

CONSTITUTION AND BY-LAWS OF THE HOMESTEAD HEBREW CONGREGATION.

RODEF SHOLEM

ARTICLE I.-- NAME.

Section 1. The name of this Congregation is the Homestead Hebrew Congregation, Rodef Sholem. This name can never be changed.

ARTICLE II.-- OBJECT.

Section 1. To organize and maintain a Synagogue for the purpose of divine worship according to Askeneizic of Prague Traditional Orthodox Judaism.

Section 2. To establish and support schools for training in the principals of the Jewish Religion and other branches of education consistent therewith.

Section 3. To purchase grounds and to erect buildings thereon suitable for a Synagogue, cemetery, and community home.

Section 4. As long as five good standing members vote to uphold and maintain the charter, this corporation cannot be dissolved, nor its form of worship changed.

ARTICLE III.-- MEMBERSHIP.

Section 1. Any Israelite of good moral character and repute, single or married, and professing faith in traditional Orthodox Judaism as practised in the Congregation shall be eligible to membership by certifying to such belief, together with his name, address, business, citizenship, age, name of spouse, and the names and ages of all members of his family. Married candidates for membership must have been married according to Judaic Law and Ritual. He must have been a resident of this district for at least six months previous to his application for membership.

Section 2. Membership shall consist of three classes: Seniors, Juniors, and wives or widows of Seniors.

- A. Senior members shall consist of the married men. Widowerhood or divorce shall not effect their classification.
- B. Junior members shall consist of unmarried men; those are, men who have never been married.
- C. Wives or widows of Seniors shall consist of those women qualifying as such under class A.

Section 3. Senior and Junior members shall have equal rights and obligations in every respect except as to payment of dues. (See Article IX and XVII)

Section 4. Any wife or widow of a Senior member shall be, by virtue thereof, a member of the Congregation without the obligation to pay dues, but also without the privilege of vote or office. Widows shall lose their rights to membership by remarriage to non-members.

Section 5. Applications for membership must be accompanied with at least three months dues.

Section 6. Upon the recommendation of the membership committee, applicants may be elected to membership by a majority vote of those present at the board or congregation meeting at which the application is presented.

Section 7. Membership in this Congregation shall be subject to such dues, rules and regulations as shall be fixed from time to time by the Board of Directors of the Congregation, as well as those set forth in this Constitution and By-laws.

ARTICLE IV. -- MANAGEMENT.

Section. 1. The affairs of this Congregation shall be managed by a Board of Directors consisting of fifteen members. In the event that the recording or financial secretary, or both, are not members of the Board of Directors, nevertheless they shall have the right to vote at Board meetings.

Section 2. The Board of Directors shall manage and direct all affairs of the Congregation, authorize the payment of all expenditures, and incur liabilities on behalf of the Congregation not exceeding Five hundred dollars(\$500.00). Any liability or expenditure in excess of this sum must be sanctioned at a general or special Congregation meeting.

Section 3. The Board of Directors shall be elected by the Congregation at a meeting, known as the annual election meeting, held during the first week in the month of December of each year for terms of two years. In odd numbered years, seven members shall be elected to the Board; in even numbered years, eight.

Section 4. Within ten days after the annual election of the Board of Directors, they shall meet and the newly elected directors shall be installed. At such meeting the President and Vice-President shall appoint the standing committees.

Section 5. The President shall declare vacant the office of any director, who, without justification, shall absent himself from three consecutive Board meetings. Said vacancy shall be filled by the President by the appointment of the candidate who at the previous annual election received the next highest vote to the lowest vote cast for a successful candidate. Said appointee shall serve until the next annual election.

Section 6. The Board shall from time to time adopt and enforce such rules and regulations as it shall deem necessary for the welfare of the Congregation and for the regulation of the Congregational activities, consistent with this Constitution and By-laws.

ARTICLE V.-- EXECUTIVE OFFICERS.

