

BYLAWS

A. MEMBERS

1. CLASSES OF MEMBERSHIP

Classes of membership shall be established solely for the purpose of determining the financial obligations of the Membership Unit. Except as provided in the Constitution or these Bylaws, no privilege of membership may be affected by the class of membership. The Board may create, modify or eliminate classes of membership and may determine whether any such creation, modification or elimination is to be applied to existing members or prospectively only. The following are the classes of membership in existence at the time of the adoption of these bylaws:

a. Family A Membership Unit headed by 2 adult eligible Members, related by blood or marriage, living together.

b. Individual A Membership Unit headed by 1 adult eligible Member.

c. Senior A Membership Unit in which the principal wage earner is at least 65 years of age and has no full time employment; and has no member attending the Religious or Sunday School. Classification as a Senior Membership Unit shall require the specific request for such classification.

d. Associate A Membership Unit in which the principal wage earner is no greater than 37 years of age and which contains no children attending Religious or Sunday School. Qualification as an Associate Membership Unit shall be for no greater than 3 years but shall cease in any event for the fiscal year in which the principal wage earner attains the age of 38 or a member of the Unit is enrolled in the Religious or Sunday School.

2. FINANCIAL OBLIGATIONS

a. Dues In developing the budget for each fiscal year, the Board shall establish a schedule of dues for each class of membership for the succeeding year.

b. Building Fund The Board of Trustees may, as a condition for membership, require the payment of a Building Fund contribution in addition to dues otherwise applicable. The amount of the Building Fund contribution and the terms of its payment shall be established by the Board and included in the presentation of the Budget to the membership. All Members shall pay the Building Fund contribution in accordance with the schedule in effect at the time they become members.

c. Assessments Any Assessment that the Board of Trustees recommends that the membership impose, shall be imposed equally on each Membership Unit regardless of the Class of Membership.

d. Life Cycle Fees The Board may require the payment of fees for the use of the Synagogue for life cycle events. In addition, the Board may require the payment of fees to sponsor a Kiddush in connection with the life cycle event.

e. Special Financial Arrangements The Board hereby creates a Special Arrangements Committee to consider requests by Members for reduced financial requirements based on the financial need of the Membership Unit. The Committee shall consist of the President, Financial Executive (who shall be its chair person) and Treasurer. The Executive Director and Rabbi shall serve as non-voting members. The Committee, at its sole discretion may reduce, extend the time for payment or eliminate any financial obligation. Special arrangements approved by the Committee shall be for one fiscal year. However, the Committee may consider requests for special arrangements in succeeding years, based on the then current situation of the Membership Unit. The confidentiality and privacy of Members requesting special arrangements shall be strictly observed. Periodically, the Financial Executive shall report to the Board the number and dollar amount (but not the identity) of all special arrangements granted. The reduced financial obligation (if any) approved by the Committee shall constitute the sole financial obligation of the Membership Unit for the fiscal year and no privilege of membership may be denied so long as payment is made on the basis approved by the Committee.

f. Members in Good Standing To be considered a Member in Good Standing, the Membership Unit (unless other arrangements have been approved by the Special Arrangements Committee) must pay its financial obligations no later than the following schedule:

August 31- (a) All Religious and Sunday School tuition and fees for the forthcoming school year.
 (b) At least 25% of the current fiscal year's dues.
 (c) Any amounts due from any previous fiscal year.

December 31- (a) All of the current fiscal year's dues.
 (b) All High Holiday, Renovation or other pledges.
 (c) All of any assessment levied for the current fiscal year.
 (d) All of the current fiscal year's Building Fund obligations.

90 Days Prior to a Life Cycle Event- All Bar/Bat Mitzvah Fees including Kiddush and room rental fees. The Board may also require the payment of any financial obligation that will be due (but not necessarily payable) by the date of the Life Cycle event to be paid 90 days prior to the scheduled event.

