

Proposed Constitutional Amendment

C. Additional Members of the Clergy

Section 1 - Selection of Additional Members of the Clergy

a. An additional member of the clergy (for instance, an assistant or associate Rabbi or an assistant or associate Cantor) shall be selected by a special selection committee appointed by the President of the Congregation with the approval of the Board of Directors. This committee, in consultation with the Rabbi and Cantor, shall recommend to the Board of Directors an additional member of the clergy to be elected.

b. Upon approval of the Board of Directors, this recommendation shall be presented to the Congregation at a regular or special meeting.

Section 2- Employment Conditions

a. Following the election of an additional member of the clergy by the membership of the Congregation, the Board of Directors shall be guided with respect to term of service, tenure, life tenure, retirement, or termination of services by the procedures recommended by the Union for Reform Judaism (and, as relevant, the Central Conference of American Rabbis or the American Conference of Cantors). The recommendations of these bodies also shall be used to guide the relationships and contractual matters between the clergy member and the Congregation.

b. An additional member of the clergy as defined in Section 1a may be dismissed by a two-thirds majority of the Board of Directors.

Section 3- Duties of the Clergy Member (Assistant or Associate Rabbi, Assistant or Associate Cantor, or the like)

The member of the clergy shall perform duties as determined by the Board of Directors, in consultation with the Rabbi and Cantor. In establishing these duties, the Board shall refer to the guidelines issued by the relevant professional organization (specified above) and the Union for Reform Judaism.

Section 4- Committees

The clergy member shall be an ex-officio member without vote of the Board of Directors, the Executive Committee, and all standing committees.