Section 1. The executive officers of the Congregation shall be the President, Vice-President, Recording Secretary, Financial Secretary and Treasurer, all of whom, except the Recording and Financial Secretaries, must be members of the Board of Directors at the time of their election.

ARTICLE VI. -- SALARIES.

Section 1. The salaried employees of this Congregation shall be the Rabbi, Cantor, Teacher, Reader and Sexton. All of the above positions may be held by the same person at the same time.

Section 2. The salaried officers of this Congregation shall be the Recording Secretary, the Financial Secretary and the Treasurer. Their salaries shall be fixed before nominations therefor are made.

ARTICLE VII.-- MEETINGS.

Section 1. The Board of Directors shall meet monthly for the transaction of such business as shall come before it, the date of such meetings to be fixed by the President.

Section 2. The presence of at least eight members of the Board shall be necessary to constitute a quorum and an absolute majority of those present shall be required to pass any resolutions or to decide any business submitted.

ARTICLE VII.--(continued)

Section 3. The Recording Secretary shall keep a faithful record of all transactions of the Board of Directors in a book provided for that purpose.

Section 4. General meetings of the Congregation shall be held four times a year beginning the first week in January of each year. The presence of at least fifteen members including the officers shall constitute a quorum and an absolute majority of those voting shall be required to pass any resolutions or to decide any business submitted.

Section 5. Special meetings may be called at any time by the President or upon the written request of fifteen good standing members to the Recording Secretary or President. Said meetings must be held not later than seven days after such call or request. Said request must state the purpose or purposes of the meeting. Upon receipt of such request properly drawn and presented, the President shall instruct the Recording Secretary to give written notice to the members of said meeting, setting forth in said notice the day and date, time and place, and purpose or purposes of said meeting.

Section 6. At any meeting the President is empowered to demand a roll call vote on any motion or resolution for entry upon the record.

Section 7. Voting in absentia or by proxy shall not be permitted at any meeting.

Section 8. Robert's Rules of Order shall govern the conduct and the procedure of all meetings except where specific rules are set forth in this Constitution and By-laws.

ARTICLE VIII. -- RESOURCES.

Section 1. The resources of the Congregation shall consist of regular dues, assessments, voluntary subscriptions and donations, income from selling and renting seats, from social affairs and so forth, free will offerings, and the proceeds from cemetery lots and burials; provided, however, that not less than ten per cent (10%) of the proceeds from the sale of cemetery lots shall be set aside by the Chevrah Kadisha for maintenance of said lots in accordance with the laws of the Commonwealth of Pennsylvania.

ARTICLE IX. -- DUES.

Section.1. A. Seniors shall pay Twenty-four Dollars per year.
B. Juniors shall pay Twelve Dollars per year.
C. Wives or widows shall pay no dues.
D. In the event of a probable deficit, the Board of Directors, after recommendation from the finance committee, may declare an assessment on its Senior and Junior members, in an amount sufficient to make up the deficiency. Said assessments applicable to Senior and Junior members shall be in the same proportion as the dues and shall be made known to the members of the Congregation at the next Congregational meeting. Written notice of such assessment must also be given the members. Said written notice must set forth the facts and figures upon which the assessment is based together with the reason for same, as well as the amount each member is assessed. After such notice the assessment shall be a direct obligation of each member for his pro rata share of the total assessment and shall have the same status and force as dues or any other indebtedness to the Congregation.

E. Membership dues may be increased or decreased by the Congregation once per year for that fiscal year.

Section 2. The fiscal year shall begin January first of each year.

Section 3. Dues are payable quarterly in advance.

ARTICLE IX.-- (Continued)

2. Section 4. Any member whose dues are four quarters in arrears shall be ~~automatically~~ suspended from all rights and privileges of membership in this Congregation and any member whose dues are six quarters in arrears shall be liable to expulsion from the Congregation. Expulsion shall be (1) by declaration of the president or (2) upon motion at any Board or General meeting by a majority vote of those present at the meeting. The delinquent member must be notified by registered mail of his liability prior to such expulsion.

ARTICLE X.-- DISPOSAL OF PROPERTY.

