

BYLAWS OF TEMPLE ISRAEL
2-26-08
A Non-Profit Religious Corporation

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BYLAWS OF TEMPLE ISRAEL
A Non-Profit Religious Corporation

ARTICLE I - Name, Purpose, and Affiliation and Definitions

SECTION 1: NAME

The Congregation, which comprises the membership of this corporation, shall be known as TEMPLE ISRAEL OF LONG BEACH.

SECTION 2: PURPOSES

The primary purpose of Temple Israel shall be the establishment of a program for the practice, preservation and advancement of Judaism. Such primary purpose is but a part of a wider and deeper Jewish commitment. This corporation shall maintain facilities for this purpose. (Amended: 5/28/92)

SECTION 3: AFFILIATION

This corporation shall be affiliated with the Union of ~~American Hebrew~~ for Reform Judaism Congregations.

SECTION 4: DEFINITIONS

Union Couple(s) are defined as "Same Gendered Union Couple(s) of all sexual orientations". (Referenced in: Article III-2-A, Article VI-1, Article IX-2-D-7, Article X-4-B)

Written Notification is defined as "hand delivered, postal mail delivered, e-mailed, or located on web site of Temple Israel". (Referenced in: Article II-6-A, Article V-1, Article V-2, Article VI-7, Article VII-1, Article VII-2-B, Article X-6, Article XIII-1, Article XIII-3-A, Article XIII-3-B, Article XIII-3-C, Article XIII-4).

Non-qualified Deferred Compensation is defined as "Compensation that has been earned by an employee, but not yet received from the employer. Because the ownership of the compensation - which may be monetary or otherwise - has not been transferred to the employee, it is not yet part of the employee's earned income and is not counted as taxable income". (Referenced in: Article XII).

ARTICLE II - Membership

SECTION 1: QUALIFICATION

~~Any of the following persons may be admitted to membership in Temple Israel by the Board of Directors~~ The Board of Directors may admit any of the following persons to membership in Temple Israel:

- A. Anyone of Jewish parentage,
- B. Anyone who has formally converted to Judaism

- C. Any non-Jewish person ~~married~~ living with ~~to a Jew~~ (as defined in subsection A and B above), in a committed relationship, and desirous of creating and/or nurturing a Jewish home.

SECTION 2: APPLICATION

- A. Each application for Membership ~~shall~~ be in a form and manner prescribed by the Board of Directors.
- ~~B. Each application shall be referred to the Executive Committee which shall recommend its approval or disapproval to the Board of Directors.~~
- ~~C.B.~~ Each recommendation shall be presented to the Board of Directors for acceptance or rejection.
- ~~D.C.~~ The application shall be treated and maintained in a confidential manner.
- ~~E.D.~~ Membership shall commence upon acceptance by the Board of Directors and the payment of the first dues installment, if any is required.

SECTION 3: CLASSIFICATION AND VOTING ELIGIBILITY

- A. The unit of membership shall be the family, including persons living with a Jew in a committed relationship, or the individual, in the case of single persons. Unmarried children who are not self-supporting shall be considered part of the membership unit. Each spouse adult member, in the case of married persons, or persons in a committed relationship, shall have one vote. The individual in the case of a single person membership shall have one vote.
- ~~B. The unit of membership may be two adults sharing the same residence and each Jewish person shall have one vote. The unmarried, non-self-supporting children of either or both persons shall be considered part of the membership unit.~~
- ~~C.B.~~ Any individual children child, referred to in the above subsection A, who is 18 and has been confirmed, is a graduate of the Temple educational program and who is not self-supporting, shall be a member with have have voting privileges, provided that said individual is a part of a unit of membership. No dues shall be required for this membership.
- ~~D. The Board of Directors may provide Privilege Memberships at a reduced dues rate, limited to one year, to persons between 22 and 30 years of age.~~
- ~~E.C.~~ The Board of Directors may provide Associate Memberships to persons who ~~have been members of this congregation and who~~ are affiliated with another congregation. An Associate Member shall be listed in the Temple Directory, receive Temple mailings, and be entitled to membership rates for use of Temple facilities. An Associate Membership shall not include seats for the High Holy Days, attendance of family members at the Torah Center, or voting privileges. The terms "Membership" and "Member" as used in these Bylaws do not include Associate Members. (Amended: 5/15/81).
- ~~F.D.~~ The Board of Directors may establish special classifications of membership, as it shall deem appropriate.

SECTION 4: DUTIES

Members shall be governed by these Bylaws and ~~such regulations and policies as are established from time to time by the Board of Directors.~~ the policies that the Board of Directors establishes from time to time.

SECTION 5: RIGHTS AND PRIVILEGES

Members in good standing, as defined by not being delinquent, see ARTICLE III, SECTION 4, shall be entitled to the following rights and privileges:

- A. To participate in the religious services and the religious, cultural, educational and social programs of the congregation, and make use of the Temple facilities upon such terms and conditions as determined by the Board of Directors.
- B. To have the customary services of a rabbi or cantor of the Temple, including officiating at life-cycle ceremonies and counseling.
- C. To attend all meetings of the congregation and to vote upon any matters ~~which~~ that may lawfully come before congregational meetings.
- D. To have his or her children enrolled in the Temple educational program in conformity with the regulations of the Torah Center Committee (Amended: 5/17/1994)
- E. To have such other rights and privileges as are contained in these Bylaws, and as may be determined by the Board of Directors.

SECTION 6: RESIGNATION, SUSPENSION AND REINSTATEMENT

- A. Resignation. ~~Resignation of membership may be effected by a letter of resignation delivered or mailed to the Board of Directors~~ Written notification of resignation to the Board of Directors may effect resignation of membership.
- B. Suspension or Termination. The membership of a congregant who is not in good standing may be suspended or terminated by a majority vote of the Board of Directors after the member has been given not less than 30 days advance written notice of the intent to consider such action. All rights and privileges of membership shall cease during suspension.
- C. Expulsion. The Board of Directors, by a two-thirds vote of those present, may expel a member from this congregation for conduct adversely affecting the best interest of this Corporation or of its congregation, provided that no member shall be expelled without an opportunity to be heard at such Board

meeting after at least thirty days prior written notice to such member setting forth the charge or charges against such member.

