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JOINT UNIFICATION COMMITTEE
REPORT

TEMPLE ISRAEL - TIFERETH ISRAEL

I. NATIONAL AFFILIATION

The new Congregation will maintain dual affiliation with both the Union of American Hebrew Congregations and the United Synagogue of America. The new Congregation shall pay dues to the above affiliating bodies based upon what is determined to be reasonable dues obligations for the new Congregation. In making said determination, the Board shall take into account the present dues paid by the two unified congregations at the time of unification, which shall be considered by the Board as indicative of what each congregation currently considers reasonable. The ratio of dues payments made by the New Congregation to the affiliating bodies shall not be changed for a period of at least three years after the unification, and the dues of new members shall be paid equally to the affiliating bodies. Thereafter, the Board of the new Congregation may evaluate and change the dues structure with regard to the affiliating bodies, but in no event may affiliation with either body be terminated within seven years from the date of the anniversary of the unification, and then only upon a two-thirds vote of the members.

II. RITUAL SERVICES

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- A. Services. The services performed at the new Congregation will be a combination of Reform and Conservative traditions. The new Rabbi will be responsible for the services selected, seeking advice and suggestions from the Joint Ritual Committee.
- B. Prayer Book. The new Rabbi, in consultation with the Joint Ritual Committee, shall give particular consideration towards use of the book GATES OF PRAYER for Friday night services and HIGH HOLIDAY PRAYER BOOK, published by Rabbinical Assembly and edited by Morris Silverman, for High Holidays. In addition, careful attention shall also be given to the other prayer books in use at Temple Israel and Tifereth Israel to balance services, adding prayers which have already been suggested and any others which may be.
- C. With Rabbinical approval, High Holiday services will be segmented into sessions, including some commencing early in the morning, to accommodate the religious practices of all worshippers, with intermissions dividing the services. It is expected that worshippers would arrive and leave at the beginning and end of such services during the intermission.

Yom Kippur evening services will commence at 7:30 p.m. and conclude at sundown the following day.

Additional High Holiday service hours will be consistent with Conservative traditions, and services for a second day of Rosh Hashanah and other two-day holidays will be offered.

- D. The new Congregation will conduct Memorial Services on the following occasions: Yom Kippur and on the morning of Shemini Atzereth, the eighth day of Passover and the second day of Shavuoth. Memorial services on Yom Kippur will be around 4 p.m., or as designated by the Ritual Committee.
- E. Aliyahs (honors) will be included in the Ritual Service of the new Congregation.
- F. The Rabbi of the new Congregation will conduct Memorial Services at all cemeteries on the Sunday between Rosh Hashanah and Yom Kippur.
- G. Saturday Morning Services will be offered to the new Congregation.
- H. Morning and evening minyans will be held in the new Congregations or in the home of mourning at the discretion of any members who desire them.
- I. Bar and Bat Mitzvahs will be conducted either on Friday night or Saturday morning, or both, according to the preference of the Bar or Bat Mitzvah parents.
- J. Weddings and Funerals will be conducted according to the wishes of the families and the Rabbi.
- K. The use of Yamulkas and Talesim in the Sanctuary is a private choice and, therefore, is optional. On the pulpit Yamulkas and Talesim will be worn.
- L. The Torah will be read at the Friday night and Saturday morning services.
- M. The small Sanctuary shall always be available for those wishing to observe traditions not being observed in the main Sanctuary. The Rabbi will always officiate at the scheduled service in the main Sanctuary.

III. TEMPLE BUILDINGS

- A. Because of a comparison of size, age, and location of the two Temple buildings, the Tifereth Israel building will be retained as the building to house the proposed new Congregation, and the Temple Israel building and property will be rented, used as a community center, or disposed of.
- B. Appropriate funds shall be expended to move as many religious artifacts, furnishings, plaques, paintings, windows, ritual items, objects of art, etc., as practical, to the building of the new Congregation. A Committee shall be used for aesthetic implementation of these items. See Article VI for additional material on implementation.
- C. All costs involved in the maintenance of the present Temple Israel building and property from the date of the unification will be expenses of the new Congregation.
- D. Any funds or income realized from rental or sale of the Temple building or property will belong to the new Congregation. It is the hope of the Committee that the net proceeds would be held in an interest bearing account and the principal would remain intact.

