

## **EXHIBIT C**

### **How Additional Positions Will Be Filled**

As per Sec. 5 of the Plan of Consolidation for the new congregation (Kol Ami), additional positions will be filled through the hiring process anticipated by the Joint Executive Committee (JEC) and determined by the Transition Board, including administrative and office assistance, facilities management, communications management, and financial management.

The additional positions referred to herein are those that are not appointed, and that are not part of the continuing leadership of the Strauss Early Childhood Education Center. Such positions will be filled through an interview process. Staff has been informed that there will be a process to apply for the available positions. Staff will be informed of the positions available.

At or near the conclusion of the congregational vote on the Plan of Consolidation, job descriptions for open positions will be available through the Executive Director/Executive Administrator of both congregations. Staff currently employed at either congregation will be eligible to apply by submitting their resume and a letter explaining their qualifications. Interviews will take place with a panel of professional staff/lay leaders meeting with applicants for each position. Decisions on hiring will be the overall responsibility of the Executive Director of Kol Ami with input from the panel that did the interviewing, the Kol Ami Director of Education, and the presidents of both congregations. The Clergy Assistant will be hired by the Rabbis, in consultation with the Cantor and Cantorial Soloist.

Any position not filled with current staff will then be advertised.