

MS-630: Rabbi Alexander M. Schindler Digital Collection, 1953-1996. Series A: Union of American Hebrew Congregations, 1961-1996.

Box	
1	

Folder 2

American Conference of Cantors, 1964-1995.

For more information on this collection, please see the finding aid on the American Jewish Archives website.

3101 Clifton Ave, Cincinnati, Ohio 45220 513.487.3000 AmericanJewishArchives.org

÷

Congregation Sinai

8223 N. PORT WASHINGTON ROAD, MILWAUKEE, WISCONSIN 53217 TELEPHONE 352-2970



January 18, 1990

Rabbi Alexander M. Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, NY 10021

Dear Rabbi Schindler,

It has been three months since your prompt and personal reply to my letter of October 10, 1989, and I would like to give you an update of what has transpired since our correspondence. The head of a family should know when his children do well so he can "kvell."

Rabbi Dan Freelander, to whom you directed by complaint, has been in constant communication with me, and I would like to commend him highly for his promptness, his concern and his caring attitude throughout.

With his encouragement, I reapplied to HUC-SSM for admission to the Cantorial Certification program. I was in New York on January 4th for a meeting with the committee and audition at HUC, and also took two hours worth of testing on Judaica and music.

To my astonishment (and delight) the experience this time was pleasant and totally different from the one a year and a half ago. The committee, which was comprised of representatives of the ACC, HUC, and SSM seems to have come to realize the plight of those of us who are not within easy access of New York and whose lives are such that we cannot pull up roots in order to study at HUC, but, who are serving UAHC pulpits and should be there as educated professionals.

As you can see by the enclosed letter I am looking forward to several years of hard work followed by cantorial certification. Even though you said to me that you could not do anything personally, I believe the spirit and mood of an organization reflects its leadership, and I think you for yours.

b'Shalom,

Marsha Fersin



HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION Cincinnati • New York • Los Angeles • Jerusalem

SCHOOL OF SACRED MUSIC

BROOKDALE CENTER ONE WEST 4th STREET NEW YORK, N.Y. 10012 (212) 674-5300

January 9, 1990

Ms. Marsha Fensin 7465 N. Navajo Road Milwaukee, WI 532]7

Dear Ms. Fensin:

Based on the qualifications you displayed on your written tests and interview on January 4, 1990, the Committee of Cantorial Certification feels that you are qualified to enter the Certification Program.

The committee feels that you need to gain more proficiency in the A. cantillation of High Holy Days and the five megillot.

B. Traditional nusach for the entire year.

C. An upgrading of your knowlege of Reform Repertoire.

D. An upgrading of your knowlege of Judaica.

E. An upgrading of your sight singing and music theory skills, and piano skills.

For A., B., C. we recommend that you study with an approved member of the A.C.C. and/or an approved traditional cantor, especially for B. For D., you might wish to consider spending a summer in Israel, and studying at the Hebrew Union College, Ulpan in Jerusalem. This is, of course, your decision, however. Private financial arrangements should be made with whomever you select as your tutor(s).

There is a Certification administrative fee of \$1,000.00. Whenever you feel ready, the Committee will be glad to reconvene and meet with you.

Good luck and best wishes for the future.

Cantor Richard Botton Chairman, Cantorial Certification Committee

Sincerely,

Israel Goldstein, Cantor Director, School of Sacred Music

Rabbi Alexadder M. Schindier

March 28, 1988 10 Nisaa 5748

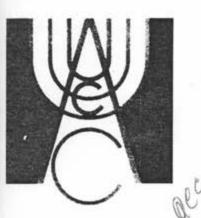
Rabbi Daniel Freelander

Cantor Howard Stahl and I had a pleasant meeting. I read the enclosed with care and I see no reason why it shouldn't pass. It handles all controversial issues with deftness. You and Jack Geller did a fine job.

Please let me know what the CCAR says.

All good wishes for a sweet Passover to you and Elyse.

Thank you.



Cantor George Weinflash CHAIRMAN

Dr. Raymond Smolover ACC PLACEMENT DIRECTOR

Cantor Norman Belink SSM PLACEMENT DIRECTOR

AMERICAN CONFERENCE OF CANTORS

Cantor Glenn Groper Cantor Ellen Math

HEBREW UNION COLLEGE SCHOOL OF SACRED MUSIC

> Dr. Lawrence Hoffman Rabbi Lawrence Raphael

UNION OF AMERICAN HEBREW CONGREGATIONS

> Melvin Merians David Sampliner Rabbi Sanford Seltzer

> > PLACEMENT

Freide Gorewitz

JOINT CANTORIAL PLACEMENT COMMISSION

838 FIFTH AVE., NEW YORK, N. Y. 10021 (212) 249/0100 - 737-5020

November 11 ,1986

Dr. Bernard Kleiman-President Main Line Reform Temple Beth Elohim 410 Montgomery Avenue Wynnewood, PA 19096

Dear Dr. Kleiman,

As Chairman of the Joint Cantorial Placement Commission let me welcome Main Line Reform Temple-Beth Elohim into the placement season of the American Conference of Cantors.

Shortly you will be receiving some resumees from some of our candidates, if you have not already received them surready

I will be available if you have any questions either at Central Synagogue (212) 838-5122 or evenings at home (914) 835-4621.

I wish you success in your search, and I am sure that you will find a qualified person.

Sincerely

Richard Botton J.C.P.C. Chairman

fg/RB

October 2, 1986 28 Elul 5746

Cantor Jay I. Frailich University Synagoguge 11960 Sunset Boulevard Los Angeles, CA 90029

Dear Jay:

DIOS

It pleases me to know that arrangements have been finalized for a meeting with the ACC and tepresentatives of the JCPC. It will be good for us to have an opportunity to sit together and share concerns as well as hopes for the future.

I firmly believe we all seek the same thing, a healthy give and take between our groups; a warm and welcome atmosphere in the congregation for the cantor and an understanding of the role of the cantor. High on our agenda is also the need to create a conciliation system for cantors which will be separate and distinct from the Placement Service and Office.

To clarify for all of us, plans now call for our representatives to meet with the ACC officers Monday, October 27 at 6:00 p.m. at the Marriott Hotel, LaGuardia airport. We should be five in number but if there is any change I will notify the ACC office so the dinner count is correct. We all realize you have a separate agenda for discussion with your officers and so we will seek to keep the time for our talks as brief as possible to permit you to continue with the ACC agenda.

We will meet with the full ACC Board at the same location on Tuesday, October 28 at 10:00 a.m. At this session, too, we hope it will not run for an overly long period of time as you have a great deal of business to take up with the Board. Indeed, after our conversations with the smaller group on Monday evening I would hope we will be able to meet for but a brief time on Muesday.

I want to thank you for your openness and desire to work in concert with our people. You have helped to make for betterprelationships already and I know that the future bodes well for us all and that we will work together in understanding, with sensitivity and accord.

May the New Year bring to you and your loved ones the blessings of health, happiness and fulfillment.

Sincerely,

Alexander M. Schindler

September 17, 1986 13 Elul 5746

Cantor Jay I. Frailich University Synagogue 11960 Sunset Blvd. Los Angeles, CA 90049

Dear Jay:

This is merely a follow up to our consersation of this weekend and our understanding that there would be a meeting of the ACC Executivesswith our representatives on the Joint Cantorial Placement Commission. I do hope that we can plan this get together EOR R time during the month of October. When you have an idea as to possible dates please contact Edie Miller in order to work out a mutually convenient time for all to meet.

It was good seeing you this weekend, I am delighted you weee finally able to attend a Union Executive Committee meeting.

With warm good wishes, I am

Sincerely,

Alexander M. Schindler

cc: Cantor Richard Botton bcc: Mr. Melvin Merians Mr. David Sampliner



Hoes fr we AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

July 20, 1986

Rabbi Alexander Schindler, President Union of American Hebrew Congregations 838 Fifth Avenue, New York, N.Y. 10021

Dear Alex:

I was delighted to learn from Edie Miller that you are back at the task of leadership. It is not my intention to subtract from your growing supply of energy, but to add a few items of "naches" and to help alleviate some of the problems we faced last season, thus hoping to make the coming season less burdensome for you as well as for our colleagues on the Joint Cantorial Placement Commission.

We had the joy of having Rabbi Howard Bogot and Cantor Samuel Berman deliver an exciting presentation on "Project Manginot" at our convention in Boston. Not only has the UAHC involved the ACC in an area of mutual concern and expertise, it has also enabled a good number of cantors to participate in a very promising project. The same, and even more so, may be said about the first full meeting of the National Commission on Synagogue Music held at the LaGuardia Marriott in June. John Geller and Dan Freelander conducted a series of productive sessions in which all concerned participated with much enthusiasm.

With the conclusion of the placement season - and with Main Line Reform Temple being served again and its former cantor having been placed in another large UAHC congregation in Ohio - Dick Botton and I explored the sources of our conflicts on the JCPC and the ways by which we may prevent them from reoccuring. The background and the recommendations are contained in the enclosed report which was delivered by Cantor Botton at our Executive Board Meeting in Boston.

Finally, it would be most helpful if programs sponsored by the UAHC concerning such subjects as "Reform Jews in Search of Spirituality" in which Presidents, Rabbis and Chairpersons are invited would also include Cantors. A disparaging message is being deliver by the UAHC when it omits one of its own affiliates from its own programs... The same pertains to the Commission on Jewish Education which lists the UAHC, CCAR and NATE and omits the ACC - in which, as I pointed out in the above - we are actively involved.

We look forward to your continued renewal of strength and well being and hope that we shall be able to move ahead with a National Commission for Cantorial-Congregational Relationships.

Most cordially, al Raymond Smoloyer

JAY I. FRAILICH President DR. RAYMOND SMOLOVER **Executive Director** PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH L SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary GLENN GROPER Treasurer EXECUTIVE BOARD Vicki Axe Bruce M. Benson Roy Einhorn Martin Feldman Edward R. Fogel Mimi Frishman Robert Gerber Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Mikhail Manevich Benjamin Z. Maissner Donn Rosensweig Judith K. Rowland Avery Tracht David Unterman HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Robert M. Miller Harold Orbach Murray E. Simon Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

AMERICAN CONFERENCE OF CANTORS the JOINT CANTORIAL PLACEMENT COMMISSION and the

NATIONAL COMMISSION ON CANTORIAL-CONGREGATIONAL RELATIONSHIPS

Background

The Cantorial Placement Commission

- A Cantorial Placement Commission has existed in one form or another for over 25 years. Its name and constituency has varied over the years. From 1968 until 1980 it was comprised of the ACC Executive Director, the Dean of the HUC and a member of the Staff of the UAHC.
- 2. Its current structure was formed in 1984. It consists of 4 members of the UAHC, 4 members of the HUC-SSM and 4 members of the ACC plus an ACC Chairperson. The ACC Placement Director and the SSM Placement Director are ex-officio members of the commission.
- 3. The purpose and purview of the JCPC was stated in the Annual Report of June 1984: "The JCPC shall formulate policy and procedures relative to cantorial placement and provide guidance to congregations considering the engagement of a cantor. The Commission shall formulate and delineate proper and equitable procedures and policies for placing ACC members and HUC-JIR-SSM students. The JCPC shall take an active role in promoting the utilization of invested cantors in UAHC congregations."

National Commission for Cantorial-Congregational Relationships

- In 1970 the ACC requested that the UAHC appoint a committee comprised of UAHC Trustees and members of the ACC to create a "Guidelines for Cantorial-Congregational Relationships."
- 2. The UAHC suggested that a preliminary committee comprised of members of the ACC and the Central Conference of American Rabbis meet to prepare a draft which could then be submitted to the UAHC Board of Trustees.
- 3. From 1970 until 1982 various committees comprised of members of the ACC and the CCAR met to draft a mutually acceptable series of "guidelines."
- 4. In 1983 a committee comprised of CCAR members: Rabbis Joseph Glaser, Peter Rubinstein, Jack Stern and Sheldon Zimmerman; and ACC members: Cantors Donald Slonim, Raymond Smolover, Howard Stahl and George Weinflash drafted, and recommended what is now known as the ACC (Blue Book) "Guidelines and Conditions of Contractual Agreement."
- 5. The "Blue Book" was ratified by the ACC at its Convention in Atlanta in 1983. The Executive Board of the CCAR did not ratify the document.

Problem

1

A. . .

- Prior to 1983, situations between cantors and congregations requiring conciliation were counselled by the ACC Executive Director, and when necessary, in consultation with the Dean of the HUC, a Staff member of the UAHC and the Executive Vice President of the CCAR. In 1983 an extraordinary situation required the convening of additional members of the UAHC.
- 2. Since 1983 without authority from either the ACC, the HUC or the UAHC, and without guidelines (written or verbally aggreed upon) - the Joint Cantorial Placement Commission has presumed the authority of a conciliation commission.
- 3. The absence of an authorized conciliation commission or conciliation process placed the JCPC in the position of extending its jurisdiction beyond its authority (to establish placement policies and procedures) and created unnecessary friction and frustration within the JCPC.
- 4. Inasmuch as procedures for conciliation are not provided for in the ACC "Blue Book" the absence of any other document addressing this issue has created a vacuum in which improvised policies and procedures (on the part of all concerned) has led to serious problems for cantors and congregations, as well as for the UAHC.

Recommendations

- That a National Commission on Cantorial-Congregational Reationships (NCCCR) be established (similar to the National Commission on Rabbinical-Congregational Relationships - the NCRCR), to serve in the same capacity as the NCRCR.
- That the NCCCR be comprised of representatives soley from the ACC and the UAHC, and other than those serving on the JCPC.
- 3. That the NCCCR compose a "Guidelines for Cantorial-Congregational Relationships" (similar to the "Guidelines for Rabbinical Congregational Relationships) to replace the ACC "Blue Book" (Guidelines and Conditions of Contractual Agreement.)
- 4. That the NCCCR serve as a "conciliation commission" and that the NCCCR "Guidelines" form the basis for the conciliation process.
- 5. That the Joint Cantorial Placement Commission continue to serve in its original capacity only - (to establish policies and procedures for cantorial placement; to make revisions in the "Green Book" and to set forth the purview and the procedures of the JCPC and its Executive Committee.)

- 6. That the Joint Cantorial Placement Commission refrain from acting as a conciliation body and to defer such responsibilities to the National Commission on Cantorial-Congregational Relationships.
- 7. That the ACC Executive Director continue to serve as the Placement Director and that his/her responsibilities be:
 - a. To serve as an ex-officio member of the JCPC.
 - b. To implement the policies and procedures set forth in the revised "Green Book."
- 8. That the ACC Executive Director serve as an ex-officio membe of the NCCCR and that his/her responsibilites be:
 - a. To implement the policies and procedures as set forth in the NCCCR "Guidelines for Cantorial-Congregational Relationships" (to be created.)

Respectfully submitted, July 1986

molaul

clark

Cantor Raymond Smolover - Cantor Richard Botton Executive Director

Chairman, JCPC



מתקרמת

באמריקה

Union of American Hebrew Congregations

PATHON OF HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION 838 FIFTH AVENUE, NEW YORK, NY 10021 (212) 249-0100 CABLES UNIONUAHC

NEW YORK FEDERATION OF REFORM SYNAGOGUES

June, 1986

Rabbi Bernard M. Zlotowitz Director

Rabbi Gary M. Bretton-Granatoor Assistant Director

Dear Rabbi, President and Chairperson:

Condors

God, a subject we are all involved with, but rarely take time to think about or examine. What are our views of God? How do we contact God?

The New York Federation of Reform Synagogues is sponsoring a day during which these questions will be explored:

> In Quest of God: Reform Jews in Search of Spirituality!

When: November 9, 1986 9:15 a.m. - 4:00 p.m. Temple Beth-El of Great Neck Where:

The Conference will be open to all congregants of member synagogues of the New York Federation, Confirmation age and up. There will be 24 workshops with many prominent rabbis sharing with us their personal views of God. Three-fourths of the time will be given over to discussion so that we can all share in this exploration.

We will keep you posted on the details as we finalize them, including the fee to cover the cost of registration and the luncheon. In the interim, please make sure this date is kept clear on your Temple calendar. Please advise your committees and the Temple Board of this important event.

President David W. Sampliner Proprem Vice Presidents Harold Bobroff Leroy Facer

OFFICERS

Phyles Silber

Ernest Grunebaum Sincerely, Regional Vice Presidents -

Bernard Breslin Alien Hochberg Norman I Saunders Treasure: William Imershein Los Braun Associate Secretary Sandia Lefaco

ans

Paul Gans Associate Treasurer Chairman Monome Goodman NYFRS Worship Committee PG:jmc



Commission on Jewish Education

LINION OF AMERICAN HEBREW CONGREGATIONS CENTRAL CONFERENCE OF AMERICAN RABBIS NATIONAL ASSOCIATION OF TEMPLE EDUCATORS 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100 CABLES, UNIO UAHC

July 14, 1986

Dr. Raymond Smolover American Conference of Cantors 838 Fifth Avenue New York, NY 10021

Can ur ald

Dear Ray,

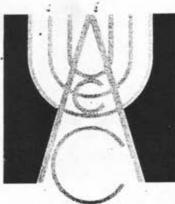
I am thrilled that my modest presentation at the ACC convention generated such a gracious response.

Please consider me when programming future meetings of this type. I believe there are many reasons to strengthen both the personal and professional bonds between the cantorate and the UAHC Department of Education.

Cordially,

Rabbi Howard I. Bogot National Director

HIB:cib



AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

July 15, 1986

Rabbi Lawrence Hoffman, Director HUC-JIR School of Sacred Music One West Fourth Street New York, N.Y. 10012

Dear Larry:

On Wednesday morning, July 2nd, I returned your secretary's call to inform her that the brochures announcing the symposium on "Sacred Sound and Social Change" had arrived at our convention in Boston, and that they would be distributed at our plenary session. That evening, at the banquet, I made the following report on the ACC "Psalmist Award:"

"In 1983 the ACC inaugurated the "Psalmist Award" - a work of art to be presented to one deemed to have made an outstanding contribution to the values we espouse. Two awards were presented at our convention in Atlanta: to Mayor Andrew Young and to Mrs. Martin Luther King, Jr. We did not make an award at our convention in Snowmass in 1984, but at our convention in Israel in 1985 the "Psalmist Award" was tendered to Mayor Teddy Kollek.

Our honoree this year is Dr. Eric Werner, a founder of the School of Sacred Music, an esteemed colleague and world reknowned scholar. A prior commitment, however, required that he be in Europe at this time. Also, rather than present him with a work of art, it was determined that we publish three of his musical compositions. Dr. Werner expressed his pleasure and selected the following compositions to be published: "Prelude and Fugue on themes of Scriptural Cantillation, Ya Shim Kha (Yehudi Halevi) for the service of Yom Kippur, and Kol Nidre for cello obbligato, cantor, choir and organ."

