

**Bylaws Amendments Recommended by the Hebrew Tabernacle Board to the Membership for discussion at the Special Membership Meeting on Dec. 11, 2022**

1. Instead of having the term of office commence immediately, it will now commence on July 1 following their election, providing time for orientation and transition.

Article III, Section 3 (d) as follows:

d) The terms of office of the trustees shall commence *on July 1 following their election.*

2. Edits to Articles on Clergy and on Powers and Duties of the President are designed to distinguish between hiring process for ordained clergy vs. student clergy. Membership vote is required to hire ordained clergy. No membership vote is required for contracting for student clergy.

In 2018 we added student clergy to the clergy article because they were not mentioned at all in the Bylaws. The new Clergy Article deletes the student clergy from the definitions of “Rabbi” and “Cantor” and more or less reverts to the former language of the section prior to the 2018 amendments.

In Powers and Duties of the President, language broadens the scope of section (d) to include secular as well as non-secular employees to allow for inclusion of the student clergy. In the first sentence of section (l), “Rabbi and the Cantor” replaces “clergy” but otherwise the paragraph remains the same.

New section (m) describes that Board can authorize the President to enter into written contracts for the engagement of student clergy. This is distinct from contracts with ordained clergy which must be approved by the Membership.

Old section (m) is re-lettered as section (n).

Article VI, Clergy Section 1 Rights and Privileges

There shall be a Rabbi, a Cantor, and/or such *student* clergy as the Board, with the approval of the Members *where necessary*, hires (all hereinafter and hereinbefore sometimes referred to as the “Clergy”). The Rabbi and Cantor, and their families, shall be honorary members of the Congregation and enjoy all privileges of membership. The Rabbi and Cantor may attend all meetings of Standing Committees, except the Budget Committee. They shall be eligible to serve as members of Standing Committees. The Rabbi and Cantor may attend meetings of the Board of Trustees, each with a voice but no vote, but may be requested to absent themselves by the President on the President’s own initiative or by application to the President by three (3) members of the Board. The Rabbi and Cantor shall enjoy full freedom to preach and express their consciences.

ARTICLE IV Section 6. Powers and Duties of the President

(d) Acting for the Board of Trustees to employ such personnel as shall be necessary for the *management and activities* of the Congregation, within the limits of the budget, with authority to fix their terms of employment and compensation as well as terminate their employment.

(l) Entering into written contracts with the *Rabbi and the Cantor* selected by the Board, with the consent of the Board of Trustees and approval by the Members. Any such contract shall set forth the duties, prerogatives, and obligations of the Rabbi and/or Cantor thereby employed as fully as practicable and the salary and emoluments of such Clergy person. In case of conflict or disagreement between the Rabbi or Cantor and the Congregation, guidance will be sought, in the case of the Rabbi, from the Suggestions for Procedures in Rabbinical Congregational Relationships published by the Union of American Hebrew Congregations and the Central Conference of American Rabbis, and, in the case of the Cantor, from such analogous publication issued by the American Conference of Cantors; and

**\*New section:** *(m) Entering into written contracts for the engagement of student clergy, as authorized by the Board.*

(n) Discharging members of the Clergy, as directed by the Board.  
Former section (m)