Section 1. Should the Board of Directors deem it necessary or conducive to the best interests of the Congregation to dispose of any of its property, real, personal or otherwise, the value of which exceeds Five hundred dollars (\$500.00) a special meeting of the Congregation must be called by the President, at which meeting a two-thirds majority of those present shall be requisite and necessary before any such property may be disposed of or sold.

ARTICLE XI.-- NOMINATION AND ELECTION OF
THE BOARD OF DIRECTORS AND EXECUTIVE OFFICERS.

Section 1. At least one month before the annual election, the president shall appoint a Nominating Committee consisting of three good standing members, two of whom must be members of the Board of Directors, whose terms of office are to run for at least one year after such appointment.

Section 2. It shall be the duty of the Nominating Committee to select from the membership of the Congregation, at least two candidates who can read or write for such vacancy about to occur on the Board of Directors and to submit such selections at a meeting of the Congregation held for the purpose of nominating candidates for the Board. This meeting shall be held at least two weeks before the annual election. At this meeting any member may nominate from the floor, said nominations to be added to those submitted by the nominating committee. The annual election shall take place in the first week of December. (Cmg) Dec 2

Section 3. Each person nominated, either by the Nominating Committee or from the floor shall signify or authorize his acceptance of the nomination either verbally or in writing. After this meeting no further nominations can be made. Nominees for any office must be present either at the nominating meeting or at the election, or if absent, have submitted in writing an acceptance of office if elected.

Section 4. Prior to the annual election the Recording Secretary shall have ballots printed containing the names of all candidates who have accepted nominations for the Board of Directors, said names to be in alphabetical order. Voting at the annual election shall be by secret ballot on the official ballot previously prepared by the Recording Secretary. All other ballots shall be void.

Section 5. No member who holds office in any similar Congregation shall be eligible to any elective office in this Congregation, nor shall a father and son or son-in-law, brothers or brother-in-law, be elected to any executive office during the same term; provided, however, that such relationship shall not disqualify any of them to the Board of Directors.

Section 6. No member can qualify as a candidate for office if his dues are in arrears more than two quarters.

ARTICLE XI.-- (Continued)

Section 7. Tellers appointed by the President for the purpose of overseeing the election shall immediately after the casting of all ballots openly count same, and announce the results.

Section 8. Immediately after the result of the election of the Board of Directors is announced, nominations for all executive offices, to-wit: President, Vice-President, Treasurer, Recording Secretary and Financial Secretary shall be made from the floor and immediately after all nominations for said offices are made, the election shall take place. Voting shall be by secret ballot. Immediately upon the casting of all ballots, tellers previously appointed for such purpose shall count same and announce the results.

ARTICLE XII.-- VACANCIES IN OFFICES.

Section 1. Vacancies in any office, except the Board of Directors and the President, caused by death, resignation or otherwise, shall be filled by the President by appointment. Said appointee shall serve until the next annual election. Vacancies on the Board of Directors shall be filled as provided in Article IV, section 5. In the event of vacancy in the office of President, the Vice-President shall assume such office.

ARTICLE XIII. -- DUTIES OF OFFICERS.

Section 1. THE PRESIDENT:

A. The President shall be elected by the Congregation at the annual election for a term of one year.

B. He shall preside over all the Congregation and Board meetings.

C. He shall appoint the majority on all standing and special committees and be ~~ex~~officio member of all committees.

D. He shall countersign all warrants drawn on the Treasurer.

E. He shall maintain order and decorum at divine services and preside at the reading of the Law.

F. He shall be privileged to appoint two Gabays, who shall preside at the reading of the Law in his absence.

G. He shall have the right to demand at any time, the resignation of any appointee whose work, in his estimation, is not satisfactory. Such demand shall be complied with within three days without the right of appeal.

H. He shall co-ordinate the activities of the Congregation and of all committees; and shall have such other powers and be charged with such other obligations as are customary to his office.