When Rabbi Hoffman informed me that Dr. Werner was to be honored on the occasion of his 85th birthday during the upcoming symposium, we considered asking him to permit us to present our award to Dr. Werner at that time. It was also our intention to make complementary copies of his music available to all who attended the symposium as well as to all of the members of the ACC and the Guild of Temple Musicians.

However, a number of cantorial colleagues having had the opportunity to read the brochure this afternoon, noted that although the Yale Institute of Sacred Music is listed as a co-sponsor, the HUC did not include its own School of Sacred Music among the sponsors. Even sadder to note is the fact that the brochure does not mention the School of Sacred Music and the word "cantor" does not appear at all! "

JAY I. FRAILICH President DR. RAYMOND SMOLOVER **Executive Director** PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH L SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary GLENN GROPER Treasurer EXECUTIVE BOARD Vicki Axe Bruce M. Benson Roy Einhorn Martin Feldman Edward R. Fogel Mimi Frishman **Robert Gerber** Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Mikhail Manevich Benjamin Z. Maissner Donn Rosensweig Judith K. Rowland Avery Tracht David Unterman HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Robert M. Miller Harold Orbach Murray E. Simon Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

AN AFFILIATE OF THE UNION OF AMERICAN MEBREW CONGREGATIONS

(Continued)

The next morning, following our final plenary session, the subject for discussion was the upcoming symposium on "Sacred Sound and Social Change."

2

I informed our members that you had called me some weeks ago to tell me of the plans for a symposium and asked me to recommend some cantorial participants. You also expressed your preference for those who hold advance degrees and have experience in the field.

I reminded you that a number of our cantorial colleagues hold earned doctoral degrees, namely: Dr. Kerry Ben-David, Dr. Edward Graham, Dr. Neil Newman, Dr. Joseph Portnoy. I also mentioned Professor William Sharlin and Dr. Samuel Adler. For obvious reasons, I omitted my own name.

Needless to say (except for one dissenting voice) it was a shock for the graduates of the HUC-JIR School of Sacred Music as well as for the rest of our members to learn that after 30 years of educating cantors, the Hebrew Union College did not consider its own School of Sacred Music worthy of being listed along with Yale's Institute of Sacred Music as one of the sponsors of the symposium.

What has the Hebrew Union College-Jewish Institute of Religion have to do with "Sacred Sound..." except through its School of Sacred Music?

It was distressing, indeed, to learn that the Hebrew Union College did not consider one single cantorial graduate of the School of Sacred Music capable of participating in a symposium dealing with sacred music. For the Alumni as well as for all of the members of the ACC the message being delivered by the HUC through this symposium is one of total confusion (which would be difficult to believe) or a conscious downgrading of the cantorate.

How can one explain the "internal" upgrading of the SSM to a Masters program with a first year in Israel against the "external" downgrading of its own school and with the humiliation of its own graduates?

How can we be urged to recruit for and to support an institute which has such little respect for itself and such a low opinion of the cantorate?

It would therefore be inappropriate for us to request that we make our presentation to Dr. Werner on that occasion. We shall, instead, find a more suitable time to make our "Psalmist Award" to him. In the meantime, we shall distribute complementary copies of his music to all of the members of the American Conference of Cantors, to the Students of the SSM and to the Guild of Temple Musicians.

Sincerely)

Cantor Raymond Smolover, Ed. D. Executive Director

xc: ACC Executive Board HUC-JIR-SSM and JCPC

A Symposium on the Interrelationship Between Music and Liturgy in Times of Social Change

Sacred Sound and Social Change

Sponsored by: Hebrew Union College Union Theological Seminary Yale Institute of Sacred Music

at the Hebrew Union College — Jewish Institute of Religion Brookdale Center, 1 West 4th Street, New York, NY 10012

Sunday, October 26 - Monday, October 27, 1986

On the evening of Sunday, October 26 and all day Monday, October 27, 1986, the Hebrew Union College — Jewish Institute of Religion, Union Theological Seminary, and the Yale Institute of Sacred Music will jointly sponsor an academic conference entitled SACRED SOUND AND SOCIAL CHANGE.

The symposium intends to explore the interaction between social development and liturgical music. We are asking whether alterations in social structures are reflected culturally in the public liturgies of society's religions. For example, could Christians and Jews expect to find their worship reflecting extensive alterations in the society of which they are a part? Sessions at the colloquium will address the general issue of liturgical music and social change by juxtaposing analyses of landmark cases of musical innovation in European history with discussions of our own time, and by expanding our purview to include Christian and Jewish "test cases", both then and now.

The conference will conclude with the premiere performance of music commissioned expressly for this occasion. Four composers have been asked to create musical settings of Psalm 136 for today's synagogues and churches.

Sunday, October 26

- 5:00 6:00 Registration and Reception
- 6:00 7:30 Banquet honoring Professor Eric Werner on the occasion of his 85th birthday

Address: Dr. Eric Werner, "The Sacred Bridge in Retrospect: An Autobiographical Recollection"

SESSION I

8:00 - 9:30 "Sacred Sound and Social Change: Two Historical Paradigms"

Moderator: Dr. Ruth Steiner, Catholic University, Washington, DC

and

Speaker: Dr. Robin Leaver, Westminster Choir College, Princeton, NJ "The Reformation in Europe: Lutheran/Anglican Musical Responses"

Speaker: Rabbi Jeffrey Goldberg, Hebrew Union College, New York, NY "Nineteenth-Century Europe: Judaism's Musical Response"

9:30

Adjournment

Sacred Sound

Social Change

Monday, October 27

SESSION II

"Sacred Sound and Social Change: Present Stress and Current Problems" 9:15 - 10:45

Moderator: Dr. Kay Shelemay, New York University, New York, NY

Speaker: Professor Sue Seid-Martin, St. Paul's Seminary, St. Paul, MN "The Roman Catholic Experience"

Speaker: Dr. Horace Allen, Boston University, Boston, MA "The Reformed Experience"

Speaker: Dr. Samuel Adler, Eastman School of Music, Rochester, NY "The Jewish Experience"

- Coffee break, followed by discussion 10:45 - 11:45
- Worship Service 11:55 - 12:25
- 12:30 1:30 Lunch

SESSION III "Sacred Sound and Social Change: Liturgical Challenges" 1:30 - 3:00 A Round-table Discussion, "Some Liturgical Perspectives"

> Dr. Janet Walton, Union Theological Seminary Professor Jeffery Rowthorn, Yale Institute of Sacred Music Dr. Lawrence A. Hoffman, Hebrew Union College

"A Composer's Response" Dr. Alec Wyton, Manhattan School of Music

- 3:00 3:30 Coffee break
- "Four Composers, One Text" 3:30-5:15

Moderator: Dr. Samuel Adler, Eastman School of Music, Rochester, NY

Dr. Nancy Carroll, St. Augustine's Parish, Gainesville, FL Dr. Don Saliers, Emory University, Atlanta, GA Mr. Ben Steinberg, Temple Sinai, Toronto, Ontario Dr. Alec Wyton, Manhattan School of Music, New York, NY

- Conclusion: "Make a Joyous Noise unto God" 5:15 - 5:45 An Interfaith Experience in Thanksgiving and Song
- 5:45 Adjournment

You are cordially invited to participate in this interfaith symposium.

.....

Register early. Space is limited. Please return by September 15, 1986 to: Rabbi Lawrence A. Hoffman Hebrew Union College — Jewish Institute of Religion Brookdale Center, 1 West 4th Street New York, NY 10012 (212) 674-5300

Please register me for the conference on Sacred Sound and Social Change.

Name	Phone	
Address		
I enclose \$35 registration fee for the conference, plus \$30 for the dinner honoring Professor Werner. (Total:		

I enclose \$35 registration fee for the conference. I will be unable to attend the banquet.



DR. JOHN LARGE General Secretary IARS

DR. RAYMOND SMOLOVER Foundation Director

DR. TRISHA SANDBERG Administrator

DR. WILLIAM ATKINS Dir. Development

The Foundation for Research in Singing of the International Association for Research in Singing

in cooperation with

New York University Department of Music and Music Education

Dr. Roger Phelps - Dr. John Gilbert

and

The Boys Choir of Harlem

Dr. Walter Turnbull: Director Wilbert Roberts: Associate Director

present

PROJECT - "TRYSING" Training Young Singers

(A Research Project in Music Education)

Ronald Chapman: Research Associate Doctoral Dissertation

"Training the Pre-Adolescent and Adolescent Male Singing Voice"

> Wilbert Roberts Nathan Simmons - Stephen Payne (Trained Research Assistants)

> > using

VOCAL BEHAVIOR TRAINING

by

Dr. Raymond Smolover

Foundation for Research in Singing: 2 Riverside Drive, New York, N.Y. 10023 (212) 873-6950

"VOCAL BEHAVIOR TRAINING"

by

Dr. Raymond Smolover

History

"Vocal Behavior Training" is the result of thirty-five years of research: testing and quantifying the results under supervised and accepted procedures in experimental research. It is the current vocal training program for a wide variety of singers: professional opera singers, cantors, musical theatre performers, actors, and pop and rock singers, male and female; as well as non-professional students.

Goal

The aim of "Vocal Behavior Training" (VBT) is to enable the singer to respond to the vocal demands & musical goals presented by the variety of musical styles: classic, sacred, solo, choral, folk, jazz, country, pop and rock.

Approach

"Vocal Behavior Training" approaches the singing voice as a physical musical instrument which behaves in three distinct modes which are discernable in the vocal behavior of pre-verbal children.

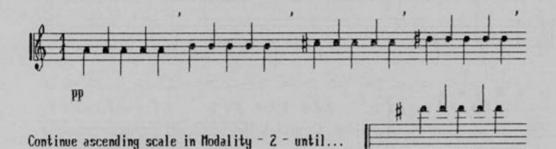
The training program is similar to the training programs for dancers, and athletes, whose achievements depend upon their response to physical demands to meet artistic and/or athletic goals.

Practice Procedures

"Vocal Behavior Training" Exercises may be practiced daily in 10 to 30 minute sessions, depending upon the level of modality responses. The sessions may be performed once or twice per day. The exercises are performed in the humming mode (to diminish the concern with vocal effects or the sensations produced by the articulatory factors.) They are performed with both expiratory and inspiratory phonation, and may be practiced in a sitting position since no particular breathing method is required.

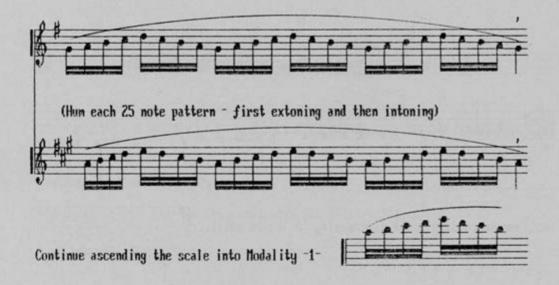
Vocal Behavior Training by Dr. Raymond Smolover I

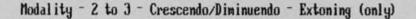
Modality -2- Alternating Extoning/Intoning - Ascending

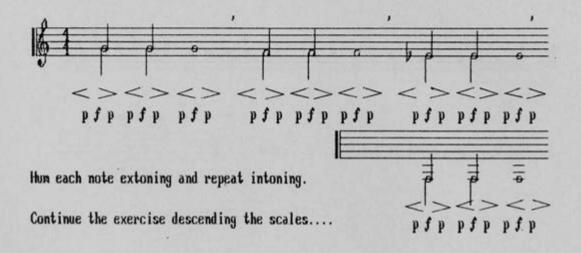


11

Modality -2 to 1- Eight/Note Pattern, Ex/In, Ascending Scale

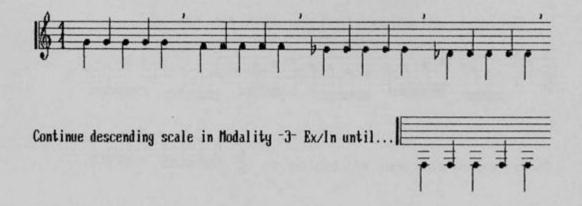






11

Modality -3- Alternating Extoning/Intoning - Descending





2 3 4

pfp pfp pfp

<>

Modality -3- Alternating Extoning/Intoning - Ascending the Scale



Repeat each pattern extoning and then intoning & Continue ascending the scale as high as possible



VIII

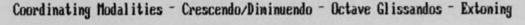
Coordinating Modalities - Crescendo/Diminuendo - Octave Glissandos - Extoning



Continue ascending the scale using all three Modalities as high as possible...

Continue ascending the scale using Modalities 1 & 2







Continue descending the scale using all three Modalities for the lower octave Continue descending the scale using all three Modalities for both octaves.....

Х

Coordinating Modalities - Crescendo/Diminuendo - Octave Glissandos - Ex & In



Continue ascending the scale using all three Modalities humaing each octave

pattern first extoning and then intoning.

PROJECT - TRYSING Training Young Singers

With few exceptions, pre-adolescent and adolescent children do not receive vocal training comparable to the training they receive in other areas, such as instrumental music, dance, ath letics and academics.

Young people are in need of an individual and classroom vocal training program which will provide them with confidence in the response of their singing voices: one which will give them a foundation for additional training to prepare them for professional careers (should they so aspire) or at least to enable them to participate in the musical activities of their schools and communities with joy and a sense of accomplishment.

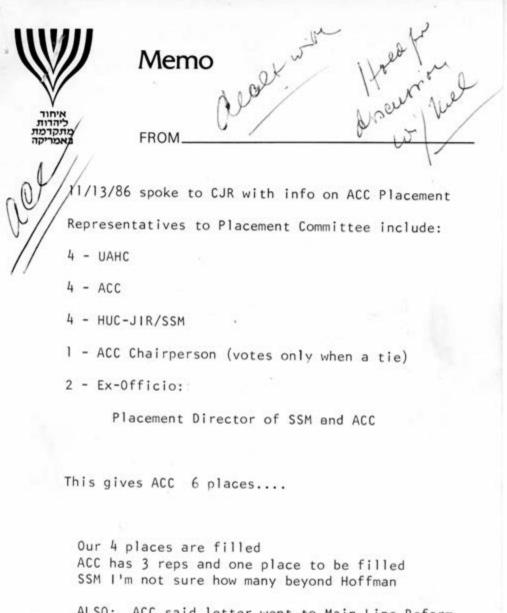
They require a vocal training program which has been tested and whose effectiveness has been established by reliable and accepted research procedures. They require a vocal training program which is appropriate to their age levels and which responds to the wide variety of the music they sing.

"Vocal Behavior Training" is the result of over 35 years of research. Its procedures and results have been tested and quantified. It is the current vocal training program of professional opera singers, cantors, musical theater performers, actors, pop and rock singers of all ages, both male and female.

It is now being made available to the students and teachers of our public, private and parochial schools in the form of research projects to establish its effectiveness on this most valuable portion of our musical populations.

Dr. Raymond Smolover

"Vocal Behavior Training" Copyright C 1984 by Raymond Smolover



ALSO: ACC said letter went to Main Line Reform two days ago - copy being sent to us and I'll share with CJR if he didn't get one...told him all this



HEBREW UNION COLLEGE-JEWISH INSTITUTE OF RELIGION Cincinnati • New York • Los Angeles • Jerusalem

SCHOOL OF SACRED MUSIC

BROOKDALE CENTER ONE WEST 4th STREET NEW YORK, N.Y. 10012-1186 (212) 674-5300

November 12, 1986

Rabbi Alexander Schindler UAHC 838 Fifth Avenue New York, New York 10021

Dear Alex:

I want to keep you up to date on the ACC relationship.

Unfortunately the minute you left the morning board meeting, a resolution was introduced according to which the ACC would have taken over certification rights from the College, thus claiming its own academic independence from the College and severing the relationship that has existed with the College from the outset. As you are aware, it is the College that has determined academic qualifications all along. The resolution was argued partly on the grounds that soloists could then be upgraded to full cantorial status, and it would no longer be necessary to attend the College. It was alleged that this was somehow in keeping with the UAHC's preference to serve congregations more effectively.

Fortunately, I happened to be present and led a spirited defense of the current situation, which was retained by a vote of about 12 to 8 with several abstentions. Universally, graduates of the past 10 years voted with the College; the ACC leader-ship (Silbersher, Smolover, Groper) and the non-HUC graduates (i.e. graduates of JTS or independently certified cantors) voted for independence from the College. I am afraid I have to view the motion, which was brought in without prior consultation with us, as a breach of good faith, another example of exactly what your call to meet together was designed to avoid.

A second resolution, however, which was passed made de jure what is now de facto: equal membership and placement rights in Reform congregations to JTS graduates. I doubt that the College can accept this position, Alex. We have worked assiduously to upgrade our education to a masters level; we now socialize cantorial students into the milieu of rabbinic students so as to avoid conflicts in future generations of those who share the pulpit; and we insist on Reform repertoire, knowledge of Reform liturgy, and commitment to Reform goals, ideology and institutions. How can we agree to automatic parity of Conservative or Orthodox trained people, trained only in traditional <u>nusach</u>, with no demonstrated commitment to our movement's values and vision, educated at the undergraduate level which we have just gone beyond. Will candidates we reject, but acceptable to JTS as undergraduates, now serve equally in UAHC pulpits, even though they know no Reform liturgy and history, have no commitment to values like egalitarianism, share no sense of everything our JCPC is working to achieve?

Rabbi Alexander Schindler

November 12, 1986

Page 2

I don't know how the College will react, and the decision surely will have to go higher than this office. But I fear for the JCPC itself, if a small coterie of cantorial leaders can determine such broad ranging policy, abrogating long standing understandings, without consultation and in disregard of the spirit of accomodation established by you only minutes before.

Warmly,

Dr. Lawrence A. Hoffman Director School of Sacred Music

LAH/vf

cc: Dr. Paul M. Steinberg Rabbi Lawrence W. Raphael

CC: mel M. Noved U.S OBS GK.

National Commission on Rabbinic-Congregational Relations



Chairmen: Rabbi Richard Steinbrink Congregation Rodeph Shalom 615 N. Broad Street Philadelphia, PA 19123 215-627-6747 David W. Sampliner 5 Oriole Place Rye Brook, N.Y. 10573 914-939-0349

Director: Rabbi Paul Menitoff UAHC 1330 Beacon Street, Suite 355 Brookline, MA 02146 617-277-1655

September 16, 1986 12 Elul 5746

MEMORANDUM

TO: Rabbi Joseph Glaser, Charles J. Rothschild, Jr., Rabbi Alexander Schindler, and Rabbi Jack Stern

FROM: Rabbi Paul Menitoff, Rabbi Richard Steinbrink, and David W. Sampliner

After the NCRCR Report at the UAHC's May Board Meeting, it was suggested that there might be some merit in exploring the feasibility of developing one commission to resolve disputes involving rabbis, cantors, educators, and administrators (among themselves and with their congregations).