- D. **Continued Liability.** Resignation, termination, or expulsion shall not relieve a member from liability for the payment of dues, assessments, fees, or other charges accruing prior to the date of the resignation, termination or expulsion.
- E. **Reinstatement.** A member suspended for failure to maintain membership in good standing by meeting the required financial obligations to the Corporation ~~and to the United Jewish Fund (unless modified per Article ARTICLE III Section SECTION 5),~~ shall be reinstated by the Board of Directors upon the member's meeting those obligations. (Amended: 5/28/92)

ARTICLE III - Financial Obligations

SECTION 1: DUES, ASSESSMENTS, AND FEES

- A. Members shall pay such dues, assessments and other fees as ~~shall be~~ determined by the Board of Directors.
- B. Dues shall be based primarily upon the member's financial ability to contribute a fair share of the current gross annual income of the adult members of the membership unit to the congregation.
- C. Members, ~~on, on their own accord,~~ are ~~required~~ *encouraged* to contribute *support the Jewish Federation annually of Greater Long Beach and West Orange County Annual Campaign annually to the United Jewish Welfare ~~Communities~~ Fund of Greater Long Beach and West Orange County or such other official annual charitable campaign of the local Jewish Federation organizations' charitable campaign* as is appropriate to their place of residence or work unless modified per Section 5 of this Article. (Addition: 5/28/92)
- D. A member shall be entitled to High Holy Day admission cards only if his/her dues, as well as all other moneys due to the Temple, are paid through the end of the month preceding the beginning of the High Holy Days. (Addition: 5/20/86) (Amended: 5/28/92) (Amended: 05/30/95)

SECTION 2: NEWLY MARRIED OR SAME GENDER UNION COUPLES

- A. A married or union couple: ~~where both parties are under the age of 30 at the time of application and,~~ (1) who have been newly married or have had a union by a rabbi of this Temple, or, (2) at least one of whom is a member in

good standing of any other Jewish congregation at the time of application, or, (3) the parent(s) of at least one of the parties is/are member(s) in good standing of this Temple, shall be eligible for membership without dues during the first year of their marriage, unless at least one of them are current Temple members. (Amended: 5/17/1994)

~~B. Dues may be waived by the Board of Directors for any newly married couple married by a rabbi of this congregation upon the recommendation of the officiant.~~

C.B. The waiver of membership dues does not apply to religious school fees or other fees as may be applicable.

SECTION 3: JEWS BY CHOICE (Amended: 5/20/86)

A graduate of the course of Introduction to Judaism offered by the ~~Harbor Board of Rabbis~~ Union for Reform Judaism, or of another similar instruction program approved by the Rabbi, who chooses to become a Jew, is eligible for membership without dues for one year following the conversion, unless already a member. (Amended: 5/15/81).

SECTION 4: DELINQUENCY

A member shall be considered not in good standing: if the member is delinquent in the payment of dues, assessments or fees to the Corporation for more than 90 days.

~~if the member is delinquent in the payment of dues, assessments or fees to the Corporation for more than 90 days; or,~~

~~If the member has not contributed to the United Jewish Welfare Fund, during the preceding calendar year provided that said delinquency or the failure to contribute to the United Jewish Welfare Fund is not waived by action of the Board of Directors or a committee authorized to act on its behalf.~~ (Amended: 5/28/92)

SECTION 5: MODIFICATION

The Board of Directors or the Executive Committee of the Temple if so authorized by the Board may waive, extend, or modify any financial obligation due from a member and the Board or the Executive Committee shall adopt policies and procedures to carry out these provisions. (Amended: 5/28/92)

ARTICLE IV - Fiscal Year

The fiscal year shall be July 1 through June 30.

ARTICLE V - Congregational Meetings

SECTION 1: ANNUAL MEETING

The Annual Meeting of the congregation shall be held during the month of May or June, on a date to be designated by the Board of Directors. This meeting shall be held for receiving annual reports, the election of Directors, and any other business as may properly come before this meeting. Members of the congregation shall be ~~notified by mail~~ sent written notification of the date and other pertinent information regarding the meeting at least ten days ~~before~~ prior to the date of the Annual Meeting.

SECTION 2: SPECIAL MEETINGS

Special meetings of the congregation shall be held upon the call of the President, upon action of the Board of Directors, or at the written request of fifty voting members of the congregation, submitted to the Secretary. Members of the congregation shall be ~~notified by mail~~ sent written notification of the date and other pertinent information regarding the meeting at least ten days ~~before~~ prior to the date of the special meeting.

SECTION 3: QUORUM

Fifty members of the congregation with voting privileges present in person shall constitute a quorum.

SECTION 4: VOTE

Only members in good standing shall have the right to vote at any ~~regular~~ Annual or Special meeting of this Corporation. Those members entitled to vote may vote only in person and not by proxy. Extenuating circumstances, preventing a member to vote in person, shall submit their written notification of a request for a waiver of this voting requirement to the Board of Directors for consideration. Unless otherwise provided in these By-laws, a majority vote shall constitute action of this Corporation.

SECTION 5: RESOLUTIONS

Notice of any resolution to be voted upon by the congregation shall be given by the Secretary to the members of the congregation not less than ten days prior to the Annual or Special Meeting.