Section 2. The VICE-PRESIDENT:

A. The Vice-President shall be elected by the Congregation at the annual election for a term of one year.

B. He shall, in the absence of disability of the President, preside at meetings and perform the duties of the President, and all other duties contained in the laws, customs and usages of the Congregation.

C. He shall appoint the minority of all standing and special committees and be ex-officio member thereof.

D. He shall assist the President in maintaining order and decorum at divine services and stand at the reading of the Law.

E. He shall be a member in fact of the Seat Committee.

ARTICLE XIII (Continued)

Section 3. THE SECRETARIES:

A. The Secretaries shall be elected by the Congregation at the annual election for a term of one year at a salary to be fixed prior to the nomination.

B. The Recording Secretary shall record in a book kept for that purpose, the minutes of all meetings. He shall be responsible for the correspondence of all Congregational matters, and shall keep records and files of all communications, etc., and shall send all notices of meetings together with quarterly statements of the amounts owed by each member. He shall have access to the books of the financial secretary for the purpose of preparing such statements.

D. The Financial Secretary shall keep an accurate account of all receipts and disbursements by the Treasurer.

H. The Financial Secretary shall keep the records and accounts of the Congregation and accounts of all members and seat holders with the Congregation. Such records and accounts shall be open for inspection by the Board of Directors.

E. The Financial Secretary shall make out, issue and sign all warrants and documents authorized by the President, the Board, or the Congregation. He shall have charge of all records, books, documents, papers, etc., belonging to the Congregation. He shall keep classified accounts of all receipts and disbursements of the Congregation and shall incorporate in his books at regular periods, the accounts of the Babays, the School Committee, the Seat Committee, and the Social Committee.

G. The Financial Secretary shall be ready at every meeting to deliver a list of delinquent members.

C. The Financial Secretary shall submit and read at every Congregation meeting a correct and itemized statement of the financial income and expenditures of the Congregation for the period since his last report, which statement shall be incorporated in the minutes, and at the expiration of his term he shall deliver to his duly elected successor all books, accounts, receipts, papers, documents and whatsoever belonging to the Congregation.

F. The Financial Secretary shall be a member of the Seat Committee.

I. In the event that the Financial Secretary shall be entrusted with any monies, he shall furnish bond with a surety corporation only, in such amount as the Congregation may require and shall not assume his duties until he has secured a bond with a corporation acceptable to the Board of Directors. The Congregation shall pay the premium.

Section 4. The TREASURER:

A. The Treasurer shall be elected by the Congregation at the annual election for a term of one year.

B. He shall receive all funds of the Congregation and give a receipt therefor to the person paying same and shall keep same in the name of the Congregation in such bank or banks as the Board of Directors shall designate.

C. He shall pay by check all debts of the Congregation upon the proper warrant of the Financial Secretary, countersigned by the President.

D. He shall, when called upon, deliver an accurate account of the state of the Treasury and of the general financial condition of the Congregation. He shall be ex-officio Chairman of the Finance Committee.

E. He shall furnish bond with a surety corporation only, in such amount as the Congregation may require and shall not assume his duties until he has secured a bond with a corporation acceptable to the Board of Directors. The Congregation shall pay the premium for such bond.

Section 5. The TRUSTEES:

A. There shall be three Trustees appointed by the President for the term of one year.

ARTICLE XIII. (Continued)

Section 5. (Continued)

B. They shall have charge of the maintenance, upkeep, repair and the order of the Congregational buildings and grounds. They shall regulate and control the use of the Vestry and other rooms and facilities of the buildings, giving primary consideration to the requirements for stated religious services and the Schools. They shall make and enforce rules and regulations for the use of the Congregational facilities. Whenever the Congregation's convenience shall permit, they shall grant the courtesy of the use of the meeting rooms for such worthy Jewish or Communal purposes as they may deem proper. They shall maintain order at all services and meetings and shall have the right to appoint such assistants as they may require for the proper discharge of their duties. They shall have charge of all property and assets, such as deeds, titles, insurance policies, etc., belonging to the Congregation, as well as books and other articles used at Services or in the Schools, keeping an accurate inventory of same.