3. PRIVILEGES OF MEMBERSHIP

a. Voting and Petitions Each of the adult heads of a Family, Senior or Associate Membership Unit in Good Standing shall be entitled to vote or sign petitions, provided, however no more than two persons in such Unit shall be considered adult heads of the Unit. The adult head of an Individual Membership Unit in Good Standing shall be entitled to a vote and to sign petitions.

b. High Holiday Tickets Each Member of a Membership Unit in Good Standing shall be eligible for a ticket for High Holiday Services. This Bylaw shall not prevent the Board from imposing charges, conditions, restrictions and priorities on seating for purposes of safety, decorum or other reasons it deems appropriate.

c. Religious and Sunday School Members of a Family or Individual Membership Unit in Good Standing shall pay tuition at the Members rate. Members in Good Standing shall have priority, if attendance needs to be limited.

d. Life Cycle Events The use of synagogue facilities for life cycle events such as Bar/Bat Mitzvah, weddings etc. shall be made available for Membership Units in Good Standing. The Board may impose scheduling, fee or other requirements to administer the use of the synagogue for such events. To avoid the need for any rescheduling of such events the Membership Unit may be required to pay, no later than 90 days prior to the scheduled event, all amounts that will be due by the date of the scheduled event.

4. EXPULSION

a. For Non Payment of Financial Obligations Any Membership Unit having an unpaid financial obligation in accordance with the schedule provided herein. shall be in default and subject to expulsion. At least 30 days prior to expulsion the Membership Unit shall be sent a notice by certified mail indicating: (i) the amount and category of all unpaid financial obligations;; (ii) an opportunity to discuss any discrepancies regarding unpaid amounts with the Financial Executive; (iii) an opportunity to request special arrangements from the Special Arrangements Committee; (iv) the date, time and place of the Board meeting at which the Membership Unit may be expelled if other arrangements have not been made, and (v) their right to be present and speak at the meeting. In the event the obligation is not paid nor arrangements made with the Special Arrangements Committee by the

date of the meeting, the Membership Unit, upon a vote of the Board, shall be expelled immediately and stricken from the membership roll. At the request of any individual involved, the portion of the meeting dealing with expulsion shall be closed to all but voting members of the Board. After expulsion the Membership Unit will be eligible for new admission on special application to the Board, subject to such terms and conditions that the Board, in its sole discretion may impose.

b. Leaving the Faith The Rabbi shall be the sole judge as to whether any Member is, in fact, no longer a member of the Jewish Faith. Any expulsion of a Member under this paragraph b. shall not affect any other Members of that Membership Unit.

B. TRUSTEES

1. QUALIFICATIONS

No one shall be elected or appointed to a position as a Trustee unless such person has been a Member in Good Standing for at least one year on the effective date of such election or appointment. Any voting Trustee who fails to attend 3 consecutive Regular Board Meetings may be subject to removal from office in accordance with Article VI, Section J of the Constitution.

2. MEETINGS

a. Regular Meetings of the Board shall be held on the last Monday of each month. The President, with the approval of a majority of the voting Trustees present at a regular Board meeting, may change or eliminate future Regular Meeting dates. A Regular Meeting may be changed or eliminated upon the approval of a majority of voting members of the Board obtained by a telephone poll, provided all members of the Board receive actual notice of the change or elimination. A notice of the change or elimination shall be prominently displayed in the Synagogue office. When practical, such changes or eliminations shall be published in the Voice.

b. Special A Special meeting of the Board may be called by the President or a petition signed by 16 voting Trustees, presented to the Secretary, including an agenda for the meeting. Within one business day of receipt of the notification, the Secretary shall mail to all Trustees, by first class mail, a notice of the meeting, including a copy of the agenda and any proposed resolutions, to be held no less than 3 nor more than 7 business days from the date of the mailing.

c. Attendance Members of the Congregation may attend any Special or Regular Meetings of the Board of Trustees but have no right to speak or vote at any such meeting. However, by a vote

of 2/3 of the voting Trustees present at any meeting, a Member may be permitted to speak. All or a portion of any meeting of the Board of Trustees may be closed to non-Trustees, by a vote of 3/4 of the voting Trustees present.

d. Resolutions The full text of all resolutions to be voted upon at a meeting of the Board of Trustees shall be mailed, by first class mail to all Trustees at least 3 business days prior to the date of the meeting. This provision may be suspended by a vote of 2/3 of the voting Trustees present at any meeting. However, no such suspension may be applied to any resolution: (i) requiring the expenditure of more than \$500; (ii) creating or filling any vacancy in the Board of Trustees; (iii) dealing with the hiring, firing or terms of employment of the Rabbi, Cantor or Executive Director; (iv) adopting or modifying the budget; (v) changing the financial obligations of any member of the Congregation, or (vi) such other additional matters that the Board may deem appropriate. No Trustee may vote on any matter in which a member of the Trustee's Membership Unit is specifically affected.