ARTICLE VI - Board of Directors

SECTION 1: MEMBERSHIP:

The Board shall consist of (a) twenty-one elected or appointed Jewish members in good standing; (b) honorary board members without voting rights, which includes the current president of the Temple Israel Foundation; and (c) past presidents of this corporation who are members in good standing. Past presidents shall have voting rights only if they have attended at least one-half of the meetings in the twelve months prior to the meeting at which they seek to vote. The Rabbi(s), Cantor, Educator, and Executive Director shall be ex-officio, non-voting members of the Board, and shall attend all meetings except as otherwise directed by the Board. If a Board member or past president (or the -spouse or partner of a union couple) of a board member or past president) becomes a regularly-paid employee of the Temple, such board member or past president shall not be eligible to serve on the Board of Directors during their spouses (or partners of union couples) tenure of such employment. (Amended: 5/20/86) (Amended: 5/30/1996) (Amended: 5/30/99)

SECTION 2: VACANCIES

If vacancies occur either on the Board of Directors or among the officers, after consultation with the Nominating and Leadership Development Committee, the President shall, within two months, ~~[1]~~ nominate replacements (except for the President-Elect) to be ratified by the Board of Directors. The officers or directors as appointed shall ~~shall~~ should hold office for the unexpired term of the replaced ~~members,~~ ~~[2]~~ provided the persons ~~has~~ have previously served on the Board of Directors. If the persons ~~has~~ had not previously served on the Board of Directors, ~~he/she~~ the replacements shall serve until the next regular election. ~~[3]~~ Replacement of the President-Elect shall be by vote of the Board of Directors after selection of an Executive Committee member by the Nominating and Leadership Development Committee and any nominations of Executive Committee members duly seconded by the Board members. If a nominee for election by the congregation to the Board of Directors becomes unavailable to serve, and the time for nominations has expired, the President, after consultation with the Nominating and Leadership Development Committee, shall nominate a replacement for a one-year term to be voted upon at the Annual Meeting. (Amended: 5/30/1996) (Amended: 5/30/99)

SECTION 3: POWERS AND DUTIES

Subject only to the provisions of these Bylaws, the Board of Directors shall have the general management of the affairs, funds and property of the Corporation and all the Corporation's powers shall be exercised by or under the authority of and under the control of the Board of Directors. The Board of Directors shall have the power to exercise all Corporate powers vested in this Corporation under the laws of the State of California, except as may be otherwise restricted by the Articles of Incorporation and the Bylaws.

SECTION 4: ANNUAL OPERATING BUDGET

The Board of Directors shall adopt an annual operating budget for the next fiscal year not later than the ~~April~~ May Board of Directors meeting.

SECTION 5: NOMINATIONS AND ELECTIONS

The Directors shall be nominated and elected as hereinafter provided in Article X.

SECTION 6: LIABILITY

The liability of the Directors of Temple Israel for monetary damages shall be limited to the fullest extent permissible under California law. (Added: 5/29/88)

SECTION 7: REMOVAL

A Board member may be removed by action of the Board of Directors for any of the following reasons, unless there is prior written notification to the Board of Directors, or an excuse from the President:

- A. Absence from three consecutive meetings without prior notification to and excuse from the President;
- B. Failure to attend two-thirds of the scheduled Board meetings during a fiscal year;
- C. Loss of good standing as a member of the congregation.;
- D. Conduct which adversely affects the interests of this Corporation or its congregation.

ARTICLE VII - Board of Directors Meetings**SECTION 1: REGULAR MEETINGS**

The Board of Directors shall meet on a monthly basis not less than ten times a year. Written ~~notice~~ notification of the regular meetings of the Board shall be ~~given~~ distributed at least five days before the date set for such meetings. Members of Temple Israel in good standing may attend Board Meetings as guests.

SECTION 2: SPECIAL MEETINGS

- A. Special Board meetings may be called by the President, or at the written request of five members of the Board of Directors. If the President shall refuse or fail to act within ten days after the receipt of such request, a Vice-President shall call such meeting.
- B. Written ~~notice~~ notification of special meetings shall be ~~delivered~~ distributed at least two days before such meeting.
- C. No business shall be transacted at any special meeting, other than as set forth in the notice of such meeting.

SECTION 3: QUORUM

Eleven elected Directors shall constitute a quorum. Except where a greater percentage or number is required by these Bylaws, any action to be valid shall require the concurrence of a majority of the Directors voting, provided that there are a minimum of eight votes concurring in the action.

SECTION 4: TEMPORARY PRESIDING OFFICER

In the absence of the President and all the Vice-Presidents, the Board of Directors, at any meeting thereof, shall elect a temporary presiding officer.

SECTION 5: ENDORSEMENT OF PUBLIC BALLOT ISSUES

With regard to any motion to endorse or oppose a public ballot issue, (1) three day's prior written notice must be given, accompanied by the full text of the measure and (2) passage shall require the affirmative vote of not less than two-thirds of the Directors voting.

(Addition: 5/99)

ARTICLE VIII - Officers

SECTION 1: NOMINATIONS AND ELECTIONS

Prior to the Board of Directors' meeting following the Annual Meeting, the Nominating and Leadership Development Committee, excluding the non-Directors, previously appointed by the President pursuant to ~~Article~~ ARTICLE X, ~~section~~ SECTION 2, shall nominate at least one Director for each of the following offices to be filled:

- A. Vice-President, ~~Budget and Finance~~ Programming
- B. Vice-President, Education

- C. Vice-President, Outreach and Membership
- D. Vice-President, Religious-Worship and Ritual Practices
- E. Vice-President, Ways and Means
- F. Secretary
- G. Treasurer

The Nominating and Leadership Development Committee shall present its nominations at the next scheduled Board of Directors' meeting following the Annual Meeting of members. ~~Additional nominations may be made by any Director for any office~~ Any Director for, for any office may, may make additional nominations, provided that such additional nominations shall have the consent of the Director so nominated, either in writing or in person.

In the event of a contest for any of these offices, each office contested shall be voted for separately and by secret ballot. Election for each office shall be by a majority vote. If a majority vote is not attained on any particular ballot, the candidate receiving the lowest number of votes on any ballot shall be dropped from the list for the next ballot until a majority vote for a nominee shall have been attained.

The newly-elected Vice-Presidents, Treasurer and Secretary shall serve for a term of one year commencing on the following July 1st, and continuing until their successors have been elected and take office. The President shall serve for a term of two years.