We think it is an idea worth discussing. Before approaching the leadership of the ACC, NATE, and NATA, we would appreciate your sharing your reactions to the idea with us.

We are also enclosing a draft of a possible memo that might be sent to the presidents of the respective groups, if there is general agreement that we should move ahead. Your comments would be appreciated.

Do we need the approval of the full NCRCR, the CCAR, and the UAHC Boards before exploring the idea with the ACC, NATE, and NATA presidents? Informal discussion might produce something more tangible for the full NCRCR and the various boards to consider. It is also possible that the informal discussions would cause us to conclude that the idea would be unworkable. This, of course, would save everyone a lot of work!

We look forward to hearing from you.

National Commission on Rabbinic-Congregational Relations

Chairmen: Rabbi Richard Steinbrink Congregation Rodeph Shalom 615 N. Broad Street Philadelphia, PA 19123 215-627-6747 David W. Sampliner 5 Oriole Place Rye Brook, N.Y. 10573 914-939-0349

Director: Rabbi Paul Menitoff UAHC 1330 Beacon Street, Suite 355 Brockine, MA 02146 617-277-1655

September 16, 1986 12 Elul 5746

DRAFT

MEMORANDUM

TO: Presidents of NATE, NATA and ACC

FROM: Rabbi Paul Menitoff, Rabbi Richard Steinbrink and David W. Sampliner

CC: Rabbi Joseph Glaser, Charles Rothschild, Jr., Rabbi Alexander Schindler and Rabbi Jack Stern

As you may know, the NCRCR is a joint commission sponsored by the CCAR and the UAHC (see enclosed). It has been suggested by a number of people that it might make sense to investigate the possibility of establishing a joint commission for dispute resolution sponsored by the UAHC, CCAR, ACC, NATE and NATA. The umbrella group would handle all disputes between synagogue "professionals" and their respective congregations, and disputes among "professionals" within synagogues (e.g., rabbi-cantor, educator-administrator, etc).

We do not have any preconceived notions regarding the mechanism that would be used by such a broad-based commission. In addition, we do not know whether or not this idea would be feasible. We would, however, like to know whether or not you think the idea has merit, and, if so, if you would be interested in meeting with representatives of these groups, in order to explore the idea.

We would appreciate your reactions. We look forward to hearing from you soon.

May 20, 1986 11 Iyar 5746

Cantor Sarah J. Sager Fairmount Temple 23737 Fairmount Blvd. Beachwood, Ohio 44122

Dear Sarah:

Thank you for your letter in refard to the aborted emergency meeting with the ACC. I am deeply grateful for your support. You are absolutely right, we must resolve this issue. I look forward to seeing you on June 2. I too hope that we can bring this matter to a proper conclusion at that time.

Rhea joins me in sending fondest regards from house to house.

Sincerely,

Alexander M. Schindler

CANTOR SARAH J. SAGER FAIRMOUNT TEMPLE 23737 FAIRMOUNT BOULEVARD BEACHWOOD, OHIO 44122

May 13, 1986

ter puppert

e prov

× 1

Rabbi Alexander M. Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

Dear Alex,

I was very disturbed to learn of the poor response on the part of the ACC to your call for an emergency meeting. It may be that there were others, like myself, who had their plane reservations and plans for attending in order, but had not been able to reach the ACC office with their positive response.

The issue is very important and needs resolution. I look forward to seeing you at our meeting on June 2 and hope that the matter can be properly handled at that time.

Stuart joins me in sending all best wishes from house to house,

Cantor Sarah Sager

SJS:mr

RABBI ALEXANDER M. SCHINDLER UNION OF AMERICAN HEBREW CONGREGATIONS PRESIDENT B38 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249-0100

> May 1, 1986 22 Nisan 5746

Dr. Bernard Kleinman, President Main Line Reform Temple 410 Montgomery Avenue Wynnewood, PA 19096

Dear Dr. Kleinman:

Forgive me for not responding to your letter of April 16 sooner. I've been on a treadmill of late and besides I wanted to await certain developments. This allows me to tell you that the UAHC and HUC-JIR representatives to the Joint Cantorial Placement Commission have asked for a full meeting **#** f the American Conference of Cantors Executive Board and that meeting has now been scheduled.

As you can see, we have taken your counsel most seriously and we will do everything possible to regularize these procedures.

If at all possible, I would like to keep the joint nature of Cantorial placement intact. Anything other would least to the kind of adversarial arrangement which would make the situation even more difficult. Joint placement works exceedingly well in the Rabbinic sphere and there is no reason why it cannot be made to work in the Cantorial sphere as well.

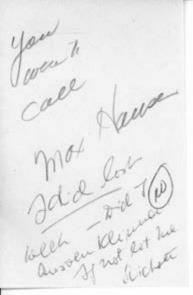
May I take this occasion to thank you and the leaders and members of the Main Line Reform Temple for your consistent support of our family of congregations. You have made many contributions toward the advancement of our work and we have reason to be grateful to you.

With kindest greetings, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Max Hausen





JAY I. FRAILICH President DR. RAYMOND SMOLOVER **Executive Director** PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH I SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary GLENN GROPER Treasurer EXECUTIVE BOARD Vicki Axe Bruce M. Benson Roy Einhorn Martin Feldman Edward R. Fogel Mimi Frishman Robert Gerber Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Mikhail Manevich Benjamin Z. Maissner Donn Rosensweig Judith K. Rowland Avery Tracht David Unterman HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Robert M. Miller Harold Orbach Murray E. Simon Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

April 22, 1986

Rabbi Alexander M. Schindler 838 Fifth Avenue New York, N.Y. 10021

Dear Alex,

I just received your letter dated April 17, 1986 regarding your concern over "a serious flaw in the Cantorial Placement process." By now you have probably received a copy of my memo that was sent to all members of the Joint Cantorial Placement Commission. Your letter and my memo certainly crossed in the mail.

The major flaw in the entire process is that no guidelines to the functioning of the JCPC in problematic situations have ever been developed or approved. No guidelines have ever been approved for the functioning of an Executive Committee of the J.C.P.C. The Cantorial Placement process as now constituted is quite new. The only legally constituted or approved body for dealing with Cantorial Placement is the full JCPC. Currently, an Executive Committee has no decision-making authority unless specifically assigned by the full JCPC. While Cantor Weinflash may have concurred with the decision of the Executive Committee, he appropriately sought immediate confirmation of the decision from the full membership of the JCPC.

Of course, for the future that process is unwieldy. Clear guidelines for the functioning of an Executive Committee need to be immediately developed. I have instructed the JCPC's new Chairperson - Cantor Richard Botton to begin work on the procedures of the JCPC and its executive committee. He will arrange a full meeting of the JCPC, to occur before May 15. He will contact you about time and place.

I am hoping that the May meeting will begin to address some of the problem areas. We all want to play by the rules' but first we need to develop the 'rule book.'

Best wishes for a sweet and happy Passover.

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

camely Love

Cantor Jay L Frailich

B'shalom,

c.c. Cantors Ray Smolover, Richard Botton

PRESIDENT

RABBI ALEXANDER M. SCHINDLER . UNION OF AMERICAN HEBREW CONGREGATIONS 838 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249-0100

April 17, 1986 8 Nisan 5746

Cantor Jay I. Frailich University Synagogue 11960 Sunset Boulevard Los Angeles, CA 90049

Dear Jay:

1

The recent incident at Main Line Reform Temple of Wynnewood, PA. revealed a serious flaw in the Cantorial Placement process. I met with the Union's representatives to the Joint Cantorial Placement Commission and while they are eager to help the cantorate and enhance its position, they feel that the efforts made in that direction have been seriously undermined by the failure of the Chairman of the JCPC to heed the unanimous decision of the JCPC Executive which included not only the Union's representatives but the HUC-JIR and Cantors as well and in which he, moreover, concurred.

In order to avert future incidents of this sort, I think it is important that there be a meeting of the JCPC together with the full Executive Committee of the ACC. I would appreciate your convening such a meeting at the earliest possible time. I myself would like to attend this session and would ask that you seek to clear dates with me as well as the members of the JCPC. It would be helpful if such a meeting could be held before the May 15-18 meeting of the UAHC Board of Trustees in St. Louis.

Your cooperation in this regard will be very much appreciated. In the meantime, my warm good wishes for a sweet and happy Passover.

> Sincerely, 11

Alexander M. Schindler

bcc: Rabbi Lawrence Hoffman Mr. Melvin Merians Mr. David W. Sampliner Mr. Charles J. Rothschild

RABBI ALEXANDER M. SCHINDLER PRESIDENT UNION OF AMERICAN HEBREW CONGREGATIONS 838 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249-0100

April 17, 1986 8 Nisan 5746

Cantor Jay I. Frailich University Synagogue 11960 Sunset Boulevard Los Angeles, CA 90049

Dear Jay:

The recent incident at Main Line Reform Temple of Wynnewood, PA. revealed a serious flaw in the Cantorial Placement process. I met with the Union's representatives to the Joint Cantorial Placement Commission and while they are eager to help the cantorate and enhance its position, they feel that the efforts made in that direction have been seriously undermined by the failure of the Chairman of the JCPC to heed the unanimous decision of the JCPC Executive which included not only the Union's representatives but the HUC-JIR and Cantors as well and in which he, moreover, concurred.

In order to avert future incidents of this sort, I think it is important that there be a meeting of the JCPC together with the full Executive Committee of the ACC. I would appreciate your convening such a meeting at the earliest possible time. I myself would like to attend this session and would ask that you seek to clear dates with me as well as the members of the JCPC. It would be helpful if such a meeting could be held before the May 15-18 meeting of the UAHC Board of Trustees in St. Louis.

Your cooperation in this regard will be very much appreciated. In the meantime, my warm good wishes for a sweet and happy Passover.

Sincerely,

Alexander M. Schindler

April 22, 1986 13 Nisan 5746

Cantor Raymond Smolover Executive Director, ACC 838 Fifth Avenue New York, NY 10021

Dear Ray:

I have your letter to the Main Line Reform Temple and there is little coubt in my mind that your intentionsweere honorable. You should know, however, that the members of the Placement Commission were not pleased when their unanimous decision was ignored by the JCPC Director who inilaterally refused to mail the letter which he hamself had helped to draft. Moreover, he had concurred in the JCPC decision to send the letter. That is really not a wise way of proceeding, is it? Either we work together or we do not. I cannot be handled both ways and obviously I am for the former, as you must be geuwaelff

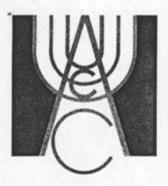
That is why I am confident that our problems can readily be ironed out when the JCPC and ACC Executive Committee meet. It is my intention to attend that meeting.

Have a good and happy Passover.

Sincerely,

Alexander M. Schindler

nu



AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVE., NEW YORK, N.Y. 10021 (212) 249/0100 - 737-5020

DR. RAYMOND SMOLOVER Executive Director

Dear Alex:

Enclosed is the file on Main Line Reform Temple. I believe the facts will indicate that we dealt honorably with all concerned.

For myself and for all of the ACC I wish you and yours a "ziyzn" Pesach.

al



Union of American Hebrew Congregations

PATRON OF HEBREW UNION COLLEGE-JEWISH INSTITUTE OF RELIGION

2111 ARCHITECTS BLDG., 117 S. 17TH STREET, PHILADELPHIA, PA. 19103 (215) 563-8183

איחוד ליהדות מתקדמת באמריקה

PENNSYLVANIA COUNCIL

Rabbi Richard F. Address Regional Director

December 20, 1985

Cantor Raymond Smolover American Conference of Cantors UAHC 838 Fifth Avenue New York, NY 10021

Dear Cantor Smolover:

I would like to bring to your attention the fact that a congregation in our region, MAIN LINE REFORM TEMPLE, 410 Montgomery Avenue, Wynnewood, PA 19096, will be seeking a placement for a cantorial position effective the Summer of 1986.

They would appreciate receiving from you complete information regarding the ACC network for placement.

Please forward all information to RUTH B. SEIDELMAN, President, c/o Main Line Reform Temple, address as above.

With every best wish.

Sincerely,

Rabbi Richard F. Address Regional Director

RFA:er

c.c. Ruth B. Seidelman Rabbi Max Hausen Horace A. Stern, Esq.

January 2, 1985

Ms Ruth B. Seidelman, President 410 Montgomery Avenue Wynnewood, Pa 10021

Ref: Cantor/Mus. Dir.

Dear Ms Seidelman,

and the second state of the second states and

MAL

Window 1.

Rabbi Richard F. Address wroteto us about your Congregation, Main Line Reform Temple, seeking a Cantor effective the Summer of 1986.

Enclosed is the Congregational application which will give you alot of answers on the questions you may have. Also study the placement and contractual agreements booklet.

I would appreciate if you would complete and return the Congregational Application (6-8 copies, please) as soon as possible.

As soon a we receive your completed application we will be able to forward it to interested Cantors. If they request it, we forward their resume to you. At that point, you may contact them directly.

Plaase contact me if I can be of any further assistance.

 $\mathbb{E}^{n}_{\mathcal{M}}(s_{\mathcal{M}})$

Sincerely,

Freide Gorewitz Placement Adm.

Encl.

1. 20.00

April 21, 1986 12 Nisan 5746

Cantor Jay I. Frailich President, ACC University Synagogue 11960 Sunset Boulevard Los Angeles, CA 90049

Dear Jay:

Thanks for letting me know - by way of a copy of your letter to him that Dick Botton will represent the ACC on the Joint Cantorial Placement Committee. He is a good human bieng and I am confident that he will serve us all well.

I agree that there is a need to review current placement procedures as well as to develop a proper concilliation program. Hence, my letter to you suggesting jujoint meeting of the Placement Commission and the ACC Executive Committee. All of these issues can be covered then. Hopefully, you have received that letter by now and are acting upon it.

Cordial greetings,

Sincerely,

Alexander M. Schindler

cc: Mr. Melvin Merians Mr. Charles J. Rothschild Mr. David W. Sampliner

A QUORUM

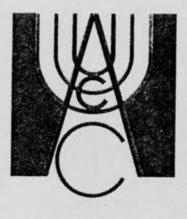
PENNSYLVANIA NON-PROFIT CORPORATION LAW 7756

"Unless otherwise provided in a By-Law adopted by the <u>members</u> the presence of members entitled to cast at least a majority of the votes which all members are entitled to cast on the matter to be acted upon at the meeting shall constitute a quorum."

MAIN LINE REFORM TEMPLE BY-LAW 7.3

"Ten (10) percent of the membership eligible to vote shall constitute a quorum."

(Some 600 members attended the meeting on March 20, 1986) The chairman ruledthat a quorum was not present and that no business could be transacted.'There was objections from the floor which were overuled.)



File AC

cC

PLACEMENT PROCEDURES

of the

JOINT CANTORIAL PLACEMENT COMMISSION

American Conference of Cantors Hebrew Union College-Jewish Institute of Religion Union of American Hebrew Congregations

(As ammended and ratified - May 18, 1980)

PREAMBLE

This statement has been prepared as a guide for cantorial/congregational placement procedures by the Joint Cantorial Placement Commission.

The Joint Cantorial Placement Commission represents the Union of American Hebrew Congregations, the Hebrew Union College-Jewish Institute of Religion and the American Conference of Cantors.

It is hoped that the following guidelines will facilitate the placement process, insuring the best possible relationship among cantor, rabbi, professional staff and congregation.

PLACEMENT PROCEDURES

THE CANTOR

(Only members of the American Conference of Cantors certified by the Board on Cantor Certification are eligible for placement)

- 1. In the interest of both cantors and congregations, all cantors of the American Conference of Cantors pledge that they will apply and negotiate for cantorial positions listed by and available only through the Joint Cantorial Placement Commission, only by application to the Joint Cantorial Placement Commission and in consonance with the procedures herein after described.
- 2. The applicant should secure from the Commission office the biographical resume form (see sample) which is to be filled out and returned to the Commission office with a \$50 application fee. THE APPLICATION FEE IS NOT REFUNDABLE BUT WILL BE APPLIED TO THE 1% PLACEMENT FEE. (Graduating students of the School of Sacred Music are exempt from paying the Application Fee.)
- 3. The Commission compiles a list of congregations seeking cantors which is sent to all members once a month commencing no later than January. In addition, all official applicants are informed of new positions available as they are received. Each applicant will be sent a copy of the congregational profile (see sample) which contains information pertinent to the position.
- 4. A cantor who is interested in becoming a candidate for a particular position should inform the Commission office. The initial contacts with congregations' representatives will be made through the Commission. (A cantor who becomes an applicant for placement cannot serve on the Joint Cantorial Placement Commission.)

5. Interviews may be arranged by the Commission or with the congregation directly.

A cantor approaching a final interview should confidentially inform the president of the congregation and the *(senior)* rabbi. The cantor should keep them informed of progress in placement.

- The commission office shall keep applicants informed of any progress in the placement process. Candidates should also keep the Commission office informed of their progress.
 - Once the congregation has selected its candidate, the cantor and the congregation negotiate directly. They may call upon the Commission office for assistance.
 - 8. A cantor preparing to relinguish his/her post shall be obligated to give amply notice of his/her intention beginning no later than March of any year. Four months notice is a normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/her term is about to expire and he/she does not desire re-election. If the cantor is presently under contract, the cantor is morally obligated to complete the contract unless he/she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.
 - 9. Upon conclusion of negotiations, a brief legal document outlining the terms of employment, including a description of the cantor's responsibilities and a statement of the "lines of authority", is to be signed by the cantor and the congregation, a copy of which is to be sent to the Commission office.
 - 10. A placement fee of 1% of the negotiated gross salary (salary plus parsonage) for the first year of the contract is to be paid by the cantor to the American Conference of Cantors within the first year of the cantor's contract.

PLACEMENT PROCEDURES

THE CONGREGATION

- In the interest of both the congregation and the cantor, the congregation agrees that cantorial placement shall be conducted only through the Joint Cantorial Placement Commission, 838 Fifth Avenue, New York, 10021 (212) -737-5020.
- Upon contacting the Commission office, an application for the congregation (see sample) will be provided which should be filled out and returned to the Commission office. The information specified therein will be made available to prospective candidates.
- 3. The Commission regularly circulates to certified members of the American Conference of Cantors a list of congregations seeking cantors. In addition, the Commission informs cantors seeking placement of congregational positions as soon as congregations make official application.
- 4. The Union of American Hebrew Congregations and the Hebrew Union College-Jewish Institute of Religion encourages Reform congregations to engage ONLY certified members of the American Conference of Cantors.

The consideration or interviewing of other than certified members of the American Conference of Cantors before the entire list of ACC candidates is exhausted will render the congregation ineligible for the services of the Joint Cantorial Placement Commission for that year.

5. Congregations are encouraged to have small, representative Search Committees consisting of no more than twelve members, including musically knowledgeable people and the rabbi (ex officio).

