgling Yeshiva. Many of the bochurim have done well but one bochur in particular has had a great aliyah and now wishes to move on to larger, more mainstream mossad and has asked me to advise him. I understand where he is coming from, but on the other hand, how can we build up our Yeshiva if we send away our best products?

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I think that you should have phrased your question a bit differently and asked how one can make a new, fledgling school grow into a great *mossad haTorah* and, at the same time, keep its outstanding students from defecting, during the growth process, to the more established *Yeshivos* where a *talmid* can make great strides in his learning.

We must always keep in mind that we are not in the 'business' of building schools. We are in the 'business' of being *mechanech*, educating Jewish children, to the best of our ability, to become better *Yidden*. If they can *shteig*, grow better in *yeshiva 'x'* than in our *yeshiva*, we need to try and do everything in our power to send them to *yeshiva "x"*. Our goal is to have them *shteig* and reach their optimum potential and not think that we can have *korbonos* in order to build the type of school that we desire.

This brings to mind the well-known story regarding Rav Avraham Pam *zt"l* who was once asked "How can the Rosh Yeshiva teach the same *gemora* year in and year out without getting bored?" The Rosh Yeshiva answered "I do not teach *gemora*; I teach *talmidim*".

If you would have asked the question the way I phrased it, I would tell you that there are many ways that you can give the student what he needs to grow and reach his potential in your own *yeshiva*. This can only happen if you are able to generate the time and resources needed, and if the student fully understands that he will gain just as much by remaining in your *yeshiva*.

A family member needed, at a certain time in his learning, a special *derech halimud* and *shiur* that was not available in his *yeshiva*. The administration in the *yeshiva* arranged for this exceptional *talmid* to attend another *yeshiva* which was better able to accommodate him with the necessary *shiur*. The *bochur* returned to his home *yeshiva* after the *zeman*, mission accomplished.

Another *bochur* in a different *yeshiva* wanted a *shiur* on a section of *Shulchan Aruch* that was not available in his *yeshiva*. In order to accommodate this *bochur*, the *Rosh Yeshiva* learned the needed material with this *bochur* one hour, every day before *davening* for an entire *zeman*.

I knew a student whose ability to explain a piece of *gemora* in a lucid and clear fashion was somewhat lacking. The *Rebbi* went over the *shiur* with the *bochur* after it was given. When the *Rebbi* saw that the *bochur* was able to explain the *shiur* adequately, the *Rebbi* had him give the *chazaras ha'shiur*, the daily review, to the entire class.

If the administrators and *Rebbeim* would do some fancy foot work and, as well, think out of the box, they would be able to come up with a solution for almost every situation until their *yeshiva* grows in numbers and stature, so that there would be no need to transfer to another *yeshiva*.

In Europe, hand-picked *talmidim* were even given "on loan" to new, fledgling *yeshivos* to help them get started or to fill a void for certain *chavrusas* when needed. Why not in our time and age?

I therefore feel that keeping a *bochur* in a *yeshiva* which does not cater to his *Torah* growth, according to his potential is a non-starter unless the *yeshiva* is able to accommodate his potential to its fullest extent.