

Congregational Meeting 4/25/2022

Meeting called to order at 8:03

Mike Winston- President of the board of TBS presented the agenda

- Introduction and blessing
- Rabbi Search Committee presentation
- Review Rabbi Compensation and period of employment
- Vote to elect Rabbi Sobel as TBS New Senior Rabbi (including a period of discussion)
- Close meeting

Rabbi search committee has been working since July and it has been a lot of work. Gratitude for everyone on the committee

Mike discussed why the process has been the way it has. It stems from the rules from the CCAR and the restrictions including confidentiality. He asked that we focus tonight on The current Rabbi and our future at TBS.

Bylaws:

- Majority or a percentage of members present and voting. 2/3rds vote
- Members must be in good standing

Rabbi search committee-Lori Griffin

- 7 months of doing their due-diligence to find the right Rabbi for TBS
- Interviewed 19 rabbis
- 2nd interviews with 7
- Brought 2 to TBS
- Followed focus group feedback of what they were looking for in their Rabbi
- 5 top qualities based on focus group information and skills that Rabbi Sharon Sobel possess

1. Members want a personal relationship with the Rabbi
2. Multigenerational skills- engaging with people at all levels
3. Mature and engaging bimah presence
4. Rabbi who has scholarship and is a good teacher
5. A rabbi with good management skills

Rabbi Sobel fulfills these qualities

Period of employment and compensation presented

- 3 year contract
- At the end of 2 years we will discuss continuation beyond the 3 years
- Salary discussed
- Pension discussed

- Insurance coverage- discussed
- Vacation time- 4 weeks per year
- Sabbatical- 2 months after 7 years of service

Motion to elect Rabbi Sobel and the contract presented for our senior Rabbi

First Shani Boone

Second Alan Shebroe

- Q and A
- Rabbi Search Committee called to the bimah to help answer questions
 1. Budget question- can we afford this Rabbi? We are conservative with our budget but will be in the red for a couple years. We have reserves for this.
 2. Is this salary consistent with other congregations in the area- we do not know other clergy salaries but this is on the high end of the range in our area
 3. How much will a cantor cost and an educator because without those positions we can't survive- looking into options, but this year we are having Cantor Mark Thompson part time and will look into educators as well
 4. How can we make the contract beneficial to us and the Rabbi (in the past we've had to pay out contracts even when the Rabbi has left before the contract was over)
 5. How can this Rabbi impact the CLC- she's involved in grassroot movements and growing things from the ground up. She asked great questions outside of the formal interviews. She had great references.
 6. Thank you to committee members- Why the fixed amount yearly salary increase and not based on performance? She asked and it was a part of negotiations. Congregations are not good about giving raises. This amount is a cost of living (3%) or even less after the first year. Who does the Rabbi manage from a staff point- education director is under the Rabbi
 7. How long was her longest stay at one synagogue as a settled Rabbi? She was at Holy Blossom Temple in Toronto for 7 years. She then became the head of the URJ in Canada. She then became an interim Rabbi for the last 10-12 years.
 8. Is her family local or spread out as the oldest of 6 children? Her siblings are spread out around the country
 9. We are a business and need this Rabbi to help us grow in membership
 10. Every Temple that she has been at has grown while she was a Rabbi. Her congregation is her family as much as her biological family.

Called to Vote at 8:50

Vote counted and motion passed

Yes-124

No-5

Abstain-2

Meeting closed at 8:56