If the president is unable or unwilling to serve the second year of his/her term, the Nominating Committee shall nominate at least one Director who served on the ~~Executive Committee~~ Board of Directors during the President's first year, to be the President for a two-year term. If the President intends to serve the second year of his/her term, the Nominating Committee shall nominate at least one Director who is a current or previous member of the ~~Executive Committee~~ Board of Directors and who has also been nominated for a position on the prospective ~~Executive Committee~~, Board of Directors, to be the President-Elect. The designation of President-Elect shall be made only for the second year of the President's term. The President-Elect shall automatically become President on the July 1st following the conclusion of the second year of the President's term. If the President-elect is unable or unwilling to assume the presidency, nominations for a new president shall be made and voted upon as provided for in this section. (Amended: 5/28/1996)

SECTION 2: PRESIDENT

The President shall serve for a term of two years. If his/her term as a Board Member expires after the first year of his/her term as President, he/she shall automatically remain on the Board without the necessity of nomination and election, but shall not be counted as one of the twenty-one elected members of the Board required by ~~Article~~ ARTICLE VI, Section-SECTION 1. His/her presence will be counted toward a quorum, as required by ~~Article~~ ARTICLE VII, Section-SECTION 3.

The President shall:

- A. Preside at all meetings of the congregation, of the Board of Directors, and of the Executive Committee, but shall not have the right to vote at such meetings except to break a tie vote on any question or motion other than the appeal from his/her decision.**
- B. Sign all official documents on behalf of the Corporation and the congregation, unless the Board of Directors otherwise instructs; and he/she may, together with such officers and Directors designated by the Board of Directors, sign all checks and other instruments for the disbursement of the Corporation's funds.**
- C. Enforce the Bylaws of the congregation and all resolutions duly adopted or policies duly determined by the congregation or by the Board of Directors.**
- D. Serve as ex-officio member of all committees except the nominating committees, in which he/she shall not participate.**
- E. Call special meetings of the congregation and of the Board of Directors at his/her discretion and whenever duly requested, pursuant to these Bylaws.**
- F. Perform such other duties and have such powers as are incident to the office.**
- G. Make a full report to the congregation at its annual meeting upon the progress and status of the affairs of this Corporation and the congregation.**

The President's term can be limited to one year, or the President can be removed from office, by vote of the Board of Directors at any regular or special meeting, provided that:

- A. At least 14 days' advance notice is given of the meeting at which the motion will be made.**
- B. There is a quorum of at least 14 directors who are eligible to vote.**
- C. The motion is presided over by a vice-president.**
- D. The vote is by secret ballot.**
- E. At least two-thirds of the directors who are present and eligible to vote concur in the motion. (Amended: 5/30/1996)**

SECTION 3: VICE-PRESIDENTS

The Vice-Presidents shall be responsible for carrying out the duties ~~prescribed in these Bylaws and as designed~~ as designated by the Board of Directors.

The Vice-Presidents shall, in the absence of, or the temporary inability of the President to discharge the powers and duties of his/her office, act in his/her stead. The order for assuming the responsibility to act in place of the president shall be in the same as listed under ~~Section~~ SECTION- 1 of this Article for Vice-Presidents. In the event of the resignation, inability to serve, or death of the President, the Board of Directors shall elect one of the Vice-Presidents to serve as President for the remainder of the fiscal year. ~~Nominations for President may be made by any Director, with the consent of the nominee~~ Any Director, with the consent of the nominee, may make nominations for President. In the event of a contest for President, the same procedures shall be followed as are set forth in ~~Section~~ SECTION- 1 of this Article. (Amended: 5/30/1996).

SECTION 4: SECRETARY

The Secretary shall have the usual duties and powers pertaining to the office of Secretary. The Secretary shall attend and keep minutes of meetings of the congregation and of the Board of Directors and of the Executive Committee, and shall cause to be given all notices required by law or by these Bylaws.

SECTION 5: TREASURER

The Treasurer shall be responsible for all receipts of securities and all monies collected or belonging to this Corporation, and for their deposit in the name of this Corporation in such banks as the Board of Directors shall designate. The Treasurer shall keep an accounting of same, sign checks, pay out monies upon authorization of the Board of Directors, and report the amount on hand at each meeting of the Board of Directors.

The Treasurer shall present to the Board of Directors, at its meeting immediately following the close of the fiscal year, a full and accurate report of all funds, including trust funds, and receipts and disbursements during the fiscal year just ended. The Treasurer shall submit ~~the same~~ a similar report ~~audited-prepared~~ by a Certified Public Accountant, at the next Annual Meeting. (Amended: 5/30/96)

The Treasurer shall be responsible for the presentation and collection of all bills and statements to the members.

The Treasurer's books of account shall always be open for inspection by any member of the Board of Directors.

The Treasurer shall deliver to the Treasurer's successor all monies, papers, books of account and property in the Treasurer's possession belonging to this Corporation.

SECTION 6: PRESIDENT-ELECT

The Vice President, Secretary or Treasurer who has been elected as President-Elect shall perform the duties of his/her office with the designation of President-Elect, but shall have no specific duties incident to the designation. At the conclusion of the second year of the President's term, the President-Elect shall automatically become the next President.

(Addition: 5/28/1996)

ARTICLE IX - Committees**SECTION 1: EXECUTIVE COMMITTEE**

- A. There shall be an Executive Committee of the Board of Directors. This committee shall consist of the President, the Vice-Presidents, Secretary, Treasurer, and immediate Past-President. The Executive Committee shall make recommendations to the Board of Directors relating to the business and the general welfare of the congregation, and it shall have such powers and duties as the Board of Directors shall determine.
- B. The Executive Committee shall consider all applications for membership, as presented by the Vice President, Outreach and Membership, and vote for acceptance or rejection of each applicant respecting the confidentiality of financial and other matters involved. ~~After reviewing applications for membership and the conditions applicable thereto, the Executive Committee shall~~ Applications shall then be presented make recommendations to the Board of Directors. The Rabbi(s), Educator, and the Temple Executive Director shall each be ex-officio non-voting members of the Executive Committee. (Amended: 5/28/92)

SECTION 2: STANDING COMMITTEES

- A. There shall be the following standing committees: (Amended: 5/28/92)
1. ~~Adult Education~~ - Joys of Jewish Learning
 2. Budget and Finance
 3. Bylaws and Policy Review
 4. House
 5. Library
 6. Long Range Planning
 7. Outreach and Membership
 8. ~~Outreach~~
 98. Religious Worship and Ritual Practices
 109. Torah Center
 1110. Ways and Means