- 6. If, after the congregation makes official application, it has specific interest in any cantor(s), it must make its interests known to the Commission, and the Commission will make the initial contact with the cantor(s). Do NOT contact the cantor(s) directly, as all ACC members are pledged to work only through the Joint Cantorial Placement Commission.
- After your congregation makes official application, the Commission will supply you with the b graphy resume of those cantors who have expressed interest in your congregation.
- 8. Once you have received the cantor's b ographical material please review it carefully. The Commission office will be glad to supplement the information by telephone, if you so desire.

You are now free to contact the cantor directly, or, if you wish, the Commission will arrange for an interview. *IMPORTANT: Please do NOT call anyone in the cantor's present congregation or community without receiving prior permission from the candidate.* Experience has shown that the cantor's future relationship with that congregation could be destroyed. You are, however, at liberty to communicate with any references listed on the biography.

Your congregation assumes all expenses involved in arranging for the interview; including the accompanist fee.

9. After making the initial contact with the cantor(s), the next step is to arrange for interviews with those cantors in whom you are interested. Experience indicates that the congregation's best knowledge of the candidate's abilities will come from a personal interview. Impersonal means of interviewing are not reliable (e.g., tapes, video tapes, records).

While best accomplished at the congregation, interviews may be arranged by the Commission office to take place at a central location, such as at the House of Living Judaism (838 Fifth Avenue, New York), or at the Hebrew

5

Union College-Jewish Institute of Religion, (One west Fourth Street, New York, N.Y.). It is possible to arrange for several candidates to meet with your committee at that time in order to facilitate the placement process and reduce the congregation's expenses. However, it is strongly urged that no more than five interviews take place at a single session in fairness to both the cantors and the interviewing congregation.

The aim of the interview should be to ascertain the cantor's qualities as a human being as well as vocal qualities and other areas of competence and interest, and to convey at that time your congregation's needs and goals. Experience has shown that an unstructured dialogue has proven more productive than set questions or questionnaires.

Your committee should be prepared to tell each candidate which areas of cantorial service are particularly important to your congregation, recognizing that no cantor will have equal capability in every area. The candidate should also be told of any traditions or practices which are customary in your congregation.

Invite the candidate to arrive sufficiently in advance of the interview so that one member of your committee can meet them and present them to the committee.

- 10. When you become seriously interested in a cantor, arrangements may be made for a delegation to visit the cantor's present congregation. Such visits give you the opportunity of seeing the cantor in relationship to congregants in his/her "home" congregation. Since services may vary from week to week (e.g., Children's or Family Worship type services), consult with the cantor before scheduling your visit.
- 11. As part of the interviewing process, members of the ACC are not permitted to participate at services of the interviewing congregation. If you so desire, the cantor may be invited to your temple and be heard in your sanctuary only by members of the search committee. A special

time should be made available for the (senior) rabbi to meet with the final candidate.

12. After selecting your candidate, your congregation should be made aware that a cantor preparing to relinquish his/ her present post shall be obligated to give ampl notice of his/her intention. Four months is a normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/ her term is about to expire and he/she does not desire re-election.

If the cantor is presently under contract, the cantor is morally obligated to complete that contract unless he/ she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.

 Upon conclusion of negotiations, notify the Commission of your decision as soon as possible so that your congregation may be removed from the list of congregations seeking placement.

It is appropriate for your chairman to notify those whom you have interviewed, thanking them for their time and interest.

14. It is strongly suggested that the congregation draft a brief legal document with your chosen cantor. Experience has shown that overly lengthy or complicated documents tend to confuse, rather than to clarify relationships.

The following items should be considered for inclusion:

a. Length of Contract.

- b. Salary to be paid directly to the cantor as taxable income.
- c. Parsonage If the congregation does not provide housing, that portion of the cantor's income which is used to house the cantor's family, and all expenses pertaining thereto, under tax law should be declared "Parsonage Allow-

ance" and so recorded in the minutes of the congregation, which then makes this portion of the cantor's income nontaxable.

- d. Pension and Life Insurance according to the American Conference of Cantors Pension Plan (obtained from the ACC office).
- e. Hospitalization and Major Medical Insurance -(the CCAR Plan or your own). The CCAR Plan may be obtained at the CCAR or the UAHC.
- f. Long Term Disability Income Insurance.

g. Vacation - 1) Summer 2) Winter

- h. Convention Allowance 1) Annual ACC Convention

 - 2) ACC Mid-Winter Conclave
 - 3) UAHC Biennial General Assembly.
- i. Moving Expenses.
- j. Cantor's General Responsibility and a statement of the "lines of authority."

A copy of this agreement should be sent to the Joint Cantorial Placement Commission.



NEUNeg Hette

MO AND CONDITI

TERMS AND CONDITIONS OF CONTRACTUAL AGREEMENT

AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

AGREEMENT

This Agreement contains the Terms, the Duties and the Conditions by which Cantor_____

is to serve as the cantor of

Address

TERMS

1. DURATION

The duration of this Agreement shall be for a period of:

, commencing

and concluding:

2. COMPENSATION

The total compensation for the first year shall be:

Ś

The total compensation for the second year shall be:

ŝ

The total compensation for the third year shall be:

ş

A portion of this sum (to be mutually agreed upon) shall be designated as parsonage. The above compensation shall be paid in equal payments each_____, less required deductions for withholding taxes and social security.

3. PENSION

The cantor shall participate in the Pension Plan of the American Conference of Cantors. The congregation shall contribute _____% of the total sum of compensation (salary plus parsonage). The cantor shall contribute ____% of the total sum of compensation toward his/her pension.

1

4. MEDICAL COVERAGE

For the duration of this Agreement, the congregation agrees to provide medical coverage in the form of Major Medical Insurance, Blue Cross, Blue Shield and Disability Insurance for the cantor and his/her family.

In appropriate circumstances, the following Maternity Benefits shall apply:

5. CONVENTION ALLOWANCES

The congregation shall defray the expenses of the cantor's Annual Convention of the American Conference of Cantors, and the UAHC Biennial Assembly.

When a cantor has served the congregation for ten years or more, the congregation shall provide an additional allowance to defray the expenses for the cantor's spouse.

6. VACATION

The cantor shall receive a four week vacation during each year of this Agreement. After five years of service to the congregation, the cantor shall receive five weeks of vaction; and after ten years of service, the cantor shall receive six weeks of vacation each year. The vacation periods are to be agreed upon between the cantor, congregation in consultation with the rabbi and professional staff.

MOVING EXPENSES

In the event that this Agreement pertains to a "new" position, the congregation shall pay all moving expenses to transport the cantor, his/her family and belongings from:

to

and provide the expenses to enable the cantor to make an interim trip to arrange for the move and the housing.

8. PROFESSIONAL DUES

For the duration of the Agreement, the congregation shall pay the cantor's annual membership dues to the American Conference of Cantors. (The annual dues are .008 of the sum total of the cantor's compensation (salary plus parsonage).

9. IN SERVICE TRAINING

10: ILLNESS

In the event of an illness which prevents the cantor from fulfilling any or all of the cantor's responsibilities for a period of ______ the cantor shall continue to receive full compensation.

Should the illness prevent the cantor from fulfilling his/ her responsibilities for a period of more than the congregation will consult with the ACC and the UAHC to determine the appropriate manner by which each individual situation is to be properly resolved.

11. DIFFERENCE OF UNDERSTANDING

In the event of a misunderstanding pertaining to any aspect of this Contractual Agreement the difference will be arbitrated by the Joint Conciliation Commission of the ACC, the UAHC, and representatives of the congregation.

12. BREACH OF CONTRACTUAL AGREEMENT

In the event of a breach of this Agreement by either the cantor or the congregation, both parties shall agree to accept the arbitration of the Joint Conciliation Commission and agree to abide by the decision reached by the Joint Concilition Committee.

13. TERMINATION

The cantor and the congregation agree to advise each other four months in advance of the termination date of this agreement regarding future professional intentions.

3

CONDITIONS

1. CLERGY

The cantor shall serve as one of the clergy staff of the congregation in all of its aspects: worship, life cycle events, liturgical and educational, acknowledging the senior rabbi as the spiritual leader of the congregation.

2. MUSIC

The cantor, as music director, shall be directly responsible for the music of the congregation. This includes the music of the worship services, the repertory of the choirs, the music curriculum of the religious school and any other programming that involves musical decisions. The cantor will consult with the rabbi(s) and committee chairpersons as appropriately called for.

3. RESPONSIBILITY

The cantor shall be responsible to the congregation, through its Board of Trustees, for all the Terms, Duties and Conditions contained in this Contractual Agreement.

4. LAY LEADERSHIP AND PROFESSIONAL STAFF

The cantor shall serve as an ex-officio member of the Board of Trustees, and will consult with the officers, committee chairpersons, rabbi(s), educational director, and temple administrator in all appropriate circumstances pertaining to fulfilling his/her responsibilities as contained in the Contractual Agreement.

5. DISCRETIONARY FUND

The congregation shall establish a cantor's discretionary fund (music fund) for purposes directly related to the cantor's work; to which members of the congregation and friends may contribute.

4

6. SEVERANCE

If, after the completion of five or more years of service to one congregation, the cantor's contract is not to be renewed, the cantor shall be entitled to one month's salary for every year served.

7. PROFESSIONAL SECURITY

At the completion of ten or more years of service to one congregation, the cantor shall be granted professional security, enabling the cantor to continue to serve the congregation without the necessity for re-election. The terms and conditions of Professional Security shall be mutually agreed upon.

8. SABBATICAL

After the completion of ten years of service to one congregation, the cantor shall be granted a Sabbatical. The terms and conditions thereof to be mutually agreed upon. Additional Sabbaticals will be considered as time and service suggest.

9. RETIREMENT

When the cantor has reached the age of retirement (the age to be mutually agreed upon), the cantor will be entitled to a minimum of 60% of average income from the congregation (during the last preceding five years) or 50% of the highest annual income, whichever is higher; regardless of any additional income; e.g., social security.

10. CANTOR EMERITUS

Upon retirement, a cantor may be granted the title of Cantor Emeritus; the benefits and conditions of which are to be mutually agreed upon.

DUTIES

The invested cantor, by education and training, is especially qualified to serve a congregation in the *general* areas of worship, life cycle events; its educational, musical and social programming: just as a congregation serves its congregants in these *general* areas.

A cantor's unique combination of talents, abilities and experience enables the cantor to serve the *special* needs of a congregation. Some cantors excel in vocal artistry, in musical and creative programming; others excel in scholarship, hebrew training, teaching and pastoral skills. All exhibit a unique combination of *special capabilities*.

The Duties herein described may reflect the general areas of concern, the unique abilities of each cantor, as well as the special needs of each congregation.

6

1	
the second second and the	Contraction of the
	ni mod ma an

GUEST CANTORS

In the event of the cantor's absence, it will be the cantor's responsibility to obtain a replacement. Guest cantors shall not be invited to participate in a professional capacity without the prior consent of the incumbent cantor. This will apply to all worship services, ceremonies and musical events of the congregation.

acc

GUIDELINES FOR

Cantorial-Congregational Relationships





As adopted and recommended by the UAHC Board of Trustees and the ACC

May 1989

The Union of American Hebrew Congregations The American Conference of Cantors

PREAMBLE

The adoption of these <u>Guidelines</u> by the UAHC Board of Trustees and the American Conference of Cantors does not automatically make them a part of the agreement between a Congregation and its Cantor. Nothing in this publication is intended to supersede existing applicable law or the constitution and/or by-laws or the contractual obligations of the Congregation. However, contracts generally conforming to these <u>Guidelines</u> will assist in shaping harmonious Cantorial-Congregational relationships.

For the <u>Guidelines</u>, or any part thereof, to be binding on the individual Congregation and Cantor, they must be specifically incorporated into the agreement between Cantor and Congregation.

EDITORIAL COMMITTEE - 1988-89

For the ACC:

Cantor Howard M. Stahl, Temple Israel, Lawrence, NY, CHAIRMAN Cantor Edward R. Fogel, Congregation Shaare Emeth, St. Louis, MO Cantor Jay I. Frailich, University Synagogue, Los Angeles, CA Cantor Janice L. Roger, Indianapolis Hebrew Cong., Indianapolis, IN Cantor Sarah J. Sager, Anshe Chesed Fairmount Temple, Beachwood, OH Cantor Paul C. Silbersher, Cong. B'nai Jehudah, Kansas City, MO Cantor Raymond Smolover, Jewish Community Center, White Plains, NY

For the UAHC:

John A. Geller, Holy Blossom Temple, Toronto, Canada, CHAIRMAN Gerald J. Holtz, Temple Israel, Boston, MA Joyce Ottenheimer, Baltimore Hebrew Congregation, Baltimore, MD William Pollack, Temple B'nai Israel, Elmont, NY Richard Rhodes, Beth Emet The Free Synagogue, Evanston, IL Mildred Ross, Central Synagogue, New York, NY David W. Sampliner, Community Synagogue, Rye, NY Bernard Wasko, Temple Israel, New Rochelle, NY

Ex-Officio

Rabbi Daniel H. Freelander, Director, Commission on Synagogue Music Cantor Nancy S. Hausman, ACC Administrator Rabbi Joseph B. Glaser, CCAR Executive Vice-President Rabbi Bennett Miller, Anshe Emeth Memorial Temple, New Brunswick, NJ

TABLE OF CONTENTS

PR	EAN	IBLE
INI	RO	DUCTION
I.	TH	IE CANTOR IN THE CONGREGATION5
	A.	The Status of the Cantor in the Congregation
	B.	
	_	The Cantor and the Rabbi
		The Cantor and the Temple Staff
II.	TH	IE ROLES OF THE CANTOR
	Α	The Cantor in the Pulpit
	B.	그 말 그 것 같은 것
	C.	
	D.	
		The Cantor as Counselor
	F.	이 그 바이에 있는 그 방문을 그 것이 있는 이 가지 않는 것이 같아. 이 가지 않는 것이 있는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없는 것이 없는 것이 없는 것이 없다. 이 가지 않는 것이 없다. 이 가 있는 것이 없다. 이 하지 않는 것이 없다. 이 가 있는 것이 없다. 이 하지 않는 것이 없다. 이 가 있는 것이 없다. 이 하지 않는 것이 없다. 이 하지 않는 것이 없다. 이 같이 않는 것이 없다. 이 하지 않는 것이 없다. 이 같이 않는 것이 없다. 이 같이 않는 것이 없다. 이 같이 않는 것이 없다. 이 것이 없다. 이 것이 않는 것이 없다. 이
		The Cantor as a Person
III.	TH	E AGREEMENT BETWEEN CONGREGATION AND CANTOR 9
	12	 Contractive and a state of the second s Second second sec Second second s Second second s Second second seco
	Α.	Pulpit Succession
	В.	The Cantor Serving on a Limited-Service Basis
	C.	
	D.	Tenure Agreements 10
	E.	
	F.	Terms of Agreement 11
	G.	Election of the Cantor 14
	H.	Copies of Agreements
	I.	Differences of Interpretation 14
	J.	Termination of Service
IV.	RE	TIREMENT
	A.	Planning for Retirement
	B.	
	C.	
v.	co	NCILIATION AND ARBITRATION
	Α.	The Function of the National Commission
	51-16Y	on Cantorial-Congregational Relationships
	В.	Procedures of the Commission

INTRODUCTION

The relationship between an invested Cantor and Congregation has a spiritual dimension which transcends the usual employee-employer association. It is grounded in the history of our people as well as in the shared, sacred experiences and events in the lives of our Congregants. These <u>Guidelines for</u> <u>Cantorial-Congregational Relationships</u> reflect the spirit of this relationship and decades of experience.

The Cantor as a "Shaliach Tsibur," is a leader of the congregational worship experience. Cantors also participate in the celebration of Birth, in the education of the B'nai Mitzvah, in the ceremonies of Confirmation and marriage, in the funerals of their Congregants, and often in counseling. Reform Cantors, in the tradition of the Cantorate, enjoy freedom in the practice of their calling, and with unique expertise in the music of our people, transmit Jewish values and identity to congregants of all ages.

In 1948, the Hebrew Union College-Jewish Institute of Religion established the School of Sacred Music at its New York campus for the education of Cantors. Reform Cantors are associated in the American Conference of Cantors, chartered by the State of New York in 1950.

Out of the firm conviction that the implementation of the Guidelines will prove beneficial to Congregations and Cantors alike, the leadership of the Union and the Conference call upon their members to accept the Guidelines and to pledge faithfully to fulfill the Congregations' and Cantors' special responsibility to each other.

I. THE CANTOR IN THE CONGREGATION

A. The Status of the Cantor in the Congregation

The Cantor is a member of the clergy of the Congregation, called to minister to the needs of its membership. While in a legal sense the Cantor is an employee of the Congregation, the Cantor's relationship with the Congregation is a special one.

This special relationship is derived from three sources:

1. Cantorial investiture or certification attests to the Cantor's learning and fitness to serve as a clergyperson in Judaism. Investiture is granted upon the completion of four years of graduate study at the HUC-JIR-SSM following four years of undergraduate study at an accredited college or university. Certification is granted by the ACC-SSM Board of Certification to those candidates who have met the Board's requirements but have not completed a four year program at the HUC-JIR-SSM.

2. Cantorial investiture is broadened by continued programs of education individually and in association with other Cantors in the American Conference of Cantors, with the agencies of the Reform Movement and with local and national institutions, both Jewish and non-Jewish, which contribute to the Cantor's professional growth and experience.

3. Cantorial clergy status within a particular Congregation is derived from the Cantor's election to serve the Congregation in that capacity; the specific duties will vary from Congregation to Congregation.

B. The Cantor and Congregational Leadership

A Congregation is best served when its lay and professional leadership consider themselves partners in carrying on the sacred functions of the Synagogue. Officials of the Congregation should meet periodically with the Cantor to consider the various aspects of the Cantor's relationship to the Congregation. They should encourage each other's efforts to introduce new programs and to stimulate the participation of members in congregational activities. The Officers, Board, congregational committees and members of the Professional Staff should work closely together: the lay leadership calling upon the Professional Staff for expert advice, based on individual scholarship, talent, training, and experience; the professional staff respecting the commitment and experience of the lay leadership. The Cantor should be invited to serve as an ex-officio member of the Board of Trustees with full privileges of discussion. In recognition of the fact that there may be religious, ethical, musical and /or programmatic implications in fiscal or administrative policy decisions, the Cantor should be free to express opinions on these matters, and the Cantor's viewpoint should be accorded the consideration and proper respect befitting the position of a member of the clergy.

Cantors serve the congregation as clergy, and are guided by the Congregation's particular policies and practices; and function in accordance with the by-laws of the Congregation.