IV. FINANCIAL ARRANGEMENTS

- A. All assets and liabilities of both Congregations will be transferred to the new Congregation, with the exception of Cemetery funds which will remain within the separate cemeteries. A further discussion of the cemeteries will be found under Item V.
 - 1. All obligations of each Congregation to its present Rabbi will be assumed.
 - 2. Any Cemetery deficiency will be assumed by the yearly budget of the new Congregation. Cemetery funds shall not be available for use by the new Congregation.
- B. Subject to the authority of the Board of the new Congregation, the new Congregation will have open seating in the sanctuary.
- C. 1. The operation cost of the new Temple will be met entirely by membership dues. For the first year of the unification, dues will be comparable to the prior year's general contribution by each member. For

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Tifereth Israel members this will mean their prior year's dues, including Kol Nidre fund contribution. For Temple Israel members, it will mean their prior year's dues, plus 12% U.A.H.C. contribution. Joint members will pay their collective contribution, subject to review by the Finance Committee.

2. The Finance Committee will be charged with recommending an equitable dues structure for the new Congregation, beginning the second year.
3. Any delinquent dues or dues in arrears owed by any member to either Congregation on the date of unification will be transferred to and belong to the new Congregation.
4. For affiliation dues, which shall come out of the budget, see Article I.

V. CEMETERIES

- A. All cemeteries owned by both Congregations will become the property and will be under the jurisdiction of the new Congregation. All funds that were specifically paid, given, or bequeathed to one of the separate cemeteries for its maintenance or support will remain the property of that specific cemetery and will not be commingled with the funds of any other cemetery nor shall such funds be available for use by the new Congregation. New funds given or bequeathed to the cemeteries of the new Congregation will be available for use in any of the cemeteries owned by the unified Congregation, unless specifically earmarked by the donor for use in a particular cemetery.
- B. The administration of the three cemeteries owned by the new Congregation shall be handled by two committees, to be appointed by the President of the new Congregation:
 1. The present Cemetery Committee of Tifereth Israel and Temple Israel will continue in their present capacity in the new Congregation.
 2. Each member of a cemetery committee shall have either:
 - (a) A lot in the cemetery administered by that committee or,
 - (b) A close relative buried in that cemetery, meaning a parent, spouse, brother, sister or child.
 3. All previous lot purchases will be honored.

- C. Each cemetery shall continue to be operated under the religious principles, practices and by-laws in use in that particular cemetery; and the Rabbi will abide by the rules and ritual of that particular cemetery.
- D. Congregation members will have the right to purchase cemetery lots in any of the cemeteries owned by the new Congregation.
- E. Under the chairmanship of the Third Vice-President of the new Congregation, the Cemetery Committees shall jointly re-evaluate all fees presently charged by the separate cemeteries, and make such changes as are necessary to make charges for lots, internment, perpetual care, etc., reasonably uniform in all cemeteries. If the two committees meeting jointly cannot agree on the revised schedule of fees, their recommendations shall be submitted to the Board of the new Congregation, which shall make the final decision. Cost to be equalized over a two-year period.

VI. ADMINISTRATION

- A. Name: The new Congregation will be named Temple Tifereth Israel. On the new Congregation letterhead the heritage of the unified Congregations will be retained and recognized.
- B. Constitution & By-laws: All recommendations in the area of Administration are presented here in lay language. When the Congregations vote approval of unification, then the Joint Unification Committee will appoint a Joint Subcommittee to convert these recommendations into correct legal language and to propose a Constitution and By-Laws for the new Congregation. The new Constitution will require approval by the membership of the new Congregation. The By-Laws will require adoption by the Board of Trustees of the new Congregation.
- C. Officers
 - 1. President, three vice-presidents, treasurer, financial secretary, corresponding secretary and recording secretary elected by the membership. The vice presidents would be designated as First, Second, and Third, and follow a line of succession into the presidency accordingly. Each vice president would supervise several areas of Congregation activity, as follows: First Vice President, Finance and Membership; Second Vice President, Education, Ritual and Social; Third Vice President, Personnel, Administration and Cemeteries.