12.11. Youth**12. Nominating and Leadership Development (Addition: 5/28/1996)****14.13. Caring Community (Addition: 6/4/2006)****14. Social Action****15. Programming****16. Personnel**

- B. At the first Board of Directors' meeting in the month of July following the annual election of officers, the President shall advise the Board of the appointments of chairpersons to the standing committees, except as specified otherwise in these Bylaws: The chairpersons of each standing committee, unless already a member of the Executive Committee, shall report to the Board of Directors through an assigned Executive Committee member. (Amended: 5/28/92)**
- C. All chairpersons shall have the option of appointing, in consultation with the President, their respective vice chairpersons and committee members consistent with what is specified in these Bylaws. (Amended: 5/28/92)**
- D. Committee descriptions: (Amended: 5/28/92)**
- 1. Adult Education - Joys of Jewish Learning**

The Adult Education - Joys of Jewish Learning Committee shall be comprised of a Chairperson and at least four other members: plus the Vice President, Education. The Adult Education - Joys of Jewish Learning Committee shall determine the schedule and content of lectures, seminars, courses, and all other pertinent adult programming in consultation with ~~the Rabbi~~ the religious leadership, and shall participate in community programs appropriate to Adult Education - Joys of Jewish Learning. (Amended: 5/28/92)
 - 2. Budget and Finance**

The Budget and Finance Committee shall be comprised of a Chairperson ~~who shall be the Vice-President, Budget and Finance,~~ and at least six other members, including the Treasurer of the congregation, who shall serve as Vice-Chairperson. The Budget and Finance Committee shall make recommendations to the Board of Directors with respect to matters of income and expenditures. The Budget and Finance Committee shall present a budget review to the Executive Committee and the Board of Directors in ~~January~~ April, and shall present a recommended annual operating budget for the next fiscal year to the Executive Committee and the Board of Directors no later than ~~March~~ May. The Temple Executive Director shall be an ex-officio non-voting member of this committee.

(Amended: 5/28/92)

3. **Bylaws and Policy Review ~~Committee~~**

The Bylaws and Policy Review Committee shall be comprised of a Chairperson who shall be a member of the Board of Directors and at least four other members. At the request of the Executive Committee or the Board of Directors, the committee shall prepare and propose Bylaw or Policy recommendations to the Board of Directors. The committee shall review the Bylaws and the Policies to update, clarify, and reconcile existing Bylaws and Policies. The Committee may make Bylaw or Policy recommendations to the Board of Directors no later than the March meeting of each year so that the Board may decide whether to recommend such changes to the congregation at the annual meeting ~~in May~~. The Temple Executive Director shall be an ex-officio non-voting member of this committee. (Addition: 5/28/92)

4. **House**

The House Committee shall be comprised of a Chairperson and at least two other members. The House Committee shall concern itself with the maintenance and upgrade of all property and facilities of the Corporation.

The House Committee shall recommend to the Board of Directors such rules and regulations as it may deem necessary or advisable in fulfilling its responsibilities. The Temple Executive Director shall be an ex-officio non-voting member of this committee. (Amended: 5/28/92)

5. **Library**

The Library Committee shall be comprised of a chairperson and at least two other members plus the Vice President, Education. It shall develop, administer, maintain, and encourage proper use of the library, and the chairperson of the Committee shall report on these matters to the Board of Directors twice a year. (Addition: 5/28/92)

6. **Long-Range Planning ~~Committee~~**

The Long Range Planning Committee shall be comprised of a Chairperson and at least four other members plus the Vice Presidents and other Committee Chairpersons. The Committee shall develop and present to the Board of Directors a five-year plan for the Temple.

The plan should include but not be limited to goals, objectives, and implementation suggestions, a master schedule, and funding considerations for long range planning. Annually, the Long Range Planning Committee shall review and update the plan and report to the Board of Directors. (Addition: 5/28/92)

7. Outreach and Membership

The Outreach and Membership Committee shall be comprised of a Chairperson who shall be the Vice-President, Outreach and Membership, and at least six other members. ~~The Membership Committee shall be responsible for the acquisition~~ recruitment, integration, and life long retention of Temple members. The Outreach subcommittee shall develop, plan, implement and maintain programs designed to encourage and integrate into the congregation Jews of many backgrounds and ethnicities including but not limited to: intermarried families and couples, Jews by choice, unmarried couples, union couples. The Membership subcommittee shall be responsible for the recruitment, integration, and life long retention of Temple members. The Temple Executive Director shall be an ex-officio non-voting member of this committee. (Amended: 5/28/92)

8. ~~Outreach~~

~~The Outreach Committee shall be comprised of a Chairperson and at least two other members plus the Vice President, Membership. The Outreach Committee shall provide encouragement and opportunities for religiously intermarried couples and their children to become fully integrated into Temple life, and shall initiate programs that allow religiously intermarried families, and same gendered unions to deal with the issues of intermarriage in a supportive and accepting environment. (Addition: 5/28/92)~~

98. Religious Worship and Ritual Practices

The ~~Religious Worship and Ritual Practices~~ Committee (~~RPC~~) shall be comprised of a Chairperson who shall be the Vice-President, Religious Worship and Ritual Practices, and at least six other members. The Religious Worship and Ritual Practices Committee in partnership with the rabbi shall be concerned with the nature of the religious worship and ritual life aspects of the congregation, and shall work to enhance the significance of the worship experience. The RPC shall be empowered to formulate and evaluate new and revised worship and ritual practices with our religious leadership and our Temple Israel community. (Amended: 5/28/92)

109. Torah Center

The Torah Center Committee shall be comprised of a Chairperson ~~who shall be the Vice-President, Education,~~ and at least eight other members, plus the Vice President, Education, who shall serve as Vice Chairperson, and, a student member from the 11th or 12th grade. The Torah Center Committee shall concern itself with the educational program of the Torah Center, ~~and shall recommend a Torah Center budget to the Budget and Finance Committee, and shall recommend standards for the Torah Center, courses of study, and shall~~ recommend, when requested by the Board of Directors, the employment of ~~the~~ a Temple Educator ~~to the Board of Directors.~~ The Temple Educator and a faculty representative shall be ex-officio non-voting members of this committee. (Amended: 5/28/92)

