

# **TEMPLE ISAIAH PERSONNEL COMMITTEE REPORT**

## **REPORT TO ANNUAL CONGREGATIONAL Meeting June 14, 2020**

**Unexpected Challenging Year for Personnel Committee due to the dramatic Impact of the Pandemic on the Temple's operations, current fiscal year financial situation and projected near-term financial situation with huge uncertainties moving forward.**

**Major actions during the July 1, 2019 to June 30, 2020 fiscal year:**

- **We Hired Reuben Posner as Senior Director of Education and Engagement in November 2019 under an 18-month contract ending June 30, 2021.**
- **As a policy matter, we determined that the maximum length of new contracts for clergy and senior staff would be 3 years.**
- **After the pandemic, we determined that for at least the next fiscal year there would be no one year contracts for anyone below the clergy and senior staff level to provide maximum flexibility to the Temple.**
- **We entered into new 3-year contracts with Cantor Tifani Coyot and Preschool Senior Director Tamar Andrews.**
- **In May 2020, we hired a new CFO for the Temple, Marc Granirer. Marc's business background includes seven years as the CFO for Mt. Sinai Memorial Parks and 17 years of experience in the entertainment industry. He has expertise in finances, operations, HR, IT and business and legal affairs.**
- **The Paycheck Protection Program loan under the CARES ACT allowed us to be compassionate with staff through the end of the current fiscal year and limit financial sacrifices in Phase 1 for next fiscal year if we can achieve our reduced revenue goals for next year in this new world we live in.**
- **Led by Rabbi Frimmer, who volunteered to a significant reduction in compensation from her contractual compensation package for next fiscal year, all clergy and senior staff agreed to a 2.5% percent reduction from their contractual entitlement and elimination of all professional development and comparable reimbursement entitlements as a Phase 1 gesture while volunteering for a 10 % compensation reduction if financial position is worse than our conservative projection.**

**We also implemented a meaningful restructuring of a number of positions below the clergy and senior staff level positions for at least the next fiscal year at a substantial savings to the Temple.**