

Temple Emanu-El of Westfield, NJ

Constitution Updates May 2022



WELCOME TO TEMPLE EMANU-EL

Temple Emanu-El follows a proud tradition of Reform Judaism with a focus on Torah and worship, education, social action, Jewish culture, Israel and leadership. We work to build meaningful connections through Jewish values, celebrating each person's unique journey. We strive to be a compassionate and spiritual community dedicated to inclusion.

Background

The amended constitution was created to allow implementation of the proposed new EC and Board structure. A Constitution Revision Committee was formed to draft that document for presentation to the Board and, thereafter, once approved and/or amended by the Board, forwarded to the congregation for its approval.

Once that process started the committee developed other changes most of which greatly improved and streamlined the current constitution.

Goals

- Update the nominating process
- Revise the board structure – including Executive Committee and leadership pipeline
- Update committees where/if necessary
- Review the constitution so that it reflects Temple Emanu-El values

Thank you to the Constitution Review Committee

- Steve Barcan – Chairperson
- Andy Baron
- Gordon Golum
- Laurie Heitner
- Bob Koppel
- Gene Rosner

Updates to the Nominating Process

The previous process was adopted in 2014 which changed the Nominating Committee structure to have two committees— one for the Executive Committee and one for the Board at large in response to challenges filling leadership roles.

- **Proposed Updated Change:**
 - One Nominating Committee
 - Smaller composition
 - No more than 15 members
 - Immediate Past President as Chair
 - Up to 5 Trustees at large allowing for More Congregational members at large to contribute
 - Process moved back one month to January
 - Committee report to the Board is not due until April
 - Leaving 45 days to get the list of nominees to the Congregation before the Annual Meeting.

Revised Board Structure

- **Executive Committee:**
 - Return structure to 2 VP
 - First VP and 2nd VP
 - Eliminates the Parliamentarian (the President would appoint one from the Board)
 - VP for Financial Matters is again called the “Treasurer”
 - Financial Secretary position is retained, primarily responsible for Dues Review but will not be on the executive committee
- **Board size**
 - Reduced to a total of 25 members including 13 Trustees at large

Updates to Committees

New or revised standing committees

- **Executive Committee**
 - Now includes two members of the Board selected by the President giving broader exposure to EX discussions
- **Finance Committee**
 - Umbrella committee responsible for: Budget, Audit, Investment, Pension, Dues Review
- **HR Committee**
 - Newly formed committee:
 - Overseeing HR policy and handbook, Benefits, Annual staff reviews where appropriate
- **House Committee**
 - Oversees maintenance of all property and facilities; Safety, security and health
- **Philanthropy Committee**
 - Responsible for all aspects of fundraising activities including Kol Nidre, Rabbi's Circle and special projects

Additional Updates to Reflect our Values

- Language updated to reflect multi-faith households having equal rights to vote at congregational meetings
- All adult members of the Temple Emanu-El congregation, those who were born Jewish, those who have converted, and those who are living Jewishly are now eligible to serve in leadership positions on the Board of Trustees and Committees
 - To create a checks and balances, the Board has created a governing policy that supports the partnership between the Board and the Senior Rabbi
 - The Board, in consultation with the Senior Rabbi shall create and maintain standards of roles and responsibilities for each volunteer position and fill them according to the policy guidelines
 - In keeping with our Jewish identity, Temple Emanuel reserves the privilege of serving as committee chairs, Temple officers and members of the Board of Trustees to those Temple members who live their lives Jewishly, as determined by the Senior Rabbi
- Senior Rabbi is listed as head of staff for clarity of reporting structure

Our Mission

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