

## *Staff Resources Committee*

### *Music Director Search Team Minutes 05/10/16*

The Director of Music Search Team met Tuesday 05/10/16 at 12:30PM. In attendance were Rabbi Chava Bahle, Sheri Novak, Leslie Cook, Bob Hicks, Don Pyne, Judy Weaver and Karl Love.

The committee spent considerable time reviewing the candidacy of John Bailey for the position of Music Director. We reviewed the Music Director job description and John's performance in each element. The committee recommends unanimously John Bailey to be hired for the position of Music Director. We find him to be eminently qualified for the position. We recommend the standard 6-month trial contract (as was done with the previous Music Director). We also discussed how the Music Committee could best support John Bailey as Music Director.

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Rabbi Chava Bahle, Sheri Novak, Leslie Cook and Karl Love meet briefly at the conclusion of the meeting above to discuss staff evaluations. Rabbi Chava reported that all staff evaluations have been completed without issue. Our staff is well performing across the board. One issue is morale. Our staff feels beleaguered and this was prior to Phyllis Jessup and Karl Love meeting with staff on 05/11/16 to review the proposed budget cuts and the anticipated reduction in the compensation package we are prepared to offer. Staff morale will be an issue for Staff Recourses for the foreseeable future.

Rabbi Chava's evaluation has been completed and is awaiting a review. The evaluation was informed by a survey. The survey questioned the current and former boards of trustees, the staff and the committee chairs of the program counsel. Opinions were diverse but the majority of respondents rated Rabbi Chava as "strength" on 21 of 24 job elements with the balance as "satisfactory". The analysis was a simple average of responses on a 7-point scale. The evaluation is itself confidential but there is included a one page summary of congregation support recommendations for the fulfillment of Senior Spiritual Leader objectives. The Staff Resources Committee is proud of our Rabbi's overall performance.

. The Committee also received a letter of concern regarding our alleged unfair labor practice in considering hiring an additional staff person while reducing compensation of present staff by an average of 22%. The committee will consider the issues and report directly to the Board.

Respectfully submitted,

*Karl D. Love, Co-Chair*