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Executive Committee. 1 November 1995, November 1995.

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**COUNCIL FOR INITIATIVES IN JEWISH EDUCATION
EXECUTIVE COMMITTEE**

WEDNESDAY, NOVEMBER 1, 1995
6:00 - 7:30 PM

AGENDA

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- I. Executive Search Morton L. Mandel
 - II. 1995 Operating Results Alan D. Hoffmann
 - III. Fund Raising Update Alan D. Hoffmann
 - IV. Approval of CIJE Retirement Plan Alan D. Hoffmann
 - V. Other Business Morton L. Mandel

CIJE NOVEMBER 1 EXECUTIVE COMMITTEE RSVP LIST

YES

- ✓ Mandell Berman
- ✓ John Colman
- ✓ Stephen Hoffman
- ✓ Alan Hoffmann
- ✓ Mark Lainer
- ✓ Virginia Levi
- ✓ Morton Mandel
- ✓ Matthew Maryles
- ✓ Melvin Merians (not brd.)
- ✓ Josie Mowlem
- ✓ Charles Ratner
- ✓ Esther Leah Ritz
- ✓ Richard Shatten
- Debra Oppenheim*

NO

- Charles Bronfman
- David Hirschhorn
- Lester Pollack
- Maynard Wishner
- Billie Gold
- Ann Kaufman



October 27, 1995
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**COUNCIL FOR INITIATIVES IN JEWISH EDUCATION
DEFINED CONTRIBUTION RETIREMENT PLAN**

PLAN FEATURE	PROPOSAL
Type of Plan	403(b) Defined Contribution Retirement Plan
Administrator	TIAA-CREF Teachers Insurance and Annuity Association and College Retirement Equities Fund
Effective date	May 1, 1995
Participants	All full time employees
Waiting period	90 days for new hires
Vesting	Immediate, 100% vesting for both employee and employer contributions
Investment options	Employees choose between eight TIAA and CREF investment options
Contributions Employee	Minimum-None Maximum -As determined by the IRS (\$9,500 or 20% of wages)
Employer	3% contribution to all participants Up to 3% additional contribution based on a dollar for dollar match
Withdrawal options Cash	Available at termination of employment or death TIAA - 2.5% back end load for lump sum distribution within 120 days of termination
Other	Fixed period payment options of 5-30 years, single life annuity, joint and survivor annuities
Administration Fees Employer	None
Employee	TIAA - 1/4 of 1% of net assets CREF - 4/10 of 1% - average deduction from net assets

**EXECUTIVE COMMITTEE
COUNCIL FOR INITIATIVES IN JEWISH EDUCATION
November 1, 1995
UJA/FEDERATION OF JEWISH PHILANTHROPIES OF NEW YORK
NEW YORK CITY**

Attendance:

Present: Morton Mandel, Chair, Mandell Berman, John Colman, Stephen Hoffman, Alan Hoffmann, Mark Lainer, Matthew Maryles, Melvin Merians, Josie Mowlem, Charles Ratner, Esther Leah Ritz, Richard Shatten, Virginia Levi (Sec'y)

Guest: Debra Oppenheim

Copy: Charles Bronfman, Billie Gold, Ann Kaufman, David Hirschhorn, Lester Pollack, Maynard Wishner

I. EXECUTIVE SEARCH

The Chair reminded Executive Committee members that Alan Hoffmann is serving as Executive Director of CIJE on a three-year loan from Hebrew University. The search for Alan's successor has been progressing over the last six months. The Chair introduced Debra Oppenheim from The Phillips Oppenheim Group to report on the status of the search.

Ms. Oppenheim noted that this search, begun nearly a year ago, is nearing completion. She noted that the search for a change agent implies a certain degree of risk as well as challenge. In this search for the very best, she acknowledged the value to the search process of Alan Hoffmann's advice and familiarity with the pool of candidates.

The search has yielded a final pool of four candidates, including three men and one women. Three come from substantive positions in the Jewish community, while the fourth is from a more nontraditional background but offers enormous strength in problem-solving and intellectual capacity. All are passionate and charismatic.

These four have emerged as the top choices from among a larger pool of candidates interviewed by the search committee. References are now being checked and it is anticipated that the committee will have a recommendation for the board in, or shortly after, January, 1996. This will allow time for a transition period until Alan Hoffmann departs in August, 1996.

In discussion, the chair noted his encouragement at the number of outstanding Jewish men and women who have expressed an interest in the position. It was suggested that this is a pool of people from which CIJE should draw for expertise as our work proceeds.