C. The Cantor and the Rabbi

The Senior Rabbi is the spiritual leader of the Congregation and its primary religious representative to the community. He/She has the major responsibility for the functioning of the Temple program, and exercises that responsibility as defined by the congregation's by-laws and contractual agreements between staff members and the congregation.

D. The Cantor and the Temple Staff

The professional staff should communicate regularly and openly, and should meet to share ideas and coordinate activities. Individual expertise should be respected and an atmosphere of mutuality and supportiveness should prevail.

II. THE ROLES OF THE CANTOR

A. The Cantor in the Pulpit

The Cantor in the pulpit responds to the traditions and high demands of the Cantorial calling. The worship experience should be the shared responsibility of the Rabbi(s), Cantor, and lay leaders of the Congregation. When changes in worship are under consideration, the Cantor and Rabbi(s) should consult with each other and with the relevant congregational leadership. The Rabbi's and Cantor's special competence in questions of worship should be recognized, and the Cantor's particular expertise in synagogue music should be respected.

Only the Cantor, in consultation with the Rabbi and lay leadership, may invite another Cantor or guest to occupy the Cantor's pulpit.

B. The Cantor as Teacher

Cantors should avail themselves of every opportunity to teach Judaism in the light of the needs of the Congregation. The Cantor in fulfilling this responsibility should cooperate with the Rabbi(s) and Educator, and respect their areas of primary responsibility.

C. The Cantor and Jewish Culture

The Cantor should utilize his/her special expertise in Jewish liturgical arts in the preparation and programming of music and the arts in religious school, in adult education and for special occasions.

D. The Cantor and Life Cycle Events

The Cantor frequently officiates at life-cycle events of congregants. The Cantor should officiate in accordance with the customs and policies of the Congregation and in accordance with his/her convictions. Policies and customs regarding life-cycle events and the clergy should be specified at the time of contractual agreement.

E. The Cantor as Counselor

Those Cantors who have received specialized training in pastoral counseling may serve the individuals and families who seek their help and guidance. The Cantor, guided by the ethics of confidentiality, should, where appropriate, consult with the Rabbi(s) and make suitable referrals.

F. The Cantor in the Community

Cantors demonstrate their commitment to Judaism through participation in activities which benefit the general community, especially through their particular competence in liturgical arts and religion. Cantors may rightly identify themselves with causes, movements, or institutions which they judge compatible with the teachings of Judaism.

G. The Cantor as a Person

Cantors, as do their congregants, require ample time and privacy to fulfill their responsibilities to their family and to maintain their health of body and mind through regular physical exercise, study and recreation. The Congregation is best served in its partnership with its Cantor when it takes the Cantor's needs as a person into account.

The Cantor's voice is particularly vulnerable to the stress and strain of usage. The Congregation must therefore be particularly sensitive to the special conditions required by the Cantor to maintain a healthy and functioning singing voice, so that the Cantor may have a long and productive career.

III. THE AGREEMENT BETWEEN CONGREGATION AND CANTOR

A. Pulpit Succession

Congregations seeking a Cantor to fill a pulpit vacancy and Cantors desiring a change of pulpit should follow the procedures established by the Joint Cantorial Placement Commission, an agency under the joint sponsorship of the American Conference of Cantors, the Union of American Hebrew Congregations and the Hebrew Union College-Jewish Institute of Religion. The address of the Joint Cantorial Placement Commission is: 170 W. 74th St., New York, NY 10023; telephone (212) 874-4762.

1. Candidates for Investiture

Students about to be invested by the Hebrew Union College-Jewish Institute of Religion-School of Sacred Music are also placed through the Joint Cantorial Placement Commission. The date on which senior students will be available for interviews will be announced each year by the College-Institute and the Commission. Meetings between applicants and congregational search committees will be arranged by the Joint Cantorial Placement Commission. Congregations seeking services of newly-invested Cantors are asked to apply to the Joint Cantorial Placement Commission.

2. Credentials

Congregations should be aware that pulpit vacancies may attract applications from individuals of questionable credentials. Members of the American Conference of Cantors will discuss placement only through the Joint Cantorial Placement Commission. Any application received directly from a Cantor should be forwarded to the Director of Placement, Joint Cantorial Placement Commission, 170 W. 74th St., New York, NY 10023;

B. The Cantor Serving on a Limited-Service Basis

Congregations may engage a Cantor to serve on a limited service basis. Under these circumstances, the duties and responsibilities should be precisely defined in writing, specifying how many hours each week and how many days each month are to be devoted to the Congregation. The Cantor's privacy should be respected in regard to those hours or days not specifically designated for congregational service. The Cantor serving on this basis should be elected for a fixed term and receive prorated pension and other fringe benefits, as provided in subsequent sections of these <u>Guidelines</u>.

C. The Nature of the Agreement

The contractual relationship between Congregation and Cantor should also be a covenant through which the parties undertake the obligation of working together in the service of God and the Jewish people. The covenant will be strengthened by regular and candid communication between the congregational leadership and the Cantor. Every effort shall be put forth to make the covenant harmonious and enduring.

All relationships and agreements between Congregation and Cantor should conform to the provisions contained in these <u>Guidelines</u>. A statement to that effect should be included in the written terms of agreement. In accepting these terms, Cantor and Congregation agree faithfully to fulfill their responsibilities and obligations to each other.

Î

Ì

D. Tenure Agreements

1. Initial Election

The initial election of the Cantor should be for a minimum period of two years.

2. Renewal

At least four months, but not over six months prior to the completion of the Cantor's agreed period of service, the Congregation's Board of Trustees should ascertain the Cantor's and its own intentions as to the future of the relationship. If the relationship is to continue, the Cantor and the appropriate committee should agree on salary increments and other benefits. The applicable renewal term should be:

First re-election: At least two years

Second re-election: At least three years

Third, and each subsequent re-election: Five years or more, with periodic review of salary and benefits, or a Continuing Contract.

If the relationship is not to continue, either party so deciding shall give the other at least four months written notice to this effect.

3. Continuing Contract

A Continuing Contract affords the Cantor the dignity and security of serving the Congregation without formal re-election, unless a review is requested by either the Cantor or the Board of Trustees. Under the terms of a Continuing Contract, salary and other benefits should be reviewed and negotiated periodically.

4. Life Contract

If the Cantor and the Board of Trustees agree that a Life Contract is desirable, the appropriate committee should negotiate with the Cantor. A Life Contract is an indication of the Congregation's desire to retain the Cantor's services, and the Cantor's desire to remain with the Congregation, until the Cantor reaches the age of retirement. The Congregation has the right to offer a Life Contract whenever it sees fit. When a Cantor has reached the age of forty-five and has served the Congregation for ten consecutive years, the Cantor, so desiring, should be eligible for a Life Contract. In accepting a Life Contract, the Cantor agrees not to seek placement elsewhere.

In planning for the Cantor's Life Contract, the Congregation should consider the Cantor's eventual pension, arrangements in the event of disability, conditions for contract termination and financial protection for the Cantor's dependents in the event of the Cantor's death. (See <u>Retirement</u>, Article IV, p.16.)

E. Evaluation

Specialists in the area of evaluation have concluded that the scope of the Cantor's responsibilities is so broad that an objective evaluation can best be done by an appropriate congregational committee. Some Congregations have undertaken to evaluate the Cantor through the use of questionnaires and surveys which the general membership is asked to complete. Experience has demonstrated that polling the entire congregation can be destructive to relationships between the Cantor and the congregants. Therefore, in considering renewal as well as at any other appropriate time, the committee should rely upon its own perceptions and its personal observation of the quality of the Cantor's ministry in making its recommendations.

F. Terms of Agreement

1. Salary

The ideal of <u>Tsedek</u>, righteousness and rightness, should permeate salary negotiations between Congregation and Cantor.

The following criteria may be included in the consideration of salary:

a. The overall welfare of the Congregation;

 b. The Cantor's special combination of talents, abilities and experience which enables the Cantor to fulfill the particular needs and priorities of the Congregation;

c. Information provided by periodic salary surveys undertaken by the American Conference of Cantors.

2. Housing

a. If the Congregation provides housing, or financial assistance for housing, the details of that arrangement shall be specified in writing. If the Cantor dies, the survivors should be entitled to continue to occupy the home without charge for a minimum of six months, or, where applicable, to the end of the current school year, if the remainder of the school year is more than six months.

b. If housing is not provided, that portion of the Cantor's income which is used to house the Cantor and family, plus all expenses pertaining thereto, should, where appropriate, be declared as "Housing Allowance" and so recorded in the Minutes of the Congregation in order to conform to the IRS regulations for tax exclusion.

3. Pension and Insurance

The Congregation and the Cantor should become members of the American Conference of Cantors Pension Plan or any other qualified pension plan agreed upon by both parties.

The American Conference of Cantors Pension Plan includes group life insurance to provide for the Cantor's dependents in the event of the Cantor's death prior to retirement age. Currently, both the Rabbinical and the Cantorial Pension Programs recommend that the Congregation contribute at least 15% of the clergy salary (including housing allowance or value of the parsonage), and that the Rabbi and Cantor contribute 3%. Since these programs are constantly being reviewed, Congregations and Cantors are urged to contact the ACC Pension Plan for information on possible amendments. In addition, the Congregation should provide health, major medical, and appropriate disability insurance for its Cantor. Many congregations provide health and major medical insurance for the Cantor's family as well. If the disability insurance provides for a waiting period before disability insurance payments can be made, the congregation should continue the Cantor's salary and fringe benefits during this time.

4. Convention Allowances

The Congregation should grant the Cantor the time and funds necessary to attend the national and regional meetings of the American Conference of Cantors and the Union of American Hebrew Congregations. The opportunity for study and for the exchange of ideas afforded by these gatherings benefits both Cantor and Congregation. Appropriate coverage for the congregation should be arranged by the professional staff with the approval of the congregational leadership. Attendance at these meetings should not be charged against vacation time.

5. In-Service Education

If the Cantor should seek to strengthen his/her knowledge and proficiency in areas pertinent to his/her Cantorate (such as voice lessons), the Congregation is encouraged to assist in defraying these expenses.

6. Expenses for Interviewing and Moving

Congregations are responsible for the expenses of travel and accommodation of candidates invited for interviews. On electing a new Cantor, the Congregation should pay the full reasonable cost of moving the Cantor's family and possessions.

7. Leisure Time

With the number and diversity of claims upon the Cantor's time, it is clear that Cantorial functions are fulfilled in a variety of ways and places, and not exclusively in the Synagogue or in the Cantor's study.

The Cantor is entitled to at least one free day each week, or to comparable time, and to a vacation of at least one month during each year of service to the Congregation. Time spent on the staff of UAHC Camps or Conclaves, or time spent in leading trips to Israel, as approved by the Congregation, should not be charged against annual vacation time.

8. Maternity Leave

Given Judaism's traditional commitment to the family, Congregations should gladly support the decision of Cantors to become parents. Fathers, as well as mothers, should be afforded every opportunity to devote themselves to parenting.

For women Cantors, Congregations should grant at least a two month maternity leave at full pay. If additional leave is indicated, the Cantor and Congregation should attempt to work out a mutually agreeable and equitable arrangement. The Congregation should compensate substitute Cantors if their services become necessary during the Cantor's maternity leave. The Joint Cantorial Placement Commission, the UAHC Regional Director, colleagues in the American Conference of Cantors, and the Cantor herself will endeavor to assist the Congregation in finding substitute Cantors as required. Well in advance of her taking maternity leave, the Cantor should plan for the continued functioning of the Congregation's programs during her absence.

9. Sabbatical Leave

A Cantor may be granted a paid Sabbatical leave after six or seven years of service to the Congregation. The leave provides the Cantor with an opportunity to seek spiritual and physical reinvigoration through a program of study and travel. In consultation with the Cantor and the (Senior) Rabbi, the Congregation may arrange for a substitute Cantor or for a number of substitute Cantors during the Sabbatical. A Sabbatical may be granted for a full year, or for part of a year, or may be divided over a period of more than one year. Taking into account the individual circumstances, the Congregation and the Cantor should work out an arrangement for the length of the leave and for compensation. The American Conference of Cantors can offer guidance on this subject.

10. Sick Leave

Absence caused by illness should not be charged against the Cantor's vacation time.

G. Election of the Cantor

1. The initial election of the Cantor should follow the customary procedures for election of clergy within that Congregation.

2. Re-election

The Cantor's re-election should follow the customary procedures for re-election of clergy within that Congregation.

H. Copies of Agreements

For the protection of all parties, all agreements should be in writing. Copies should be furnished to the Cantor who should forward them to:

- The American Conference of Cantors 170 W. 74th St., New York, NY 10023
- 2. The National Commission on Cantorial-Congregational Relationships 1 Kalisa Way, Suite 104, Paramus, NJ 07652

I. Differences of Interpretation

All differences of interpretation regarding the agreements between Cantor and Congregation should be resolved by the National Commission on Cantorial-Congregational Relationships (See Article V, pg 18.)

J. Termination of Service

1. Notice

Written notice of non-renewal of a contract should be given four months prior to the completion of the contract period, in accordance with (Article III.D.2, pg 10.)

2. Time of Pulpit Change

Placement openings occur at all seasons. As a consequence, placement opportunities for the Cantor cannot always coincide with the termination date of the Cantor's commitment. While the Cantor is legally and morally committed to complete any contractual period, and the Congregation has the right to insist that the Cantor do so, the following procedure has proved equitable, and should be considered, where appropriate.

The Cantor should not begin to seek or to consider a change of pulpit, nor will the Joint Cantorial Placement Commission offer placement consideration, until no more than one year of the contract term remains.

When the Cantor receives a firm offer of a new position and wishes to accept it, a release from the present commitment must first be secured, the date of release to be determined by agreement among the Cantor and the two Congregations involved, in consultation with the Joint Cantorial Placement Commission.

3. Absences for the Purpose of Interviewing

When a Cantor's contract will not be renewed, the Congregation should appreciate the Cantor's need to be absent frequently from the community for the purpose of securing another pulpit. Congregations should understand that interviews are arranged at the convenience of the Congregation that seeks a Cantor, and that often the Cantor will have to be away from the present post on days other than the regular day off. This may necessitate the rescheduling of classes and appointments. In its turn, the prospective Congregation should recognize that it itself will disrupt the schedule of the Congregation whose Cantor it invites for interviews. The situation calls for forbearance, as well as for the clear commitment of the departing Cantor to fulfill his/her Cantorial responsibilities to the present Congregation.

4. Terminal Vacation

When the departing Cantor has served the Congregation from Rosh Hashanah to Shavuot, the Cantor is entitled to annual or terminal vacation with pay on a pro-rata basis.

5. Severance Pay

If the Congregation does not renew the contract of a Cantor who has served it for seven years or longer, the Cantor should be entitled to severance pay, provided that there has been no gross misconduct or wilful neglect of duty. The amount of severance pay should be determined by using a general guideline of one month's compensation for each year of service to the Congregation, as recommended by the National Commission on Cantorial-Congregational Relationships. This formula may be adjusted higher or lower, taking into account all of the circumstances, including a provision for offset pay if the Cantor secures another position during the severance pay period.

IV. RETIREMENT

A. Planning for Retirement

The Congregation and the Cantor should begin to plan for the Cantor's eventual retirement before the Cantor reaches the age of fifty-five. The Cantorial Pension Board will provide information as to accrued and anticipated coverage for the Cantor, and options available for retirement. All agreements relating to the Cantor's retirement, date of retirement, and financial provisions, should be clearly agreed to in writing by the Cantor and the Congregation.

1. Age of Retirement

Retirement may take place at or after age sixty-five. Other times for retirement may be specified by agreement.

2. Pension

Upon retirement, the Cantor should be entitled to receive a pension amounting to a minimum of sixty percent of the highest annual income, regardless of any additional income. Income for this purpose should include salary plus housing allowance, or the fair rental value of housing provided to the Cantor by the Congregation. A Cantor and each Congregation with which he/she is associated during his/her career should make appropriate annual contributions designed to achieve this result for the Cantor. (See Article III. F. 3., page 12).

The Congregation from which the Cantor actually retires should review every two years the amount of pension received by the Cantor, or, in the event of death, by the surviving spouse, taking into account then current cost-of-living indices.

3. Medical Insurance

After the Cantor's retirement, and for the remainder of his/her life, the Congregation should continue to provide medical insurance for the Cantor, his/ her spouse, and dependents, in accordance with previous agreements.

4. The Cantor's Dependents

In planning for the Cantor's retirement, the Congregation should also take steps to protect the Cantor's spouse and dependents. In the event of the Cantor's death, such benefits as continuation of health insurance and supplemental pension benefits should be provided for spouse and dependents in accordance with previous agreements.

B. The Cantor Emeritus

1. Granting the Title

If the Cantor has served the Congregation for ten years or more at the time of retirement, the title Emeritus should be conferred. Other honorary titles may also be conferred by agreement between the retiring Cantor and the Congregation.

2. The Role of the Cantor Emeritus

Only one Cantor can carry the responsibility for the administration of Cantorial functions in the Congregation. When a new Cantor is elected and enters into office, this responsibility is automatically transferred to him/her. The Cantor Emeritus should help to establish the successor in the position, and should guide lay people to understand that the new Cantor is the Cantor of the Congregation. The new Cantor has an obligation to accord the Cantor Emeritus the proper honor and courtesy along the following lines:

a. The Cantor Emeritus may sit on the <u>Bimah</u> at all services and on the platform or at the head table at all significant occasions in the Congregation's life, if he/she so desires. If the Emeritus prefers to sit with the Congregation or to be absent, such wishes shall be respected.

b. The Cantor Emeritus may participate in conducting the Synagogue service and/or teach only when invited to do so by the Cantor of the Congregation. In accepting the invitation to participate, the Emeritus will follow the forms of worship and rituals then prevailing.

c. The Cantor Emeritus should not attend meetings of the Congregation's Board of Trustees.

d. The Rabbi and Cantor of the Congregation are expected to officiate at lifecycle functions for members of the Congregation and their families. However, when members request the Cantor Emeritus to participate, the Emeritus may do so, but only upon the invitation or request of the Cantor of the Congregation.

e. The Cantor Emeritus shall keep the Cantor of the Congregation informed of significant events in the lives of the congregants about which the Emeritus has knowledge.

C. The Deceased Cantor's Spouse

All of the privileges and courtesies accorded to the Cantor's spouse during the Cantor's tenure should be continued after the Cantor's death.

V. CONCILIATION AND ARBITRATION

A. The Function of the National Commission on Cantorial-Congregational Relationships

The National Commission on Cantorial-Congregational Relationships (NCCCR), composed of representatives of the Union of American Hebrew Congregations and the American Conference of Cantors, has been established to interpret the procedures set forth in these <u>Guidelines</u>.

When tensions occur in the relationship between Cantor and Congregation, the Board of Trustees and/or the Cantor should promptly call upon the Commission for assistance in resolving the difference at an early stage.

