

## **Temple Beth Am Staff Redesign Frequently Asked Questions**

**Q: What are the positions in the staff redesign and who is filling those positions?**

A: The in-house positions in the redesign are:

- Senior Rabbi – Rabbi Ruth A. Zlotnick
- Associate Rabbi – Rabbi Jason Levine
- Assistant Rabbi – Rabbi Dana Benson
- Executive Director – Davida Sims
- Early Childhood Director (SEED) – Dara McAllister
- Advancement Manager – OPEN
- Facilities Manager – Colby Davis
- Financial Database Manager – Megan Freeman
- Operations & Events Manager – Alexis Kort
- Scheduling and Communications Manager – Nathan Ottosen
- Youth Learning and Engagement Manager – OPEN
- Administrative Coordinator – Sara Bernson
- Music – Taryn Webber
- Facilities Coordinators – Jose Carrillo, Janis Hill, Fabiola Juarez-Ortiz, and Alberto Mendez-Taboada

Additionally, we are using part-time support or contract vendors for the following work:

- Accounting
- Benefits and Payroll Administration
- IT
- Musicians
- Security

**Q: Who do I speak to if I have a question?**

A: Our Administrative Coordinator, Sara Bernson, can direct you to anyone for any of your needs; her email remains [sara@templebetham.org](mailto:sara@templebetham.org). However, if you want to speak to someone directly, below are a few additional directions:

- I want to book/plan an event – Alexis Kort
- I need clergy pastoral support – Sara Bernson
- I have a question about b’nai mitzvahs – Rabbi Dana Benson
- I want to volunteer – Davida Sims or the new Advancement Manager
- I want to make a donation - Davida Sims or the new Advancement Manager
- I have a question about a financial obligation – Megan Freeman
- I have a question about youth learning or a youth program – Rabbi Jason Levine or the new Youth Learning and Engagement Manager
- I have a question about our early childhood program (SEED) – Dara McAllister
- I have a general question or concern – Davida Sims

**Q: Is the redesign due to the pandemic or because of financial cuts at the Temple?**

A: No. Temple Beth Am has been planning this redesign since the Board passed a strategic plan in 2018. The purpose of the redesign is to be more fiscally responsible as well as meet the opportunities and challenges of a twenty-first century synagogue.

**Q: What process was used to determine what positions were kept, created, eliminated, changed, and/or outsourced?**

A: Last summer, Rabbi Lou Feldstein of Dynamic Change Solutions worked with Rabbi Ruth and the board to do a strategic analysis of Temple Beth Am’s operations and functions. Rabbi Feldstein’s work provided Temple Beth Am with a comprehensive guide to our opportunities and challenges, including a guide to

redesigning the Temple's professional staffing structure. After adopting Rabbi Feldstein's report, the Board then created a prioritization task force that evaluated Rabbi Feldstein's recommendations and subsequently created a prioritization guidance. The Board used that guidance to hire an Executive Director (Davida Sims) and then Rabbi Ruth and Davida Sims used the same guidance to create this staffing new structure including positions to be kept, created, eliminated, changed, and/or outsourced.