

Dear Rabbi Tanger,

We are very pleased that you have agreed to continue as the Rabbi of the Young Israel of Ottawa. We look forward to working together with you to make the year most successful. We are confident that your participation will continue to be rewarding both for you and for our Shul, and we are looking forward to having you continue as the Rabbi of our Shul for another year.

Your duties and responsibilities include laying on those days the Torah is read and Rabbinic services (including those more particularly described in the letter attached as appendix 1). In particular, we value your ability to reach out to current and potential members and attendees of our synagogue.

Term of Employment

This letter will confirm our agreement that your employment with the Young Israel of Ottawa (the “Shul”) will be for a fixed term commencing on July 1st, 2017, and ending on June 30th, 2018.

Salary

Your salary will remain your current monthly salary of \$1,666.67. If and when the sale of the Shul building at 627 Kirkwood Ave closes your salary will be raised to \$24,000/annum, payable monthly and prorated for the remainder of the year.

It should be understood that you are an employee of the Shul and the Shul will take the appropriate Source Deductions from your salary and remit them to the Canada Revenue Agency.

Programming Allowance

There will also be an allowance of up to \$3,000 for the term of your employment for you to use at your discretion to defray the costs of shul programming (i.e. Shabbat meals, study groups and other events) at your home.

Gifts from Congregants

Should any congregant provide you with a personal gift in appreciation of your efforts as Rabbi that amount will belong to you, however it is not eligible for a tax receipt from the Shul. Furthermore, you will not have authority to commit any spending of Shul funds or allocation of Shul assets without prior approval of the Board.

Termination

As you know, the Shul is in crisis and we must make decisions for the survival of the shul on a weekly basis. Our commitment to you is subject to our ongoing concern to keep the Shul a viable entity. As such, the Shul retains the right to terminate this contract with six weeks' notice if the Shul considers such action a necessary part of its viability planning.

Furthermore, as our Shul situation becomes clearer some of the tasks outlined in this agreement may be undertaken by others. In those circumstances you will not be penalized but where reasonable we would expect that additional effort be redirected towards those tasks that are still your responsibility.

To be clear, the Shul is entering this agreement in good faith and has no intention of early termination but, as you know, the situation is extremely unstable and we cannot predict our needs even six months from now.

Looking forward to a successful year and the growth of our Shul.

Yours Truly,

Adam Aptowitzer
President
Young Israel of Ottawa

I acknowledge receipt of the foregoing letter and attachment and I hereby agree to the terms and conditions set out therein.

Rabbi **Yair** **Mordechai** **Tanger**

Appendix 1

Young Israel of Ottawa

Job Description/Responsibilities as a Rabbi

DAILY:

1. Attendance at all daily minyanim
2. Conducting of a daily shiur on halacha prior to the daily minyan.
3. Dvar Torah between Mincha and Maariv on a weekday, when it can be arranged.

WEEKLY: Monday / Tuesday / Thursday evenings

1. Weekly Shul activities – to be led by you for kids, ladies and men. We would expect the idea to be generated by you and for you to undertake some of the planning and execution but you should ask the Shul for help. Where the Shul does not help after you ask, you will not be held accountable for lack of an event or failure. But the converse is true as well.
2. These activities may include a weekly class or Parsha Shmooze etc... Varied topics for shiurim to attract different people

SHABBAT AND YOM TOV:

1. Shabbat and Yom Tov morning drasha
2. Kiddush on Shabbat, short d'var Torah, singing / zemirot, creating a warm and welcoming atmosphere
3. Shalosh Seudot, singing / zemirot and a quick parsha shiur
4. Programs and activities related to chagim (Purim seuda, Chanukah party, Sukkot simchas beis hashoeivah, etc.)

ONGOING:

1. Kiruv / outreach within our community, being friendly with people, giving lectures, programming

HOSPITALITY:

1. Occasional Shabbos guests for meals, Shabbatons, etc.

TIME CONSTRAINTS:

1. Due to parenting responsibilities towards children in Montreal, the Rabbi will be unable to attend Mincha / Maariv at Young Israel on Wednesday nights and on every second Sunday night.

GENERAL:

1. The Rabbi will be allowed three weeks during the term as vacation time.
2. The Rabbi will be at Young Israel for all Yomim Tovim (with an exception if he has a family simcha, etc.).
3. Officiate at religious lifecycle events for members.
4. The Rabbi may only officiate at events that do not pertain to members with the permission of the Shul.
5. The Rabbi will work to ensure minyanim at Young Israel.
6. Davening times to be sent for newsletter early in the week.
7. The Rabbi will work to increase shul membership and attendance at Shul events.