2. The President and the three Vice-Presidents would be limited to one term of two years, for the first eight years of the unification.
 3. The initial set of eight officers shall be nominated by the Joint Nominating Committee which shall be appointed by the Joint Unification Committee and shall be structured as follows: President and Second Vice-President to be former members of one Congregation; First Vice-President and Third Vice-President to be former members of the other Congregation. For the offices of Treasurer and the three Secretaries, the four nominees will be represented by two members each from the former Congregations. As the terms of office of this initial set of officers expire, they shall be filled by former members of the other Congregation, and thereafter, there should be no further consideration given to the former Congregational affiliation in the election of future officers.
- D. Executive Committee: To consist of the eight officers and the immediate Past President (except the first Executive Committee will include both immediate Past Presidents). Should meet at least once a month and at other times at the discretion of the President. Should be given the usual authority to conduct the business of the Congregation in between regular meetings of the full board with the usual restrictions to make certain that it does not usurp basic Board authority. Quorum to be five of the nine members.
- E. Board of Trustees:
1. The Board of the new Congregation would consist of 18 Trustees elected by the membership for three-year terms, plus the officers, the immediate Past President and the Presidents of the Sisterhood and Men's Club. The Trustees will be elected to three-year terms.
 2. The initial set of eighteen Trustees shall be nominated by the Joint Nominating Committee and shall be structured as follows:
 - Six Trustees to serve three-year terms
 - Six Trustees to serve two-year terms
 - Six Trustees to serve one-year terms

In each of the above-named groups of six Trustees, three shall be former members of Temple Israel, and three shall be former members of Tifereth Israel.

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3. As the terms of the one-year Trustees elected under paragraph 2 expire, those Trustees shall be replaced with six Trustees elected for three-year terms, with three being former members of each of the old Congregations. Each year thereafter, six Trustees shall be elected annually, for three-year terms, with no further consideration given to former Congregational affiliation.
4. The Board of Trustees should meet at least once a month and at other times at the discretion of the President. Quorum to be 14 of 28 Trustees and Officers. (27)

F. Standing Committees:

1. The By-Laws should require the President to appoint the following Standing Committees: Budget and Finance, Capital Funds, Membership and Hospitality (to be supervised by First Vice-President); Education, Ritual, and Social (supervised by Second Vice-President); House, Nominating, and Cemeteries (supervised by Third Vice-President).
2. Other committees could be appointed by the President from time to time, as deemed necessary by the President or the Board of Trustees. Committees should have balanced representation from both Congregations for the eight year period.

G. Personnel Other Than the Rabbi:

1. The Joint Unification Committee will determine the employment needs of the new Congregation.
2. The committee will recognize that both Congregations have long-standing employees who must be dealt with fairly.

H. Property Other Than the Buildings:

1. This includes anything inside the present buildings that would not be considered permanent parts of the building and, therefore, would be retained in case of the sale of the building. Items included would be: furniture, furnishings, equipment, plaques, paintings, ritual items, objects d'art, etc.

2. The Joint Unification Committee shall appoint a sub-committee of equal membership from the Temple and the Synagogue whose function shall be to list all major items that will require specific disposition, make suitable plans for each of the above items, submit such plans to the Joint Unification Committee or Board of the new Congregation for approval (depending upon which is functioning at the time the plans are submitted), and carry out such plans after they are approved.

VII. RABBI

The Rabbi of the new Congregation will be selected following approval of the respective Boards of Temple Israel and Tifereth Israel or the Board of Trustees of the new Congregation, whichever is functioning at the time.

VIII. RELIGIOUS SCHOOL

The Religious School will continue on its present unified basis.

The mid-week Hebrew School will be continued and encouraged.

IX. SISTERHOOD - MEN'S CLUB

- A. The Sisterhood and Men's Clubs of the new Congregation will continue their respective affiliations.
- B. The By-Laws of the new Sisterhood and Men's Clubs should reflect the change in name, and any other changes which may be required by the larger membership and possibly larger scope of activities.
- C. New officers and Board of Directors will have to be elected, following the principles of the plans suggested for the initial election of Congregation Officers and Trustees (refer Section VI C(3) and VI E(2) and (3)).
- D. The new Sisterhood will supervise the operation of the new kitchen (refer Section X).
- E. All assets and liabilities of both present Sisterhoods will be transferred to the new Congregation's Sisterhood. This includes kitchen equipment and supplies (refer Section X B).

- F. When the Congregations vote approval of the Unification, a Joint Sisterhood Steering Committee will be organized, consisting of the President and two other officers of both present Sisterhoods according to the principles outlined above.

X. KITCHEN

- A. The kitchen of the new Congregation will be operated under the supervision of the new Sisterhood.
- B. Equipment and supplies of both present kitchens will be pooled to the extent possible. If there is a surplus of such items, the new Sisterhood will be responsible for proper disposition of same (refer to Section VI, H, 2, regarding method suggested for new Congregation to handle "property other than buildings").
- C. A traditional kitchen will be continued as now observed by Tifereth Israel.

XI. MUSIC

- A. The use of an organ will be available for Services, as established by the Ritual Committee, with the exception of all High Holiday Services.
- B. A Cantor or Membership Choir is optional for Sabbath and High Holiday Services.