C. The Trustees shall have authority to expend monies for supplies, repairs, incidental expenses, etc., for sum not in excess of Ten Dollars. Said expenses shall be ratified by the Board of Directors at their next meeting upon the submission of an invoice therefor. The disposition of each proposed expenditure shall be determined by a majority vote of said Trustees. All such orders shall be made by written requisitions signed by any two Trustees.

Section 6. THE GABAYS:

A. There shall be two Gabays, appointed by the President for terms of one year.

B. They shall fill, in the absence of the President and Vice-President, the positions usually occupied by these officers at divine services.

C. They shall be held responsible for the maintenance and custody of a permanent ledger recording charges for all donations, the respective donors, and the reason for such donation. The books shall be kept at all times in the Synagogue, except when being audited. At regular periods they shall make an itemized accounting to the Financial Secretary, who shall incorporate such account in his records.

ARTICLE XIV.-- COMMITTEES.

Section 1. GENERAL PROVISIONS: All standing committees shall have stated meetings and meet as often as their business shall require. The President, when announcing the various standing committees shall designate the Chairman by naming him first. Standing Committees shall select their own secretaries and other officers and keep permanent records of their proceedings. They may fill vacancies in their own Chairmanships or Secretaryships, but vacancies on the committee shall be filled by the President. Resignations from standing committees must be submitted in writing to the President. Any overlapping of jurisdiction, powers, regulations or activities shall be referred to the President for adjustment, whose decision shall be final and binding. All committee Chairmen shall report to the Publicity Committee all matters of Community or Congregational interest for publication. Each committee shall include as one of its members a member of the Board of Directors.

Section 2. THE STANDING COMMITTEES: THEIR DUTES AND POWERS:

A. MEMBERSHIP COMMITTEE: The Membership Committee shall aim always to increase the membership of the Congregation; to assist the Secretaries in keeping the members in good standing; to receive, investigate and report on all membership applications; and to receive, investigate and report to the Board on any charges brought against any member for suspension or expulsion.

ARTICLE XIV (Continued)

Section 2. (Continued)

B. THE SCHOOL COMMITTEE: The School Committee shall make all regulations for the government of the schools; shall visit the schools often and watch their progress, reporting the results of such visits to the Board monthly; together with the Finance Committee, it shall fix tuition fees and may at its discretion, reduce, increase, or remit such fees; it shall ask the Board of Directors for authorization to procure all necessary books, stationery and whatsoever may be required for the proper conduct of the Schools, submitting bills for same to the Board of Directors for approval and payment. It may make expenditures not exceeding Ten Dollars without authorization of the Board of Directors, but such expenditure shall be submitted to the Board at its next meeting for its approval. It shall be held responsible for the maintenance and custody of a permanent ledger recording all charges and the respective debtors. At a regular period it shall make an accounting to the Financial Secretary, who shall incorporate such account in his records.

C. THE SOCIAL COMMITTEE: The Social Committee shall arrange, conduct, and supervise all social functions held under the auspices of the Congregation. It shall, when possible, arrange a yearly schedule of social events, keeping in mind at all times the religious laws and customs concerning such occasions. The Chairman, or his designated representative shall render, at the conclusion of each event, a complete financial and social report of same, turning over any profits realized to the Treasurer. Such report shall be incorporated in the minutes of the Congregation and be included in the accounts of the Congregation. It shall keep a permanent record of all financial receipts and expenditures made by it.

D. THE CHARITY COMMITTEE: The Charity Committee shall have charge of all transient charity cases and is given the authority to give charity to such cases from the funds appropriated or collected for that purpose. It shall be required to render a report of disbursements made by it and shall use its own judgment and discretion in handling all applicants for aid. Members of the Congregation shall refer all transient charity applications to this committee. Disbursements for all types of charity such as homes, hospitals, schools, other institutions, and needy local cases can only be made with the consent and approval of the officers. It shall be held responsible for the maintenance and custody of a permanent ledger recording all receipts and disbursements. At regular periods it shall make an accounting, to the Board of Directors which shall be incorporated in the minutes.