110. Ways and Means

The Ways and Means Committee shall be comprised of a Chairperson who shall be the Vice-President, Ways and Means, and at least six other members, plus the Vice President, Programming, who shall serve as Vice Chairperson. The Ways and Means Committee shall devise, promote and supervise all fund-raising activities for the Temple. The Temple Executive Director shall be an ex-officio non-voting member of this Committee. (Amended: 5/28/92)

111. Youth

The Youth Committee shall be comprised of a Chairperson and at least six other members, plus Vice President, Programming, including a youth member from the 11th or 12th grade and the designated volunteer advisors of Temple Israel youth groups. The Youth Committee shall be responsible for encouraging, sponsoring, and guiding the Temple's youth groups as well as providing a support mechanism for the youth groups' advisors, and liaison between the groups and the Board of Directors. The Youth Committee shall encourage the young people of the congregation to participate in Temple Israel youth activities. The Temple Educator, the Vice President, Programming, and the employed advisors of Temple Israel youth groups shall be ex-officio non-voting members of this committee. (Amended: 5/28/92)

112. Nominating and Leadership Development Committee

The Nominating and Leadership Development Committee shall be composed of the Immediate Past-President who will act as Chairperson,

~~five~~ four members of the Board of Directors whose terms are not expiring, and four members of the congregation who are not Board members.

The Committee shall carry out those nomination duties as set forth in ARTICLE X, SECTION 2, and ARTICLE VIII, SECTION 1. The ~~Nominating~~ Leadership Development shall be concerned with leadership development of future Board members and officers to increase their knowledge and understanding of Temple Israel, as well as learning leadership skills. ~~It shall be established and shall carry out those duties as set forth in Article ARTICLE X, Section SECTION 2, and Article ARTICLE VIII, Section SECTION 1.~~ (Addition: 5/28/1996)

1413. Caring Community

The Caring Community Committee shall be comprised of a Chairperson and at least four other members, plus the Vice President, Worship and Ritual Practices. The Caring Community Committee shall be responsible for providing leadership related to the spiritual insights as well as practical responses to both the realities of our human vulnerability and the celebrations of human existence. (Addition: 6/4/2006)

14. The Social Action

The Social Action Committee shall be composed of a Chairperson and at least four other members, plus the Vice President, Programming. The Social Action Committee shall foster a culture within Temple Israel that: integrates social justice into congregational life alongside learning and worship; determines where Temple Israel's Social Action fits into the scheme of existing congregational life; and then conducts annual evaluations to determine how the Social Action Committee may become more effective in the future.

15. Programming

The Programming Committee shall be composed of the Vice President, Programming and at least four other members. The Programming Committee would help coordinate the planning and implementation of Temple events, especially events that encompass a variety of interests. The Programming Committee would be responsible for the Master Events calendar, in conjunction with Temple staff. The Programming Committee would serve as the Temple focus point with larger Jewish community-wide events, and would also serve as a the URJ liaison for programs.

16. Personnel

The Personnel Committee shall be composed of the Chairperson and three other members, plus the President. The Personnel committee shall be responsible for reviewing existing written policies, procedures, and manuals pertaining to personnel. The Personnel committee shall prepare a plan, for review by the President, on what the goals should be for the Personnel committee. The Personnel committee shall implement this aforementioned plan. Part of this plan shall contain, but not be limited to, guidelines for preparing: job descriptions, performance reviews, and employee policy handbooks. The Personnel committee shall be responsible for ascertaining that the results of performance reviews given to the professional staff by Board members, and performance reviews given to the office and maintenance staff by the Executive Director, are consistent with the Temple policies and procedures.

SECTION 3: AD HOC COMMITTEES

Ad Hoc Committees and their chairpersons shall be appointed by the President with the approval of the Board of Directors. The President with, the approval of the Board of Directors, shall appoint Ad Hoc Committees and their chairpersons. The Board of Directors shall be consulted on the procedures of such Ad Hoc Committees. The chairperson of each of these Ad Hoc committees shall report to the Board of Directors. (Amended: 5/28/92)

SECTION 4: TERM OF CHAIRPERSON; COMMITTEE MEMBERS

- A. Appointed Chairperson, shall serve at the pleasure of the President for one-year terms. (Amended: 5/28/92)**
- B. Appointed committee members shall serve at the pleasure of the chairpersons of their respective committees for one-year terms. (Addition: 5/28/92)**

SECTION 5: AMENDMENTS TO ARTICLE IX - COMMITTEES

Amendments to this ARTICLE shall be adopted by a two-thirds vote of the Board of Directors present and voting.

ARTICLE X - Elections**SECTION 1: ANNUAL ELECTION**

At the Annual Meeting of the congregation, members shall be elected to fill any vacancies on the Board of Directors. (Amended: 5/28/92)

SECTION 2: APPOINTMENT OF NOMINATING AND LEADERSHIP DEVELOPMENT COMMITTEE

- A. ~~Not later than sixty~~ *By August 31* ~~after the beginning of the fiscal year,~~ the President shall appoint a Nominating and Leadership Development Committee which will meet, as necessary, during the year and function as a leadership development committee to cultivate future Board members and officers.
- B. The Nominating and Leadership Development Committee *duties are described in ARTICLE IX, SECTION 2 Subparagraph 12.* ~~for Board members shall be composed of the Immediate Past President who will act as Chair and vote only to break a tie, five members of the Board of Directors whose terms are not expiring, and four members of the congregation who are not Board members.~~
- C. No member of the Nominating and Leadership Development Committee shall serve in consecutive years, with the exception of the Immediate Past-President.