Should a more serious dispute arise, either the Cantor or the Congregation should call upon the NCCCR to conciliate or to arbitrate.

Once the NCCCR has the matter before it, Placement service will be suspended for both Cantor and Congregation until authorization has been given by the NCCCR. During this process the Cantor should continue to fulfill all responsibilities and commitments, and the Congregation should continue to pay the Cantor's salary and all benefits.

B. Procedures of the Commission

1. The NCCCR may offer counsel and advice to the Cantor and/or the Congregation.

2. The NCCCR may appoint a Conciliation Team to ascertain the facts and to recommend solutions. Some recommendations might be offered at the time of conciliation, but normally, the team reports to the Commission, which will then officially transmit the report and recommendations in writing to each of the participants. If the recommendations are accepted, they are binding on both parties.

3. If conciliation fails to resolve the dispute, the NCCCR may recommend arbitration under rules which it will determine.

4. The NCCCR may call upon Cantors and lay people who are not members of the Commission to represent it, thus widening the possible panel of arbitrators in order to carry out the provisions of (Article V. B. 3, pg 18).

5. In all cases involving arbitration, both Cantor and Congregation will have a choice of available NCCCR personnel; each shall choose one. The two thus selected will choose a third. 6. In both conciliation and arbitration, the NCCCR will be guided by

a. The facts.

b. Any existing contractual relationships.

c. These <u>Guidelines</u>, to the extent they are not in conflict with contractual relationships.

d. Experience with respect to Cantorial-Congregational relationships at other Congregations.

7. The parties to all conciliation and arbitration proceedings will be bound by Rules of Procedure which the NCCCR may adopt from time to time.

National Commission on Cantorial-Congregational Relationships

1 Kalisa Way, Suite 104 Paramus, NJ 07652 Telephone: (201) 599-0910 Fax: (201) 599-1085

The American Conference of Cantors

170 W. 74th Street New York, NY 10023 Telephone: (212) 874-4762 Fax: (212) 874-8605



December 27, 1995 4 Tevet 5756

Cantor Judith K. Rowland American Conference of Cantors 170 West 74th Street New York, NY 10023

Dear Judi:

What a delightful way of honoring me! Nothing will make me happier than to be an honorary member of the ACC. As some of your colleagues know, the cause of synagogue music has been close to my heart. It was at my encouragement that the Music Commission was founded and it has done much to improve the liturgical musical literacy of our constituents and to enhance the worship experience of our congregants.

On top of all that, I am a "closet-conductor." Come to think of it, I have come out of the closet because every time I attend a symphony I conduct in my seat and every time I go to the opera, I sing all of the roles in their original language, even the soprano roles, never mind that I am in the baritone range and have a mediocre voice to boot.

There is a "however," and it pertains to the invitation you were kind enough to send me. Alas, on June 23rd through 27th I will be in Israel attending the meetings of the Jewish Agency. It is a commitment made long ago and my presence is required in order to assure the allocations made by the Jewish Agency to the Reform movement in Israel. It is therefore a date which I cannot change.

Why don't you make me an "honorary member pro-tem" and then at your following conference, I will be ready to Cantor Judith K. Rowland December 27, 1995 Page two

be invested in a more permanent role. That would please me exceedingly much.

Again, my thanks for the thoughtfulness of your letter and honor.

With every good wish, I am

Sincerely,

Alexander M. Schindler



AMERICAN CONFERENCE OF CANTORS

170 West 74th Street • New York, NY 10023 (212) 874-4762 • Fox (212) 874-3527

Judith K. Rowland President

Howard M. Stahl Executive Vice President

> David M. Goldstein Benjamin Z. Maissner Debra Stein-Davidson Vice Presidents

> > Stuart Pittle Treasurer

Alane S. Katzew Secretary

EXECUTIVE BOARD Wendy Autenrieth Shlomo Bar-Nissim Don A. Croll Nancy Ginsberg Barbara O. Horowitz Aviva Katzman Sharon R. Kohn Frances Lawson Lisa Lipco Levine Sheldon F. Merel Amy Brenner Mitz Samuel B. Radwine Linda G. Shepherd Michael Shochet Gershon Silins Richard B. Silverman Ellen L. Stettner Ellen Sussman

Vicki L. Axe Immediate Past President

William Sharlin Honorary Vice President

Raymond Smolover Honorary Vice President

> Richard Botton Director of Placement

Robert M. Gerber Director of Finance

Karyn Turner Administrative Assistant Rabbi Alexander Schindler UAHC 838 Fifth Avenue New York, NY 10021

December 13, 1995

Dear Alex,

In recognition of the numerous significant contributions you have made to the Reform Movement and the Jewish community as a whole, the American Conference of Cantors has unanimously proposed your name for Honorary Membership in the Conference.

Your honorary membership will be voted on by the plenum at our upcoming annual convention in Toronto on June 23-27, 1996. We cordially invite you to be our guest at this convention so that you can be with us to receive this honor.

Please let me know if you will accept this membership. It will be my personal pleasure to greet you as an Honorary Member of the American Conference of Cantors.

With all best wishes,

Cantor Judith K. Rowland President

ger a

June 21, 1995 23 Sivan 5755

Cantor Vicki L. Axe Temple Israel 5419 East Broad Street Columbus, OH 43213-1407

Dear Vicki:

As your presidency of the American Conference of Cantors comes to a conclusion, I write to convey my heartfelt appreciation for all your efforts in behalf of that fine organization.

You certainly represented your colleagues of the cantorate with great distinction as a member of the Union Board of Trustees and Executive Committee and I shall miss your presence in our midst. You were always most gracious in sharing of your talents and on so many occasions you added much beauty to our worship services and programs. We are all truly grateful for your generosity of spirit.

Rhea joins me in sending warm good wishes to you and Harold. We pray the years ahead will be blessed with good health, happiness and much fulfillment.

Sincerely,

Alexander M. Schindler

UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

June 26, 1995

Cantor Vicki L. Axe Temple Israel 5419 East Broad Street Columbus, Ohio 43213-1407

Dear Vicki:

It is with regret that I write this letter on the conclusion of your term on the UAHC Board of Trustees and its Executive Committee, and the completion of your post as President of the American Conference of Cantors.

We shall miss your participation, and we hope that this technical change will in no way diminish your interest in, and support of, our many varied programs.

Many thanks for all that you do in behalf of our movement.

Warm personal good wishes.

Sincerely,

Melvin Merians

cc: Rabbi Alexander M. Schindler Rabbi Eric H. Yoffie Rabbi Daniel B. Syme Cantor Howard M. Stahl



838 FIFTH AVENUE, NEW YORK, N.Y. 10021-7064 (212) 249-0100

Marie Grace Betcher 3233 Doe Run Austin Texas 78748

September 18, 1994

ppl

no futur

e pr

Cantor Judith K. Rowland American Conference of Cantors 170 West 74th Street New York, New York 10023

Dear Cantor Rowland,

I was elated to receive your letter informing me that I would be recommended for Associate Membership in the American Conference of Cantors at your board meeting this coming December.

After your phone call at which time we spoke at length about my August 8, 1994 letter, and after speaking with Cantor Robert Gerber, I felt reassured that the fears that I expressed about being a Jew by Choice were unfounded. You and Cantor Gerber explained to me that the Associate program is one of enormous scope since it is the responsibility of you and only a few other Cantors to coordinate and disseminate all information and applications for everyone around the country and I can now see that it is easy for some lines to become mixed up. After our conversation, I have a greater understanding and respect for your ability to perform as Cantor as well as Vice President for the ACC and have taken over the Associate program as Chair.

I want to assure you that I attack each day with a diligent program of study and continue to learn and grow. I look forward to and will be honored to be an active Associate of ACC and I am committed to achieve Cantorial Certification.

Thank you for your timely response to my concerns and for allaying my fears that a Jew by choice is as welcome to the ACC as a Jew by birth.

Sincerely,

Morrie A. Betcher

Marie G. Betcher

cc: Rabbi Alexander M. Schindler, President UAHC Cantor Vicki L. Axe, President ACC Cantor Howard Stahl, Executive VP ACC Cantor Robert M. Gerber, VP ACC Mr. Teddy Klaus, GTM President Ms. Susan Fenyves, GTM Past President

February 1, 1994 20 Shevat 5754

Cantor Howard M. Stahl Executive Vice President American Conference of Cantors 170 West 74th Street New York, NY 10023

Dear Howard:

Yes, I well remember you and Dick huffing and puffing your way to my office many months back, even as I recall our conversation. As a matter of fact, I did inform the pertinent UAHC staff persons that the ACC should be notified of any openings here at the Union.

Unfortunately, I notified only the Cabinet level staff and Allen Kaplan, who does not sit on the Cabinet, moved on his own to seek an assistant for his region. Inasmuch as he is only at the beginning of the process there is absolutely no reason why this position cannot be placed in your next newsletter.

As far as the NFTB/JCS directorship is concerned, Dan Syme did suggest to their leadership to list this position with the ACC, unfortunately they did not heed our request.

At today's Cabinet meeting, all the members were reminded of our promise to the ACC.

All this does not mean that there won't be slips in the future, but at least you know that the spirit is willing.

With warm regards, I am

Sincerely,

Alexander M. Schindler



AMERICAN CONFERENCE OF CANTORS 170 West 74th Street • New York, NY 10023 • (212) 874-4762

> CANTOR HOWARD M. STAHL Executive Vice President

> > January 27, 1994

WHADS (NO)VED EACHINVOLEOUZ

Dear Alex,

Plus ca change plus c'est la meme chose?! Not too long ago, l remember trekking up nine flights with Dick Botton to reach your office during a power outage. Among other topics, we discussed the noticeable lack of a cantorial presence on the staff of the Union.

With the exception of the position of Regional Director, which you felt could only be filled by a rabbi, you concurred that the availability of UAHC staff positions should, in principle and practice, be made equally accessible to members of the ACC. We agreed that the ACC Placement News, published in the ACC monthly Newsletter, would be a suitable vehicle for publicizing these positions.

I was therefore surprised and chagrined to note that the two staff positions noted in the enclosed CCAR Newsletter have not been brought to the ACC's attention for advertisement. Was this an oversight, and, if so, how can we rectify it.

Thanks for your attention and I look forward to hearing from you. With warmest regards to Rhea.

Cordially,

ASSISTANT/ASSOCIATE

CLEVELAND, OH-Fairmount Temple (David J. Gelfand, Billy Dreskin)

GLENCOE, IL-Am Shalom (Harold L. Kudan)

RABBI-EDUCATOR BLOOMFIELD HILLS, MI: Beth El (Daniel F. Polish, Julian I. Cook) BOCA RATON, FL-B'nai Israel (Richard D. Agler) CHEVY CHASE, MD-Shalom (Bruce E. Kahn) ROCKVILLE CENTRE, NY-Central Synagogue of Nassau (Jeffrey K. Salkin)

SPRING VALLEY, NY-Beth El (Ronald Mass)

WHITE PLAINS, NY-Jewish Community Center (Mark L. Winer, Shira Milgrom)

OPENINGS, WUPJ AND OVERSEAS CONGREGATIONS

HONG KONG-United Jewish Congregation (300) (Summer of 1994)

JOHANNESBURG, R.S.A.-Israel

PORT ELIZABETH, S.A.-P.E. Progressive Jewish Congregation (150)

RIO DE JANEIRO, BRAZIL-Associacao Religiosa Israelita -Assistant (Alejandro Lilienthal)

VIENNA, AUSTRIA-Or Chadasch (German speaker highly desirable)

WELLINGTON, N.Z.-Sinai (201)

MILITARY

ARMY, AIR FORCE, NAVY, ACTIVE AND RESERVE CHAPLAINCY

The Army, Navy and Air Force are currently accepting Jewish chaplains, female and male.

Contact Rabbi David Lapp or Rabbi Nathan Landman, JWB-Jewish Chaplains Council, 15 East 26 Street, New York, NY 10010; (212) 532-4949.

ORGANIZATIONAL

VETERANS ADMINISTRATION CHAPLAINCIES

Contact Rabbi Simeon Kobrinetz, Deputy Director, Chaplain Service, Veterans Administration, Vermont Avenue, N.W., Washington, D.C. 20420, (202) 535-7261.

NEW YORK, NY-UAHC, Assistant Director New York Council. Contact Rabbi Allen S. Kaplan, UAHC, 838 Fifth Avenue, New York, NY 10021. NEW YORK, NY-NFTB/JCS, Executive Director. Inquiries & resumes to Dora Lee, Acting Office Manager, NFTB/JCS, 838 Fifth Avenue, New York, NY 10021; (212) 570-0707.

ST. PAUL, MN-Talmud Torah of St. Paul, Executive Director, Contact Maddy Cohen, Search Committee chair, 636 So. Mississippi River Blvd., St. Paul, MN (612) 698-8807.

WASHINGTON, DC-The National PAC (NatPac), Executive Director. Call or write Richard Altman, 600 Pennsylvania Avenue, SE, Suite 207, Washington, DC 20003; (202) 879-7710 or write Marvin Josephson, 40 West 57 Street, 18 Floor, New York, NY 10019.

NOTE: FOLLOWING ARE THE DATES OF PLACEMENT FOR THE CLASS OF '94:

> Campus Interviews April 4-8 and April 11-14



JOINT CANTORIAL PLACEMENT COMMISSION

170 West 74" Street . New York, NY 10023 . (212) 874-4762

Mr. John Laemle, President Jewish Community Center 252 Soundview Avenue White Plains, NY 10606

Dear John:

I am in receipt of your letter packet concerning Cantor Raymond Smolover, dated March 18, 1993.

Our next J.C.P.C. meeting is May 4th at Hebrew Union College, 1 West 4th Street, New York, NY, at 10:00 A.M. At that time there will be a full discussion of the situation by the commission as part of its agenda. If you wish to appear on that day to personally present any additional pertinent information to the commission, I would ask that you appear at 11:30 a.m. If you decide to appear, kindly notify me as soon as possible so that we in all fairness can also extend an invitation to Cantor Smolover to appear to present his position.

With good wishes for the holiday season I am,

Richard H. Berman

Richard H. Berman, Chairperson Joint Cantorial Placement Commission J.C.P.C. 7 Dock Lane Port Washington, NY 11050

RHB:kt

c. All members of J.C.P.C. Mr. Alan Kaplan Mr. Melvin Merians Rabbi Alexander Schindler Mr. John Stern Rabbi Daniel Syme

CANTOR RICHARD H. BERMAN Chairperson

CANTOR RICHARD BOTTON Director of Placement

AMERICAN CONFERENCE OF CANTORS

Cantor Vicki L. Axe, Ex officio Cantor Bette Cohen Dr. Edward Graham Cantor Gail Hirschenfang Cantor Howard M. Stahl, Ex officio Cantor Debra Stein-Davidson

HEBREW UNION COLLEGE-JEWISH INSTITUTE OF RELIGION, SCHOOL OF SACRED MUSIC

> Cantor Israel Goldstein Norma Levitt Rabbi Lawrence Raphael Cantor Jill Spasser

UNION OF AMERICAN HEBREW CONGREGATIONS Rabbi Daniel Freelander Marlene Glickman Marvin Novick Seymour Sims Helene Spring



RABBI ALEXANDER M. SCHINDLER UNION OF AMERICAN HEBREW CONGREGATIONS PRESIDENT 838 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249-0100

MEMORANDUM

December 27, 1990 10 Tevet 5751

- FROM: Rabbi Alexander M. Schindler
- TO: Chairs and Directors of Joint Commissions

RE: CONSULTATION ON POLICY & PROGRAM

It has come to my attention that situations have arisen wherein partners in Joint Commissions have not been consulted. I refer particularly to the matter of appointment of chairpeople and staff as well as matters of fundamental policy. This is patently unfair to our partners and I urge that you take great care in working in close harmony with them.

Thanks for your cooperation in this regard. All good wishes.

COMMISSION ON CANTORIAL PLACEMENT

CANTOR RICHARD BERMAN CANTOR NANCY HAUSMAN MEMORANDUM

From Rabbi Daniel B. Syme To Mr. Allan B. Goldman Copies Rabbi Alexander Schindler Subject Geri Mund Cantorial Proposal

> Voila! Dan Freelander shared the attached with me today. Turns out that Geri's idea has been reality for two years. In fact, the first two graduates were just certified as full cantors. As I understand it, the major reason that Geri's temple has not been able to engage a cantor is their salary line, \$15,000 below congregations of similar size.

Date 11/29/89

PROGRAM FOR CANTORIAL CERTIFICATION

ELIGIBILITY

- A. Five years as Temple Soloist and is currently involved in the on-going religious and ritual life of a UAHC congregation. Four letters of recommendation will be required. At lease one letter must be from an invested or certified ACC cantor, and one from the rabbi of the congregation.
- B. Bachelors degree from an accredited college or university.
- C. Current membership in the American Conference of Cantors or its affiliate, the Guild of Temple Musicians, for at least two years at the time of application.
- D. Admissions Interview/Audition with the Certification Candidacy Committee. This committee will review the quality and general character of past service of the candidate and will determine the eligibility of that candidate based on vocal and musical ability, Hebraic and Judaic knowledge, cantorial ability and general character. The committee will determine the requirements of each eligible candidate.
- E. The committee will consist of equal representation from Hebrew Union College-Jewish Institute of Religion's School of Sacred Music and from the American Conference of Cantors. The chairperson will be an ACC cantor. The committee will have at least one scheduled meeting per year.

THE PROGRAM

- A. For those candidates who the Certification Candidacy Committee determines have advanced standing, a program consisting of a minimum of one summer and a maximum of two summers of study will be offered by the School of Sacred Music, Hebrew Union College, New York.
- B. For those who lack the necessary background, a program consisting of two summers of study at the Hebrew Union College campus in Jerusalem followed by two years of study at the Los Angeles campus or two years of approved tutorial work with a regional ACC cantor, culminating with a final year of study at the New York campus will be required.

Both programs will conclude with written and oral examinations. Candidates will also be required to maintain a high level of vocal proficiency.

CERTIFICATION

The final oral and written examinations to be administered under the auspices of the School of Sacred Music will include the following: Nusach, Reform Repertory, Musicianship, Cantillation, History of Jewish Music, Liturgy, Bible, Liturgical Hebrew, and the History of Reform Judaism.

While counsel will be taken with the ACC representatives, qualification of candidates for certification will be the ultimate responsibility of HUC-S.S.M. based upon performance in class and on the oral and written examinations.

Candidates agreed to by both parties (S.S.M., ACC) will be admitted to the ACC as a full member.



200

RABBI ALEXANDER M. SCHINDLER PRESIDENT UNION OF AMERICAN HEBREW CONGREGATIONS 838 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249-0100

TELECOPIER COVER LETTER

PLEASE DELIVER THE FOL	LOWING PAG	SE(S) TO:	0	~
NAME: Gelan	ĊĪ	. Dot	eman	Egg
LOCATION: ZQ	~			
FAX NUMBER:	le		_	
TOTAL NUMBER OF PAGES:	3	INCLUDING	THIS COVER	LETTER.