E. THE FINANCE COMMITTEE: The Finance Committee shall meet at least twice a year and upon call of the President. It shall have the right to examine all books, vouchers and accounts. It shall submit, before the annual election a report to the Board of Directors, setting forth therein the amount of money necessary for the maintenance of the Congregation for the ensuing year and the amount of money to be appropriated for each specific purpose and to make such other recommendations and arrangements concerning the finances of the Congregation as it may deem requisite and necessary. It shall have the duty to recommend the amount of dues to be paid by each member over and above the usual dues of Twenty-four Dollars per year and to enter into arrangements with the members for the payment of same. It shall be its duty to assist in the collection of all debts due the Congregation.

F. PUBLICITY COMMITTEE: The publicity committee shall be charged with giving proper publicity to the activities of the Congregation.

a permanent record of all purchases, transfers of

ARTICLE XIV (Continued)

G. THE SEAT COMMITTEE: The seat committee shall consist of two members in addition to the Vice-president, financial secretary and treasurer; it shall assign seats for services and shall lease the same to members and non-members at such rates as the Board of Directors may instruct them to charge. It shall be empowered to collect dues, accept and act on applications for membership, collect assessments, seat payment and fees, sell seats, and to act on all matters coming before it when in session preceding and during the High Holidays. It shall keep seats, seat taxes, and Seat Rentals.

H. THE CEMETERY COMMITTEE: THE Cemetery committee, known as the Chevra Kadisha, shall be governed by the rules and regulations heretofore promulgated by the Congregation for its guidance and by such customs and ~~rights~~ peculiar to its form of service and work. This committee shall be empowered to select its own officers, maintain a separate treasury and to act on matters coming before it in the line of its work without further authorization from either the Board of Directors or the Congregation but shall at all times be considered an auxiliary of and subordinate to the Congregation.

I. THE AUDITING COMMITTEE: The President shall appoint at least two members who shall be familiar with principles of bookkeeping and accounting. A thorough audit shall be made at least once per year immediately following the close of each fiscal period. A bank reconciliation with books shall be made at least every three months. When an audit is to be made, all books, papers, documents, etc., must be surrendered to the committee, by the financial secretary, treasurer and also the recording secretary, seat committee, gabays, social committee, charity committee, and school committee, if the auditing committee so wishes. There shall be no interference with the progress of the audit by any member of the Congregation. At any time during the year, a special audit may be ordered by the President upon his request or by a majority vote of the members of the Congregation.

ARTICLE XV. -- SEAT REGULATIONS.

Section 1. Persons buying seats must pay 25% of the purchase price at time of sale and the balance within three years. Failure to make scheduled payments shall cause interest at 6% to be added to the purchase price. Failure to make full payment within seven years from date of purchase shall cause all money paid and equity in the seat to be forfeited to the Congregation, provided however, that three (3) months notice of forfeit shall be given the delinquent seat holder by registered mail. Title to seats shall remain with the Congregation until the full purchase price and interest, if any, shall have been paid. All seats shall be subject to the conditions contained in these by-laws and such amendments and regulations as may be from time to time passed. Such by-laws, rules and regulations shall form part of the deed of sale as fully as if said by-laws, rules and regulations were set forth at length in said deed.

Section 2. Members wishing to let or sell their seats must inform the seat committee of their intention so to do. If the seat is sold to a non-member or a non-member obtains title to the seat through inheritance or otherwise, a tax of \$12.00 per year shall be assessed against said seat. If the seat owner neglects to pay the said tax the seat committee shall rent the seat and retain the rental in payment of the tax. Widows of deceased members shall pay an annual seat tax of \$7.50.

Section 3. It is distinctly understood that where the term "seat sale" or any other similar expression is used, the use of such expression does not imply physical sale of the actual seat but only an easement or privilege to the exclusive use and occupancy of said seat during divine services.