SECTION 3: NOTICE OF THE APPOINTMENT OF THE NOMINATING COMMITTEE AND RIGHT TO NOMINATE BY PETITION

~~The Secretary shall distribute written notification to members of the Congregation notify the membership at least ninety 90 days prior to the election date of the appointment of the Nominating Committee, the right of a member to nominate a candidate by petition and the procedure therefor, the date that the Nominating Committee's Report is due, the date by which nominations by petition are to be filed with the Secretary, the number of signatures required to nominate by petition, and the date of the meeting at which the election is to be held. There shall be no nominations from the floor. (Addition: 5/28/92)~~

SECTION-43: NOMINEES BY NOMINATING AND LEADERSHIP DEVELOPMENT COMMITTEE

The Nominating and Leadership Development Committee shall nominate one person for each open position on the Board of Directors by filing a list of nominations, a statement of the nominee's qualification and the biographical data for each nominee, with the Secretary at least ~~sixty~~ 60 days prior to the election date. The Nominating Committee shall be responsible for providing the Secretary with a statement of the qualifications and the biographical data, for each nominee forty days prior to the election. (Addition: 5/28/92)

SECTION 54: QUALIFICATION OF NOMINEES

- A. All candidates for election to the Board of Directors must be members in good standing of the congregation for the ~~one~~ year immediately preceding the nomination. (Amended: 5/28/92)
- B. A regularly paid employee of the Temple and spouse (or employee and partner of a union couple) shall not be eligible for election to the Board of Directors.. (Amended: 5/28/92)

SECTION 65: NOMINATION BY PETITION

- A. Petitions for each nominee must be signed by ~~the number of eligible voters equal to or greater than five percent of the membership units in good standing as of the prior December 31st, which number shall be determined by the Treasurer prior to the date the notice of the appointment of the Nominating Committee is given to the membership.~~ at least 20 membership unit voters. (Addition: 5/28/92)
- B. Petitions for nominations are to be filed with the Secretary at least 40 days prior to the election date and shall have attached thereto a statement of the qualifications and the biographical data of the nominee. Also appearing on the petition, or by a signed statement separate from the petition shall be the nominee's declaration of his or her willingness to serve as a member of the Board of Directors. (Addition: 5/28/92)

SECTION 76: NOTICE TO MEMBERS

~~Notice~~ Written notification ~~to members of the congregation~~ of all the nominees with a statement of qualifications and biographical data shall be ~~mailed~~ distributed to the members of the congregation not later than fifteen days prior to the election date. The foregoing notice may be included in, or mailed with, other Temple publications. (Addition: 5/28/92)

SECTION 87: ~~ACCEPTANCE:~~ ACCEPTANCE OF DUTIES & RESPONSIBILITIES

Every nominee for election to the Board of Directors, whether nominated by the Nominating Committee or by petition, shall, in his/her submitted biographical data, affirm that he/she understands and accepts the duties and responsibilities of being a member of the Board of Directors. (Addition: 5/28/92)

SECTION 98: BALLOTS (Addition: 5/28/92)

- A. The position of the names of nominees on the ballot shall be determined by alphabetical order using the nominee's surname. Nominees nominated by the Nominating Committee and nominees by petition shall not be segregated.
- B. An incumbent shall be identified with the word "incumbent" or "inc." on the ballot following the nominee's name.
- C. There shall be an indication on the ballot as to whether the nominee was nominated by the Nominating Committee or by petition.

SECTION 109: VOTING (Addition: 5/28/92)

- A. The President shall appoint an Elections Committee to be responsible for distributing the ballots, collecting the ballots, counting the votes, certifying the results, and such other duties as are normally associated with an election.
- B. Members of the Temple in good standing as of five days prior to the election date are eligible to vote.
- C. Ballots shall be ~~given~~ distributed only to ~~members eligible to vote~~ eligible membership unit voters and the names of such members shall be checked off on a roster of members ~~eligible to vote~~ provided by the Treasurer.
- D. Ballots shall be cast so that the voter is not identified with the ballot cast.
- E. Each voting member may vote for the number of nominees equal to the number of positions to be filled. The voting member may vote for fewer nominees, but may not accumulate votes (i.e. the member may not cast more than one vote for a nominee).
- F. The election shall be determined by a plurality vote.
- G. A voice vote to elect nominees to the Board of Directors shall be permitted if there is no more than one nominee for each office to be filled on the Board of Directors.

SECTION 110: TERM ELIGIBILITY

- A. The term of office of a member of the Board of Directors, upon his or her initial election to the Board of Directors, shall be one year. The term of office for all Directors who have previously been elected to the Board of

Directors, or have served at least six months after being appointed, shall be three years, unless the previously-elected or appointed Director chooses to serve for only a one-year. (Amended: 5/30/1996) (Amended: 5/30/99)

- B.** No Director shall be eligible (1) to be elected for more than two consecutive three-year terms, or (2) to be elected to a term that shall cause the member to serve more than seven consecutive years on the Board of Directors, without an interruption of service for at least one year.

For purposes of this subsection B, a member appointed to the Board who served at least six months shall be deemed to have served one year. Nothing in this subsection B shall prevent a Director from being nominated for one-year terms following his/her second consecutive three-year term, so long as the total length of service on the Board does not exceed the limits set forth in ~~this section~~ SECTION 11 of this article. (Amended: 5/30/96) Amended: 5/30/99)

- C.** The number of years a director may serve on the board after election as president or president-elect, shall not be limited by the provisions of subsection B of ~~this section~~ SECTION 11 of this article. (Amended: 5/30/99)
- D.** If a director's term expires after being elected President or President-Elect, the member need not stand for election again, but shall serve and complete his/her term as President, with the status of an elected member. (Addition: 5/30/99)
- E.** The nominees who are eligible for the ~~one-year~~ one-year terms and for the ~~three-year~~ three-year terms shall not be segregated on the ballot for purposes of the election. The terms are determined in accordance with the foregoing ~~Paragraph~~ subsection A and not by the number of votes a candidate receives. (Addition: 5/28/92)

ARTICLE XI - The Rabbi

SECTION 1: RESPONSIBILITIES

The senior Rabbi, also referred to as "the Rabbi", shall be the spiritual leader of the congregation and shall be responsible for its religious services and the supervision of its educational program, while appreciating the financial constraints of the Temple resources. The Rabbi shall have the primary responsibility to officiate at ~~the customary~~ religious ceremonies for members of the congregation and their immediate families. The Rabbi shall submit a ~~report~~ brief account of the rabbinical yearly activities at each Annual Meeting of the congregation. (Amended: 5/99)

SECTION 2: BOARD OF DIRECTORS, COMMITTEES

The Rabbi and any associate or assistant Rabbi, and the Temple Educator shall be an ex-officio member, without vote, of the Board of Directors, and of the Executive and Standing Committees, except as otherwise directed by the Board.