OUR FAX NUMBER IS (212) 570-0895

WE ARE SENDING FROM A FAX PHONE 20

If you do not receive all of the pages, please call our office number and the noted extension immediately. Thank you.

UAHC - (212) 249-0100 Extension: 210 or 211

DATE: TIME: 2.

Alex Schindler Allan Goldman

Date \$2489

Copies

From

To

Subject

Attached, reports concerning yesterday's placement meeting -- one from Sampliner, one from Dan Freelander -- which accord on the meeting itself but diverge on the prospect of a likely further appeal from Beth El.

MEMORANDUM

Will call Gil in the hope of dissuading him from pursuing the matter. Hope I can.

Had helpful three way conversation with Joan Greenberg and Joe Kleiman. She also expects a call from Joe Baron, later on this p.m. There is a good chance for resolving this issue administratively.-- provided, of course, Zeldin can be swayed. But at least, Kleiman's misconceptions -- as he indicated them to me in last night's call - have been corrected and he is proceeding with the facts as they really are -- and above all with a fuller understanding of what is and is not within the range of Joan's administrative authority.

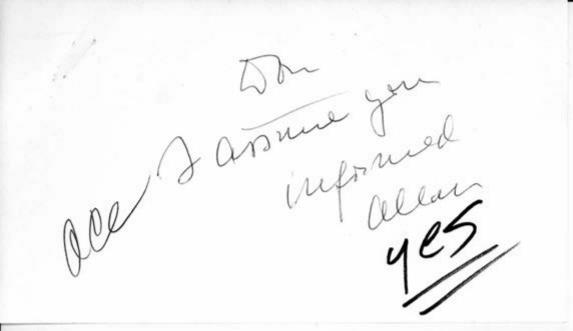
BEST TO

Have a great week-end.

We ordered New Year cards bearing both our signatures for distribution to Board....Am sending you sample by regular mail. Please let Edie know how many you might want for yourself..



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100





RABBI ALEXANDER M. SCHINDLER UNION OF AMERICAN HEBREW CONGREGATIONS PRESIDENT 838 FIFTH AVENUE NEW YORK, N.Y. 10021 (212) 249 0100

July 26, 1989 23 Tammuz 5749

Dr. Raymond Smolover Executive Vice President American Conference of Cantors 1 Kalisa Way - Suite 104 Paramus, NJ 07652

Dear Ray:

Thank you for your recent letter outlining the important events that occurred at the annual meeting of the ACC. Needless to say, I'm very pleased with what has been done and the small part I may have had in its resolution.

I am relaying your suggestion concerning "Believing in Belonging" to Arthur Grant who is in charge of the Biennial To the best of my knowledge, the Biennial program is pretty well set, but there is no reason why we can't look at this news about Shabbath service and perhaps use it another year. Nothing is frozen forever.

With warm good wishes, I am

Sincerely,

Alexander M. Schindler



CANTOR EDWARD R. FOGEL President DR. RAYMOND SMOLOVER Executive Vice President

> VICKI AXE **RICHARD BERMAN** ROY EINHORN Vice Presidents ROBERT GERBER Treasurer EMILIE COOPERSMITH Secretary

> > EXECUTIVE BOARD Roslyn Barak Deborah Bard Samuel Dov Berman Richard Botton Bette Cohen Debra Stein Davidson Harold Dworkin Evan Kent Benjamin Malssner *Carol Mayerson Samuel Radwine Ellas Roochvarg lanice Roger Howard Stahl Alan Welner Alex Zimmer

> > > **ADMINISTRATOR** Nancy S. Hausman

IMMEDIATE PAST PRESIDENT Paul C. Silbersher HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

> *President GUILD OF TEMPLE MUSICIANS An Affillate of the American Conference of Cantors

AMERICAN CONFERENCE OF CANTORS

1 KALISA WAY · SUITE 104 · PARAMUS, NJ 07652 · (201) 599-0910 CE. A GANANT

Rabbi Alexander Schindler President, UAHC 838 Fifth Avenue New York, NY 10021

Dear Alex:

A number of important events have occurred since our last one-on-one annual meeting. One was the successful conclusion to our labor of 18 years: the creation of a Guidelines for Cantorial-Congregational Relationships, thanks to you and to John Geller (we expressed our gratitude to John at our convention in Innisbrook last month and presented him with a token of our esteem). Another not so successful result of the deliberations of the Joint Cantorial Placement Commission; on was the dissatisfaction of Temple Beth El of Great Neck.

At our last meeting in '88 we covered a number of topics: one was your concern with the ineffectiveness of the Sabbath worship services in our congregations and we explored various options. In this regard, I am enclosing two creative pieces for which you are more or less responsible: "The Creative Catalyst" is a paper Lydia Kukoff invited me to submit as part of the Outreach Conference at the HUC-JIR in New York last April.

The new Sabbath service, Believing in Belonging was inspired by the paper you delivered at that same Outreach Conference, as well as the speech you delivered at the New York Federation held at our temple. It was created to meet the needs of those whom Outreach is reaching out to: to provide them with a perspective of what they "belong to." The music composed by Bonia Shur of the HUC in Cincinnati is exquisite. The service was previewed at our convention and I believe it would make for a very exciting and innovative experience in worship at the Biennial in November.

Hoping all is well with you and your dear family, I send warmest regards from all of our colleagues of the ACC.

Sincerely. ar

Raymond Smolover

July 22, 1989

PS: I shall call your office to make appointment to meet with you are your convenience.

THE CREATIVE CATALYST

Raymond Smolover

What does the chanting of *Kol Nidre* (All Vows) have in common with *G'milut Chasadim* (Deeds of Loving Kindness)? Answer: Each contains an essential element, missing, or at best, misunderstood in religious education, in worship, and even in our Outreach programs. I call this element the *Creative-catalyst*.

Synagogues throughout the world annually enjoy maximum attendance for the duration of the five to ten minutes it takes to chant *Kol Nidre*. (A number of those who attend, enter the synagogue only to hear *Kol Nidre* and exit upon its conclusion.) One may confidently estimate that not more than ten percent of the congregants know the meaning of the Aramaic words. In the recent past, the prayer itself met with resistance because it was liable to misinterpretation: giving the impression that the recitation of *Kol Nidre* could free the penitent from "all vows" including legal obligations. For this reason, and perhaps others, the words to *Kol Nidre* were sometimes omitted from the prayer book while the title remained and the prayer was chanted - as much as three times, in traditional synagogues.

How does one explain the extraordinary effect and survival power of *Kol Nidre*? I submit that it is a result of the *Referential* aspect in the arts, and in the nature and function of the *Creative Catalyst*. However, before attempting to describe the *Referential* aspect in the arts, and the nature and function of the *Creative Catalyst*, I shall attempt to substantiate the accusation that this element is missing or misunderstood in religious education and worship. The equation, *Knowing-about* + *Believing-in* + *Belonging-to* is the venerated formula used in the school and synagogue for making "good Jews." Those of us who practice the arts, especially the Arts-in-Judaism, respectfully suggest it doesn't work. Why? Because 1), the essential element which serves as the catalyst - without which the formula will not work - is either missing or misunderstood; 2) the elements in the formula are unclear and the goal undefined; and 3) the practitioners of the formula omit a testing process to ascertain the cause and effect relationship between the formula and the results. Besides, the equation is *punkt farkert* - like chanting the birkat before the kiddush.

Although the formula has endured the test of *habit*, it has not been subjected to a number of more operational criteria, such as *behavior*. Let us, therefore, examine each element of the equation using two criteria: we shall call the first criterion the *obvious*, and the second *behavior*. For example, it is *obvious* that *Knowing-about* does not necessarily result in *Believing-in* or *Belonging-to*. There are a number of non-Jews, such as Paul Johnson, author of A History of the Jews, who know more about things Jewish than do most Jews, but choose not to believe what Jews believe, or to belong to the Jewish people.

As for the second element, *Believe-in*, it is obvious that Jews also differ in what they believe: whereas orthodox Jews accept halacha as sacred law, reform Jews consider halacha semi-sacred tradition. Furthermore, there are obvious differences in what reform Jews believe as well: some believe in the God of our biblical ancestors, others believe in the God of Maimonides or Spinoza, of Martin Buber or Albert Einstein. Still others choose *not* to believe in God and opt instead for agnosticism or atheism. Finally, it is obvious that although all Jews belong to the same historical heritage, not all Jews belong to the same cultural heritage: for example, ash-kenazic, sephardic, chassidic, and so on.

Subjecting the goal - a "good Jew" - to the test of the *obvious* reveals nothing that we do not already know, but something that we tend to disregard: that being a "good Jew" for reform Jews means something different than what it means to our conservative or orthodox coreligionists. For traditional Jews, a "good Jew" is one who performs the mitzvot and subscribes to the prescriptions of halacha as being the literal word of God. For reform Jews, being a "good Jew" means living one's life as a knowledgeable, free-thinking, participating Jew who follows the counsel of Micah to "do justice, to love mercy and to walk humbly with God" (however we may define the Creator).

Using the second criterion of *behavior*, it will suffice to admit to the embarrassing number "learned Jews" who *behave* in a manner contrary to what they *Know-about, Believe-in and Belong-to*. How then, you may ask, do we explain the exceptional "good Jew" - by either the traditional or reform definition - whose behavior is in consonance with the age-old formula. The answer: our paradigm first restructures the order of the formula placing *Belong-to first*. (In order to qualify for first place, however, *Belonging-to must* be more than a genetic accident; it must be a dynamic desire, whatever its source.)

Our extraordinary "good Jew" - consciously or unconsciously - then adds the essential missing ingredient, the Creative-catalyst. It is a process similar to how we account for the gifted musical prodigy or the natural athlete. Extraordinary religious or social sensitivity is to the "good Jew" what extraordinary aesthetic sensitivity is to the talented artist: it is a nurtured gift.

Let us now turn to the nature and function of the Creative-catalyst. The Creative-catalyst is found in its highest and purest form in such as Moses and Mozart, in Martin Buber and Ernest Bloch, in Shakespeare, Michelangelo, Albert Einstein and Marc Chagall. But we must not confuse the *art-object* or the created entity with the *Creative-catalyst*.

The admonition in the second of the Ten Commandments prohibiting the making of "graven images" is an example of confusing the *art-object* and the *creative process*. The *Aseret ha-Dib'rot* (the Ten Commandments) is the *created entity* that bears witness to the Creative-catalyst in Moses. The sculpture, *Genesis* is the *art-object* that manifests the Creative-catalyst in Jacob Epstein. The *Avodat Hakodesh* - the Sacred Service - must not be mistaken for the Creative-catalyst in Ernest Bloch, it is but one of its manifestations, just as E=m2 is witness to the Creative-catalyst in Einstein. The dialogic process in Martin Buber's *I and Thou* is not only a manifestation of his Creative-catalyst, it is the essential element that makes *G'milut Chasadim* - deeds of lovingkindness - operational, providing a cause and effect relationship.

Having separated the *created entity or art-object* from the *Creative-catalyst*, let us also clarify the distinction between the Creative-catalyst and the *creative process*. The Creative-catalyst is an emotional dynamic that serves as an *operational motivating force*. In the arts it is referred to as *inspiration*: in religion, as *revelation*. The creative process is a dialogic relation-ship between the artist and the art-work or between two people.

The creative process is by definition dialogic; it is an I - Thou relationship. The quality of the creative process may be determined by the degree to which it is dialogic. To the degree that each stroke of the painters brush is determined by aesthetic criterion, the process remains dialogic: to the degree that utilitarian factors - such as acceptance or sales - enter into the process, to that degree the process becomes less dialogic and becomes an I - It relationship. The dialogic relationship between the composer and the melody is similar to that of the painter and the canvas: to the degree that each note in a melody determines the next, the relationship contains the element of the Creative-catalyst: the process remains dialogic.

In conclusion, the almost mystic power of Kol Nidre may be partially explained by two aesthetic theories: Referentialism and Absolute Expressionism.

Referentialism in music is that aspect which awakens in the listener other subjective referents, such as love, and gratitude. *Absolute Expressionism* in music is comprised of two elements: *excellence* and *greatness*. Music is *excellent* when it is marked by qualities of skillfulness, inventiveness and erudition. Music is *great* when that aspect of expressiveness - its feelingfulness - produces a sense of profundity which provides insights into the nature of subjective reality.

The congregant, when listening to *Kol Nidre* is referred to a number of subjective emotions: an intensification of one's own identity; a sense of belonging to an international mishpacha - family; an intensification of one's sense of belonging to a religious heritage; and what it feels like to be a Jew involved in a profound relationship with the Source of Creation, and the state of being and non-being. The *Creative catalyst* motivates the congregant to examine, and to make a distinction between the sacred and the secular, between the serious and the trivial. *Kol* *Nidre* provides the emotional force that enables the congregant to re-evaluate and reconsider the meaning of life and death and how one should live one's life: dialogically or in the ordinary utilitarian manner.

The future of the synagogue will in a large measure to be determined by how the cantor utilizes the Creative-catalyst and the creative process in worship and in the Arts-in-Judaism; and how the rabbis, teachers and congregants utilize the Creative catalyst and the dialogic process in performing deeds of lovingkindness.

* * *

Dr. Raymond Smolover is cantor and music director of the Jewish Community Center, White Plains, NY and the executive vice president of the American Conference of Cantors. He is the composer: among his works are "Edge of Freedom," the first Sabbath evening folk/rock service and "Where the Rainbow Ends" an interfaith celebration of creation.

BELIEVING IN BELONGING

A New Service for the Sabbath

Service by Raymond Smolover - Music by Bonia Shur

PROCESSION

Twelve participants form a procession from the back of the sanctuary toward the ark with a torah. Each carries a lit candle encased in glass (except for the one who carries the torah).

The cantor, rabbi and participants plus the congregants chant antiphonally as the procession moves from the back of the sanctuary to the bima.

Chorus

Anochi Adonai elohecha asher hotzeiticha meieretz mitz'rayim mibeit avadim." (1 am your God who brought you out of the land of Egypt, the house of bondage).

Rabbi

Early in the morning, Moses set up an altar at the foot of the mountain, with twelve pillars for the twelve tribes of Israel... Then he took the words of the covenant and read them to the people... "This is the covenant which God now makes with you concerning all these commandments"... And the people said, "All that God has spoken we shall do and we shall listen."

Cantor

Lo yihyeh l'cha elohim acheirim al panai - (You shall have no other gods before me)

Participants & Congregation

Na'aseh v'nishma - (We will do and we will listen)

Cantor

Lo taaseh l'cha fesel ... - (You shall not make any graven image)

Participants & Congregation

Na'aseh v'nishma

Cantor

Lo tisa et sheim Adonai elohecha l'shav (You shall not swear falsely by the name of God)

Participants & Congregation

Na'aseh v'nishma

Music to V'Sham'ru begins under Cantor.

Cantor

Zachor et yom hashabat l'kod'sho - (Remember the sabbath day to keep it holy)

Cantor, Participants and Congregation sing V'Shamru

V'sham'ru v'nei yisrael et hashabat, laasot et hashabat l'dorotam b'rit olam. Beini uvein b'nei yisrael ot hi l'olam, ki sheishet yamim asah Adonai et hashamayim v'et haaretz, uvayom hash'viyi shavat vayinafash.

Rabbi

The children of Israel shall keep the Sabbath, observing it in every generation as a covenant for all time. It is a sign forever between Me and the people of Israel.

One participant lights a wick from the twelve candles with which the two Shabbat candles are lit as the participants chant the blessing:

Participants

Baruch atah, Adonai eloheinu, melech haolam, asher kid'shanu b'mitzvotai v'tzivanu l'had'lik neir shel shabat.

Following the lighting of the candles, the rabbi and participants read responsively as the Torah is uncovered and prepared for reading as the participants form a semicircle around the bima and chant with the cantor and congregation.

Rabbi

And God said, "Let there be lights in the firmament of the heaven...and let them be for signs and for seasons, and for days, and years. And they shall serve as lights in the firmament to shine upon the earth."

Participants

And God ceased from the work of creation. And God blessed the seventh day and sanctified it.

Cantor and Congregation - Chant the blessing

Bar'chu et Adonai ham'vorach. Baruch Adonai ham'vorach l'olam vaed. Baruch atah, Adonai eloheinu, melech haolam, asher bachar banu mikol haamim v'natan lanu et torato. Baruch ata Adonai, notein hatorah.

A short sedra for the week is chanted and translated by one of the participants following which the second b'racha is chanted by all.

Baruch atah Adonai eloheinu melech haolam, asher natan lanu torat emet v'chayei olam nata b'tocheinu. Baruch atah Adonai notein hatorah.

The Torah is held high as the cantor chants:

Cantor

V'zot hatorah asher-sam Mosheh lif'nei b'nei yisrael, al-pi Adonai b'yad-Mosheh. (This is the torah that Moses placed before the people of Israel to fulfill the word of God)

The torah is covered and taken from the bima to a resting place.

Rabbi

Abraham and Sarah begot Isaac ...

Congregation

Rebecca and Isaac begot Jacob ...

Rabbi

Jacob and Leah and Rachel, Bilhah and Zilpah begot the sons who, with their sons begot the Twelve Tribes of Israel:

Congregation

Reuven, Simeon, Judah, Isaachar, Zebulun, Benjamin, Dan, Naphthali, Gad, Asher, Ephraim and Manasseh.

Rabbi

Begetting begets belonging ... Belonging begets believing.

Haftarah Midrash

Cantor & Congregation Chant Haftorah Blessing

Baruch atah Adonai,eloheinu melech haolam, asher bachar bin'viim tovim v'ratzah v'div'reihem haneemarim beemet. Baruch atah Adonai, habocheir batorah uv'Mosheh av'do uv'yisrael amo uvin'viei haemet vatzedek.

Rabbi

V'eileh tol'dot Salmon: And these are the generations of Salmon ...

Congregation

Salmon begot Boaz; Ruth and Boaz begot Obed; Obed begot Jesse, and Jesse begot David, the "Sweet Singer of Psalms."

The words of Ruth begin as a solo. The following readings by the Rabbi and Congregation - are part of the music. When David begins, Ruth's song becomes a descant to David's Psalm.

Ruth

Al-tif'g'i-viy l'oz'veich lashuv meiacharaich kiy el-asher teil'chiy eilech uvaasher taliyniy aliyn ameich amiy veilohayich elohai. (Entreat me not to leave you, or to return from following after you; for wherever you shall go, I shall go; and where you shall lodge, I shall lodge; your people shall be my people and your God, my God.)