Section 4. All seat sales by members must have the approval of the Board of Directors and 10% of the selling price over and above the price paid by the seller must be paid to the Congregation. The buyer must agree to abide by the rules, regulations and by-laws of the Congregation.

ARTICLE XV (Continued)

Section 5. Any member who has resigned, been suspended or expelled from the Congregation may retain his seat as a non-member by the payment of the tax mentioned in Section 2 or this article.

Section 6. When a member resigns from the Congregation he may sell his seat to a member or non-member (providing the latter is of the Jewish faith). The Congregation reserves the right to first buy the seat from the owner at the original purchase price.

Section 7. Any indebtedness to the Congregation by a seat owner shall constitute a lien against his seat or seats. If said lien is not paid within two years after the member leaves the Congregation, the Congregation shall take title to said seat and if same is sold any money realized shall be retained by the Congregation.

ARTICLE XVI

RIGHTS, PRIVILEGES AND OBLIGATIONS OF MEMBERS.

Section 1. Any member wishing to resign from the Congregation must tender his resignation in writing; if said member is not indebted to the Congregation his resignation shall be accepted.

Section 2. Every member is obliged to serve on a committee when so requested by the President.

Section 3. During religious services every member must abide by the rules of the Trustees governing such services.

Section 4. Every good standing member has the privilege to participate in debates and vote at all Congregation meetings. He may also attend Director's meetings and participate in the debate but shall not be privileged to vote.

Section 5. Members making satisfactory arrangements with the Finance Committee regarding their dues shall be entitled to free seats for themselves and wives, providing they are not seat owners; to send their children to the Hebrew and Sunday Schools without extra charge; and to free donations (Schnudder) at all times except on Rosh Hashonah, Yom Kippur and such special occasions as weddings, Bar Mitzvahs, Births and so forth. Members paying only the minimum dues of \$24.00 shall not receive any of these privileges but shall be charged separately for as many of them as they shall use. These charges shall constitute a direct obligation to the Congregation and shall have the same status and force as dues.

Section 6. The Congregation property shall be available for the use and convenience of members and non-members for various occasions such as weddings, plays, and so forth upon the payment of fee set by the Trustees for each occasion. Should a member use the Congregation property for wedding or other social event he shall be permitted to spend (Schnudder) the fee charged on any succeeding holiday except Rosh Hashonah and Yom Kippur. Such use of Congregation property shall be subject to the assumption by the user of the obligation to pay for any damage to Congregational property caused by any person whatsoever during such affair.

Section 7. Members whose sons are to be Bar Mitzvah shall be entitled to free training for same, provided the child has attended the Hebrew School of this Congregation for at least one year prior to the date of his Bar Mitzvah, shall have the privilege of the appropriate Maftir and the use of the Vestry rooms for Kiddush.

Section 8. Members in mourning shall be furnished with Minyan during their Shiva*if possible*

ARTICLE XVII

BURIAL RIGHTS AND OBLIGATIONS

Section 1. Any member who has not belonged to the Congregation for at least six months and who has not paid at least one year's dues shall not be entitled to free burial grounds.

Section 2. A widow of a member shall be entitled to free burial ground in the Congregation's cemetery as long as she remains unmarried. Should she re-marry and her latter husband not be a member of the Congregation she forfeits this right.

Section 3. Upon every grave in the Congregation's cemetery there must be a monument erected having thereon both Hebrew and English inscriptions in accordance with the customs of this Congregation. This monument must be erected within fifteen months from the date of the funeral. At the time of a funeral the cemetery committee shall collect from the heirs or relatives of the deceased a suitable sum as a guarantee for the erection of said monument. Should this ~~stone~~ be erected within the time specified above, this deposit shall be returned, if not, the Cemetery Committee shall cause a stone to be erected using this deposit money for that purpose.

Section 4. Free burial place in the Congregation's cemetery shall be provided for members, their spouse, and their unmarried children below the age of ~~18~~. 21

Section 5. Only persons of Jewish faith shall be buried in the Congregation cemetery.