SECTION 3: ADDITIONAL RABBI

In the appointment of any assistant or associate Rabbi by the congregation, the senior Rabbi shall be consulted. (Amended: 5/99)

SECTION 4: CONSENT OF MEMBERSHIP

A prospective ~~senior~~ Rabbi for Temple Israel shall be engaged only after a favorable recommendation by the Board of Directors to the congregation, and after his/her election at a regular or special meeting of the congregation by the affirmative ballot of at least two-thirds of those voting.

Rabbi(s) of Temple Israel shall only be terminated after ~~after~~ ~~The employment of a Rabbi may, likewise, be terminated by the~~ an affirmative ballot of at least two-thirds of the members voting at a regular Annual or special Special meeting of the congregation, after the Board of Directors has had the opportunity to make its recommendation. (Amended: 5/99)

ARTICLE XII - Non-Qualified Deferred Compensation Program

SECTION 1: POLICY

It is the policy of Temple Israel to establish a Non-qualified Deferred Compensation Program for the benefit of full-time employees of Temple Israel on a non-discriminatory and objective basis.

SECTION 2: FUNDING

Annual contributions shall be required to be made to the Program established by this Article. Such funds shall be kept segregated from all other Temple Israel assets, and such assets shall be invested in a prudent and responsible manner.

SECTION 3: NON-LIABILITY OF TEMPLE ISRAEL

- A. No employee or former employee of Temple Israel claiming any retirement benefits beyond those provided for under the Program established by this Article shall be entitled to any additional benefit unless the benefit is a legal obligation arising under a duly authorized and executed employment contract in writing between Temple Israel and such person.
- B. As used in this ~~Section~~ SECTION 3, "Former Employee" shall not include

persons referred to in ~~Section~~ SECTION 4 of this Article.

SECTION 4: CURRENT PAYMENTS

Notwithstanding the provisions of ~~Section~~ SECTION 1 through 3 of this article, nothing in this article shall deny, confirm or ratify any present or future payments or changes in payments to former employees of Temple Israel who, at the time of the adoption of this Article, may be receiving retirement benefits from Temple Israel, and such persons shall be excluded from receiving any benefits from the Program established by this Article.

SECTION 5: ESTABLISHMENT OF PROGRAM

- A. The Board of Directors shall establish all rules and regulations, not prohibited by law or these Bylaws, which in its judgment are necessary and proper to the prudent and beneficial administration of the Non-Qualified Deferred Compensation Program.
- B. The Board of Directors shall appoint the Program Trustees and shall describe their duties.
- C. All funds donated to Temple Israel for the sole purpose of providing financial support to this Program shall be used exclusively for such purpose.
- D. Employees of Temple Israel who are covered by the plan of the central Conference of American Rabbis or any similar plan for retirement, total disability or death to which Temple Israel contributes, shall not be entitled to receive benefits under the Program established by this Article.

SECTION 6: AMENDMENT OF THIS ARTICLE

This Article may not be amended except upon the affirmative vote of two-thirds of the Board of Directors and the affirmative vote of two-thirds of the congregation of Temple Israel actually present at an Annual Meeting or a Special Meeting.

ARTICLE XIII - Amendments

SECTION 1: ARTICLES OF INCORPORATION

Amendments to the Articles of Incorporation may be adopted by a majority vote at any duly held congregational meeting pursuant to ~~Article~~ ARTICLE V of these Bylaws, provided that a written notice-notification of such amendments has been given-distributed to members of the congregation in good standing at least fifteen days prior to any such meeting.

SECTION 2: BYLAWS

Amendments to the Bylaws, *excluding ARTICLE IX – Committees*, may be adopted in the manner provided by the Corporations Code of the State of California, relating to the amendment of Bylaws of non-profit corporations, provided that amendments to the Bylaws shall require the approval by a majority vote at any duly held congregational meeting, pursuant to ~~Article~~ ARTICLE V of these Bylaws, except where a greater percentage is required.

SECTION 3: PROCEDURE

If a proposed Bylaw, not originating with the Bylaws and Policy Review Committee, is to be presented to the congregation, it must first be presented to the Board of Directors in the following manner: (Amended: 5/30/1996)

- A. The proposed amendment must be presented to the Secretary at least ~~twenty~~ 20 days prior to the meeting of the Board of Directors at which it shall be considered. ~~The Directors shall be notified of such proposed amendment by the Secretary~~ Secretary shall ~~not~~ provide written notification to the Directors of such proposed amendment at least ~~ten~~ 10 days prior to such meeting.
- B. If the Board of Directors adopts the proposed amendment, it shall be presented to the congregation no later than its next regular meeting, provided that at least fifteen days ~~written notice~~ written notification of the proposed amendment shall be ~~given~~ distributed to the members of the congregation prior to such meeting.
- C. If the Board of Directors does not adopt the proposed amendment, it may be submitted to the members of the congregation by written petition from no less than ~~ten~~ 10 members in good standing, provided that ~~the written notice~~ written notification ~~fifteen days notice~~ of the proposed petition amendment shall be ~~given~~ distributed to the members of the congregation at least 30 days prior to such meeting.

A proposed amendment originating with the Bylaws and Policy Review Committee shall follow the procedure delineated in ARTICLE IX SECTION 2 Subsection D3.

SECTION 4: NOTICE

~~Notice~~ Written notification of a proposed amendment ~~may be given~~ may be distributed to the members of the congregation by a publication of the congregation circulated to the members, or by a special mailing to the members.

SECTION 5: WHEN EFFECTIVE

Amendments to the Bylaws shall become effective on the first day of the next fiscal year (July 1) unless the amendment provides for an earlier or later effective date. (Addition; 5/30/96)

ARTICLE XIV - Rules of Order

Meetings shall be conducted according to the rules of procedure set forth in Roberts Rules of Order, latest revised edition. (Amended; 5/30/96)