

## **Motion before the Congregation to Approve Rabbi Barrett's Contract**

Whereas the Northern Virginia Hebrew Congregation (NVHC) desires to continue employing Rabbi Ashley Barrett as a member of the clergy and our Director of Congregational Learning, and the Rabbi desires to continue to be employed by NVHC in such capacity,

The Congregation of NVHC hereby joyfully approves the renewal of Rabbi Ashley Barrett's contract, for a period of 3 years, beginning July 1, 2025 and ending June 30, 2028.

**Background.** Rabbi Barrett has been in service at NVHC since July 2022. This is her first rabbinic placement since entering the rabbinate. Her current contract will expire June 30, 2025. By mutual agreement between the Board and Rabbi Barrett, we desire to have a new contract in place before her new contract expires.

Per our bylaws, prior to Clergy contract renewal, the Personnel Committee must provide a recommendation to the Board of Trustees. In April of 2024, the Personnel Committee (chaired by Hana Newcomb) provided a unanimous recommendation to the Board to enter contract negotiations with Cantor Rabbi Barret. This recommendation was further endorsed by the Council of Past Presidents.

The Personnel committee's recommendation was made based on findings from the Rabbi's Review Task Force (RTF) which included Risa May (chair), Jim Kranzberg, Ira Merin, and Lisa Folb (Ex-Officio). This review included interviews with staff, clergy, lay leaders, and congregants. It also included findings of the Pulpit Committee (chaired by Eric Eisenstadt) which conducted interviews with randomly selected NVHC members. The review included areas of strength and areas for growth and improvement.

The RTF reported: *Overall, Rabbi Barrett is praised for the many ways she has connected with our community. One congregant wrote, "It feels like Rabbi Barrett has been part of our community for much longer than a year and a half." Every respondent expressed the hope that she remains a part of our community for years more.*

The Board endorsed this recommendation and directed the President to establish a Contract renewal task force. The contract negotiation team were Andy Lacher and Ben Galison, and negotiations began in June 2024.

The terms of the negotiated contract have been reviewed in detail by the Board of Trustees and approved. The Congregation must provide final approval of the contract via an affirmative vote of a majority of the members present at the Congregational Meeting.

**Please note:** There will be limited time for discussion prior to the vote at the Congregation Meeting on October 20. If you have specific questions, please plan to attend an Informational Session on October 13, at 11:00am.