ARTICLE XVIII

IMPEACHMENT AND REMOVAL FROM OFFICE.

Section 1. Upon conviction of misconduct in office any executive officer or member of the Board of Directors may be removed from office. Charges of misconduct may be submitted by any member of the Congregation. Such charges must be in writing in duplicate, one copy to be given to the officer charged and shall specify the misconduct charged in as great detail as possible. At its next meeting the Board of Directors shall consider such charges, receive evidence from the person bringing the charges and other witnesses and the person charged may present any pertinent evidence he desires. Upon the decision of a majority of the members of the Board that the officer is guilty of such charge, the officer shall be immediately suspended from office and the President shall appoint a temporary officer to replace him until the final decision of the Congregation. At the next general or special Congregation meeting the findings of the Board of Directors shall be submitted to the Congregation as a whole, which shall consider such charges anew. Upon the vote of two-thirds of the members of the Congregation present at such meeting, deciding that such officer is guilty of the charges brought and that such guilt merits impeachment, the officer shall be immediately removed from office. The Board of Directors, of the Congregation may also fix other punishment for the offending officer, such as suspension or ~~re~~ reprimand rather than impeachment. If any officer is convicted and removed from office, as provided above, he shall not be eligible to hold any office in the Congregation at any time thereafter. The Congregation may consider charges brought without submission to the Board, if a majority of those present members at the Congregational meeting vote to consider same.

ARTICLE XIX. -- TRIALS AND FINES.

Section 1. Members of the Congregation who get into disputes involving less than \$1000.00, shall not bring suit at law without the consent and permission of the Congregation. Members violating this provision shall be liable to ~~re~~ reprimand, fine, suspension, or expulsion from all rights, privileges, and benefits of membership in this Congregation. If all the parties agree they may submit dispute involving more than \$1000.00 to the Congregation for arbitration.

ARTICLE XIX ** (Continued)

Section 2. A member who violates the laws of the Congregation, is disorderly at services, or uses insulting language against another member at a meeting shall be fined a sum not more than Twenty Dollars. This fine shall be assess by the ranking officer present at the time of the offense and shall constitute a direct obligation on the part of the member to the Congregation .

Section 3. Members having financial or ther disputes with one another shall submit such disputes to the Congregation for arbitration. The complain t shall be submitted in writing and in triplicate to the Recording Secretary who shall read same at the next Board or Congregation meeting. One copy shall be kept by the Recording Secretary, one given to the committee and the third to the defendant. The arbitration committee shall be appointed in the following manner and be subject to the following rules; The disputing parties shall each select two members of the committee and the four thus selected shall appoint another so as to make an odd number of committeemen, this last shall be the chairman of the committee. In case the members appointed by the disputing parties fail to agree on a chairman he shall be appointed by the ³/₄ Board of Directors. Before summoning witnesses or taking testimony the committee must secure the written consent of the disputing parties to abide by the decision of the committee. The committee shall be empowered to summon witnesses, take evidence and to render a decision. A copy of said decision must be deposited with the Secretary for record, also all papers in any way connected with the dispute. Should any of the disputing parties refuse to abide by the decision of the arbitrating committee he or they shall be liable to suspension from the Congregation.

Sec. 4 - I delete one of this article

ARTICLE XX . -- INCONSISTENT ARTICLE

Section 1. Any and all provisions of and all Constitutions and by-laws previously adopted inconsistent with this revision are hereby ~~declared~~ declared null and void. This revision shall be effective immediately upon ratification in the manner set forth. *herein* .

ARTICLE XXI --AMENDING THE CONSTITUTION.

Section 1. This Constitution and by-laws shall not be altered or amended except at a meeting of the Congregation. W^riteen notice of intention to alter or amend this must be given to the members at least five days ~~xx~~ before a meeting, said notice to be contained in the call for the meeting. Said amendment or alteration shall become effective and valid only after three readings, and when an affirmative vote of two-thirds of those present at each reading is had. Not more than two readings can be voted upon at one meeting, or in any one day.