3. AUTHORITY

a. General The authority not specifically reserved by the membership or delegated to others under the terms of the Constitution, these Bylaws, resolutions enacted by the Board of Trustees or applicable law shall reside with the Board of Trustees.

b. Personnel The Board hereby creates a Personnel Committee responsible for the creation, implementation and administration of personnel policies and procedures. All such policies shall be presented to the Board for approval, prior to their implementation. The Committee shall consist of the Senior Vice President (who shall be its chair person) Treasurer and three Trustees appointed by the President.

c. Paid Staff (1) Ecclesiastical In the event of vacancies in the position of Rabbi or Cantor, the President shall appoint a Search Committee consisting of the Senior Vice President (who shall be its chair person) the immediate Past President and five others (who need not be Trustees). A vote of 2/3 of the voting Trustees present shall be required to approve the hiring, firing or terms of employment of the Rabbi or Cantor.

(2) Executive Director In the event of a vacancy in the position of Executive Director, the Personnel Committee, supplemented by two additional members appointed by the President (who need not be Trustees) shall constitute a search committee. A vote of 2/3 of the voting Trustees present shall be required to approve the hiring, firing or terms of employment of the Executive Director.

(3) Religious and Sunday School Staff The Board of Education shall be responsible for hiring, firing and

terms of employment of all school staff, subject to the requirements of the Budget and such other conditions that the Board of Trustees may impose. A vote of 2/3 of the Board of Education shall be required to approve the hiring, firing or terms of employment of the Principal.

(4) Office and Custodial Staff The Executive Director shall be responsible for hiring, firing and terms of employment of all office and custodial staff, subject to the requirements of the Budget and such other conditions that the Board of Trustees may impose.

4. EXECUTIVE COMMITTEE

A permanent, accurate and complete record of all business transacted by the Executive Committee shall be maintained by the Secretary. Such minutes shall be included in the President's report to the Board and be made part of the minutes of the Board Meeting.

C. OFFICERS

1. QUALIFICATIONS

No one shall be elected or appointed to be an Officer unless such person has been a Member in Good Standing for at least two years on the effective date of such election or appointment.

2. ASSISTANT SECRETARIES

All Elected and Appointed Trustees are hereby designated Assistant Secretaries. Such designation is solely for the purpose of attesting to actions taken by the Board.

3. NOMINATIONS

In the event an Elected Trustee whose term is not expiring at the end of the then current fiscal year is a candidate to be an Officer, the slate or petition (whether of the Nominating Committee or by Petition) shall nominate a qualified candidate to fill the unexpired term, if, and only if, the Elected Trustee becomes an Officer.

D. FISCAL MATTERS

1. FISCAL YEAR

The fiscal year shall begin on July 1 and end on June 30.

2. AUDIT COMMITTEE

The President shall appoint an Audit Committee of three members who need not be Trustees and may not be Officers. The Committee shall review the financial procedures and records of the Congregation and make recommendations to the Treasurer regarding appropriate controls. The Committee shall make a report of its findings to the Board at least once each fiscal year.

3. PROPERTY

All property and accounts of the Congregation shall be held in the name of the Congregation. All funds shall be deposited in accounts requiring the signature of at least 2 people (one of whom must be the President, Treasurer, Senior Vice President or a Vice President) to effect withdrawals. The Board shall designate signatories to accounts consistent with appropriate internal controls and efficiency of operations. In selecting depositories or investments for the funds of the Congregation consideration shall be given to safety, maturity consistent with the purpose of the fund and rate of return. Bank accounts shall be maintained in institutions and amounts that assure insurance of the total amount in the account by an agency of the United States government. Accounts or investments, other than those carrying the full faith and credit of the United States, must be approved by the Board.