(The 23rd Psalm may be read or sung. If read, the song of Ruth is sung above the reading of the psalm; if the 23rd Psalm is to be sung, Ruth's song becomes an obbligato to the psalm)

David

The Lord is my shepherd; I shall not want. He causes me to lie down in green pastures; He leads me beside the still waters. He restores my soul; He guides me in straight paths for His name's sake. Though I walk through the valley of the shadow of death I shall fear no evil, for You are with me; Your rod and your staff, they comfort me. You prepare a table before me in the presence of my enemies; You anoint my head with oil; my cup runs over. Surely goodness and mercy shall follow me all the days of my life; And I shall dwell in the house of the Lord forever.

Rabbi

And it shall come to pass that I will pour out my spirit in all flesh; your sons and daughters shall prophesy, your old men shall dream dreams, and your young men and women shall see visions.

Isaiah and Congregation

(The music to "Lo yisa goi" begins and continues under reading: it is sung following the reading)

And it shall come to pass in the end of days that the mountain of the God's house shall be established as the top of the mountain. And shall be exalted above the hills; and all nations shall flow unto it. And many peoples shall go and say:

Come, let us go up to God's mountain, to the house of the God of Jacob; and we will walk in God's paths.' For out of Zion shall go forth the law, and the word of God from Jerusalem.

And God will judge between the nations, and shall decide for many people; and they shall beat their swords into plowshares, and their spears into pruning-hooks; nation shall not lift up sword against nation, nether shall they learn way any more.

The cantor and congregation chant the refrain, "Lo yisa goi el goi cherev, lo yil' medu od milchama."

Rabbi

On the first day of Tirshrei in the year 445 before the common era, the people congregated in the open places before the Water-Gate of the Temple. And Ezra, who with the Men of the Great Assembly compiled the Five Books of Moses, went among the people explaining the Convenant to them.

Ezra

And Nehemiah and the Levites that taught the people said to them: "This day is holy unto your God; Go your way, eat and drink the sweet, and send portions to them for whom nothing is prepared.

Congregation

And there was gladness because they had understood the words that were spoken. And all the people that returned from captivity in Babylon made booths and dwelt in them; for not since the days of Joshua had the children of Israel done so.

Rabbi

And it came to pass in the days of king Achashveirosh who reigned from India unto Ethiopia over a hundred and seven and twenty provinces that the king placed Haman the Agagite above all the princes that were with him. And all the king's servants bent the knee and prostrated themselves to Haman; but Mordecai bent not the knee nor prostrated himself.

Congregation

Then said Haman unto the king: There is one people scattered and dispersed among the nations... Their laws are different, and it is no profit for the king to tolerate them. If it is pleasing to the king, let it be to destroy them.

Esther

If it be pleasing to the king, let it be written to recall the device of Haman to exterminate the Jews. For how could I endure to look on the evil that is to befall my people?

Judas Maccabee

With those words, Esther saved the lives of her people. But it was not the lives of our people that Antiochus demanded: he sought the surrender of our faith, our ways of living. Words were not sufficient to dissuade him. Ours was the initial struggle for the freedom to belong, and the freedom to believe. The oil that burned in our lamp was to burn not for eight days, but for eighteen centuries and more. It will continue to burn for as long as freedom burns in the hearts of all people.

Rabbi

It is said, that from Moses unto Moses there arose none like unto Moses.

Moses Maimonides

The lamp lit by the Maccabees continued to burn in my heart ten centuries later as I wandered from the age of thirteen - for seventeen years - to escape the persecutions of our people in Spain and Morocco. The flames of the menorah inspired my *Mishna Torah* and the *Moreh Nevukhim*. Despite opposition from all sides - my own included - my *Thirteen Articles of Creed* served to structure our daily prayers and to sustain the faith of our people.

Participants & Congregation

God is the Creator and Guide of all things God is uniquely One God is incorporeal God is eternal God and God alone is the proper Object of worship God truly revealed His will through the prophets Moses was the greatest of all the prophets The Torah was revealed to Moses The Torah is eternal and unchangeable God is omniscient There is divine reward and punishment Messiah will surely come The dead will be resurrected when God so wills.

Spinoza

The RaMBaM, as others before him, withstood the resistance to the challenge of the new. That my critique of revelation would meet with opposition was to be expected. It is one thing to be driven out by strangers; it is another, however, to be driven from one's own community. I asked that the state encourage free thought and freedom of religion. I suggested that God and Nature are identical: that all is predetermined: that true happiness lies in the ability to control our emotions with out intellect and the the highest knowledge leads to the understanding the love of God.

Mendelssohns

One can be driven out by others, and one can remove one's self. One way or the other history reveals that we will belong...for all eternity. My grandfather, Moses Mendelssohn, strove for equality for all citizens. He devoted himself to freeing our people from the ghettos and for securing for them the right to participate in all forms of education. He translated the Pentateuch and Psalms into German. He fathered the Haskalah movement...and grandfathered my oratorio *Elijah*.

Chagall

In my day there were those who strove to be known as universal artists. They eschewed the term Jewish artist - as though one is born at no specific time or place. Mozart and Michelangelo became universal artists by being who they were, when they were and where they were. The knowledge of uniqueness is a knowledge shared by all humans everywhere. We become universal by being uniquely unique and thus awakening in others the sense of their own uniqueness.

Albert Einstein

The Jewish God is simply a negation of superstition, an imaginary result of its elimination. I cannot conceive of a God who rewards and punishes his creatures or has a will of the type of which we are conscious in ourselves. Enough for me the mystery of the eternity of life, and the inkling of the marvelous structure of reality, together with the singlehearted endeavor to comprehend a portion, be it ever so tiny, of the reason that manifests itself in nature.

Golda Meir & Congregation

"Not like the brazen giant of former fame, with conquering limbs astride from land to land, Here at our sea-washed, sunset gates shall stand a mighty woman with a torch, and she cries with silent lips;

Give me your tired and your poor, your huddled masses yearning to breath free, The wretched refuse of your teeming shore, send these, the homeless, tempest-tossed, to me.

From her beacon-hand glows welcome; her mild eyes command the air-bridged harbor.. With a torch whose flame is imprisoned lightning, and her name is Mother of Exiles, and she cries with silent lips:

Give me your tired and your poor, your huddled masses yearning to breathe free, The wretched refuse of your teeming shore. Send these, the homeless, send these, the tempest-tossed, to me. I lift my lamp beside the golden door. (Emma Lazarus)

Cantor and Congregation (Chants the Haftarah Blessing)

Baruch atah, Adonai eloheinu, melech haolam, tzur kol-haolamim, tzadik b'cholhadorot, haeil haneeman, haomeir v'oseh, ham'dabeir im'kayeim, shekol-d'varav emet vatzedek. Al-hatorah v'al-haavodah v'al-han'viim v'al-yom hashabt hazeh, shenatata lanu, Adonai eloheinu, lik'dushah v'limnuchah, l'chavod ul'tifaret, al-hakol, Adonai eloheinu, anachnu modim lach, um'var'chim otach. Yit'barach shim'cha b'fiy kol-chai tamid l'olam vaed. Baruch atah, Adonai, m'kadeish hashabat.

SILENT DEVOTION

Congregation

Nothing vanishes completely. Everything changes. Memory preserves the past and begets the future.

Rabbi

We think continually of those who were truly great, who from the womb, remembered the soul's history through endless corridors of light where the hours are suns, endless and singing. Whose ambition was that their lips, still touched with fire, should tell of the spirit clothed from head to foot in song, and who hoarded from the spring branches, the desire falling across their bodies like blossoms.

Congregation

There are abandoned corners of our Exile, remote, forgotten cities of Dispersion where still in secret burns our ancient light, where God has saved a remnant from disaster.

The mantra melody is played unaccompanied for one minute. Participants join in the singing the mantra melody to the words "zichronam liv'racha" - of blessed memory. Singing and rhythm alternate. The rhythm continues under the reading by the various participants. The vocal mantra is insterspersed between the listing of destroyed communities.

Individual Participants

1. (Mantra rhythm under reading)

Egyptian bondage...Babylonian captivity...Jersualem...Masada... Forced Conversions....(mantra is sung).

2. (Mantra rhythm under reading)

Crusades... Spanish Inquisition... Blood Libels ... Protocols of Zion... Chmielnicki Pogroms... Massacres in Iraq... Dispersion from Yemen... Anti-Semitism.....(mantra is sung).

4. (Mantra rhythm under reading)

The Holocaust...

Cantor

El Male Rachamim

Each Participant (read a single verse)

I fell in the battle of Ashdod in the War of Liberation. My mother said, then, he is twenty-fout. And now she says, he is fifty-four. And she lights a Yarhtzeit candle like birday candles on a cake to be blown out.

And since the my father dies of too much pain and sorrow. And since then my sisters got married and named their sons after me, and since then my home is my grave, and my grave, my home. Because I fell in the pale sands of Asdod.

And since then all the cypresses and all the trees of the orchards between Negbah and Yad Mordechai move in a slow march, and since then all my children and all my ancestors go together arm in arm in aportest against death. Because I fell in the war in the soft sands of Ashdod.

I carried my friend on my bnack and since the I always feel his body like a heavy sky above me, and since then he feels my back bent beneath him like peace around the earth. Because I feel in the terrible sands of Asdod, not only him.

And since then I appease myself for my death with loves and with dark feasts. And since then I am of blessed memory. And since then I don't want God to revenge my blood.

And since then I dont want my mother to weep over me with her beautiful and precise features, and since then I feight against pain, and since then I mearch against my memories like a man against the wind,

and since then I grieve over my memories like a man does over his dead, and since then I extinguished my memories like a man does a fire, and since then I am quiet.

Because I feel in the soft and pale sands of Ashdod in the War of Liberation. (Amichai).

Rabbi

We remember with sorrow those whom death has taken from us, our own loved ones, and those of all peoples whose lives have been a blessing to humanity.

Congregation

So long as we live, they live; for they are now a part of us.

All recite Kaddish

8 - A

ISRAEL AND AMERICA

The melody to the Kiddush - to be sung at the end of this section - begins as an introduction to the readings and continues under the readings: When the responsive reading has concluded the Kiddush is chanted by the cantor and congregation chant the Kiddush.)

Rabbi

The spirit of our people is the spirit of realization. Realization that we were created for a purpose and that there is purpose to creation; one we have not made up ourselves, or agreed to among ourselves. The purpose itself revealed its face to us and we have gazed upon it. (*Martin Buber*)

Congregation

Unity, not separation is the purpose of creation, it is not an everlasting struggle to the death between sects or classes or nations. We are charged to perfect our portion of the universe - the human world. The charge is addressed not only to individuals but to all nations. (Martin Buber)

Rabbi

Proclaim liberty throughout the land unto all its inhabitants.

Congregation

You shall have one manner of law.

Rabbi

Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press, or the right of the people peaceably to assemble.

Congregation

We hold these truths to be self-evident, that all are created equal, that they are endowed by their creator with certain unalienable rights, that among them are life, liberty and the pursuit of happiness.

Rabbi

You shall love your neighbor as yourself.

Congregation

What is hateful to you, do not do to any person.

Rabbi

We have gathered up human particles and combined them into the fruitful and creative nucleus of a nation reborn. In the desolate spaces of a ruined and abandoned homeland, we have built villages and towns, we have breathed new life into our muted ancient language. Such a marvel is unique in the history of human culture. (Ben Gurion)

Cantor and Congregation chant the Kiddush

SABBATH OF THE SPIRIT

Following the Kiddush - the rhythmic pattern of the procession begins - the torah is brought to the bima - the rhythmic pattern continues under the reading.

Rabbi

A people draws life from its roots in the past...

Congregation

The past is for wisdom, the present for doing, and the future for the Sabbath of the Spirit.

(The theme to the music of "V' aanachnu Amcha" is introduced under the following reading reading)

Rabbi

Radiant is the world soul, full of splendor and beauty, full of life;

Participant

Of souls hidden, of treasures of the holy spirit, of fountains of strength, of greatness and beauty. Proudly I ascend toward the heights of the world soul that gives life to the universe.

Rabbi

How majestic the vision, come enjoy, come, find peace, embrace delight, taste and see that God is good. Why spend your substance on what does not nourish and your labor on what cannot satisfy? Listen to me, and you will enjoy what is good, and find delight in what is truly precious. As the Torah is carried through the congregation the cantor, participants and congregants sing as they did in the procession. It is brought back to the bima at the conclusion of the tenth commandment.

Cantor

Kabeid et avicha v'et imecha...(Honor your father and your mothers) Lo tirtzach...(You shall not murder)

Congregation

Na'aseh v'nishma...(We will do and we will listen)

Participants Read

Lo tin'af.....(You shall not commit adultery) Lo tig'nov...(You shall not steal) Lo taaneh... (You shall not bear false witness) Lo tachmod.. (You shall not covet)

Cantor

(Commandments eleven and twelve)

You shall always remember (Al tish' kach l' olam). You shall survive through righteousness (Betzidkacha tich' yeh).

Congregation

Na'aseh v'nishma

Rabbi

Nothing vanishes completely; Everything changes...Memory preserves the past and begets the future.

Congregation

Sh'ma Yisrael Adonai elocheinu, Adonai Echad.

As the torah is placed in the ark, cantor, participants and congregants sing:

V'aanachu Amcha

Participants leave the sanctuary at a point indicated in the music.

CONGREGATION BETH EMETH IOO ACADEMY ROAD ALBANY, NEW YORK 12208

CANTOR HOWARD M. STAHL, MSW

May 23, 1989

Rabbi Alexander M. Schindler, President Union of American Hebrew Congregations 838 Fifth Avenue New York, NY 10021

Dear Alex:

I want to express my deep appreciation to you and the UAHC staff for your support and encouragement of the proposed <u>Guidelines for</u> <u>Cantorial-Congregational Relationships</u> and for your tireless efforts in making the principle become a reality. The <u>Guidelines</u> will serve as an essential tool for cantors and congregations, facilitating haromious relationships, and thus enabling our congregations and cantors to best serve the needs of our movement and our faith.

I want to state most emphatically that this project could never have attained fruition without the zealous and devoted efforts of Danny Freelander and Jack Geller. These two magnificent individuals have earned the respect and affection of the leadership of the American Conference of Cantors and will be honored at our convention at the end of June.

Again, my personal appreciation to you for serving as the catalyst and <u>shadchan</u>. All of us are most grateful.

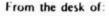
With warmest regards,

Most s incerely.

Cantor Howard M. Stahl

HMS:jkp

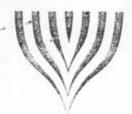
cc: Mr. Allan Goldman Cantor Paul Silbersher Rabbi Daniel Freelander Mr. John A. Geller





RABBI DANIEL B. SYME

I thought the attached might be of interest to you.



Commission on Synagogue Music

UNION OF AMERICAN HEBREW CONGREGATIONS - AMERICAN CONFERENCE OF CANTORS HEBREW UNION COLLEGE-JEWISH INSTITUTE OF RELIGION - CENTRAL CONFERENCE OF AMERICAN RABBIS

1 KALISA WAY, SUITE 108, PARAMUS, NJ 07652 (201) 599-0080

12 May 1989 7 Iyar 5749

Prof. Elie Schleifer Hebrew Union College 13 King David Street Jerusalem, ISRAEL

VIA: World Union FAX

Dear Elie,

I just got off the phone with both Cantor Deborah Stein-Davidson, Coordinator for Student Placement at the Sacred School of Music, and Rabbi Jerome Davidson of Temple Beth El in Great Neck. I want to ask your help to clarify the nature of the Great Neck position with the first year SSM students. Please feel free to duplicate or post this letter so that the first year SSM students have an accurate understanding of the situation at Temple Beth El in Great Neck.

1. This position is available and the congregation is interested in hiring a current first year SSM student. There is no truth to the rumor that the position has been filled. In fact, the congregation is only considering those students who are currently in the first year program in Israel.

2. The job description for the position will be tailored to fit the time availabilty of a second year cantorial student (maximum three visits per week to the congregation). The only job description currently on file was the one the congregation used for its search for a fulltime Cantor this year. Since the congregation was unable to find a suitable fulltime Cantor for 1989-90 they are fully congnizant of the fact that no student Cantor can be expected to fulfill the job description of a fulltime invested Cantor. Temple Beth El clearly demonstrated this understanding and flexibility in their relationship with a student Cantor in 1988-89.

Temple Beth El represents a unique, unusual and superior opportunity for an entering second year student. It is rare that SSM students have the opportunity to work in a congregation this large at anytime before they become officially eligible for placement in congregations over 750 families (three years after investiture).

continued....

Chairman John A. Geller Co-Chairpersons Rabbi Lawrence Hoffman Rabbi Bennett Miller Cantor Sarah Sager Director Rabbi Daniel Freetander

איתוד ליהדות מתקרמת באמריקה Please make clear that this is a one year position. Temple Beth El fully expects to interview and hire a fulltime invested Cantor to begin with the congregation as of July 1, 1990 and therefore the student Cantor must be prepared to work with a smaller congregation in 1990-91. Given these restrictions, the experience of working in such a congregation should prove invaluable as one makes one's future career plans.

Please contact me if you have any questions about the two points I tried to clarify above.

With appreciation for your cooperation,

Dentrecht

Rabbi Daniel Freelander, Director Commission on Synagogue Music

cc. Cantor Deborah Stein-Davidson Rabbi Jerome Davidson



TO: AMS

Dr. Mihaly called May 9, in regard to the attached letter. He wanted you to know that the letter has not been ignored. Larry Raphael has been exploring this project with a committee and they are in the process of formulating a program which will be sent to Cincinnati when it is completed. Needless to note, it will be shared with you. Mihaly has some questions as to the affect of certification on bona fide graduates of the SSM. HA also has to question in his own mind the matter of urgency - at one time, there was concern about certifying non-graduates of the SSM, now they are speaking of the urgent need to do this. In any event, you will be kept informed and also they do want to test the waters with their own alumni of the SSM.

fler were

5/9

Be assured the College-Institute wishes to cooperate and Mihaly will be in touch with you.

Compliments of THE SCHUCKMAN PRESS 200 Elleen Terrace April 5, 2988 18 Nisan 5748

Rabbi Alfred Gottschalk HUC-JIR Clifton Avenue Cincinnati, OH 45220

Dear Fred:

I just had a long session with Ray Smolover, who, as you know, is Executive Vice President of the American Conference of Cantors. We discussed a good amony issues and problems soem of which I ought to share with you.

1) The current number of graduates from the School **66** Sacred Music is simply insufficient for the need. Gradu uates bearly suffice to replace cureent losses (through illness, death, or retirement) and certainly cannot take care of the increasing demand for cantors around the country. In other words, we have a recuritment problem not just for the rabbinate but for the School of Sacred Music as well.

2) There are currently 169 temples who are not served by invested cantors but rather by cantorial soloist. In order to meet the increasing need for cantors the ACC has made a commitmett to upgrade them so that they can serve our congregations. Larry Raphael of your New York faculty has been working with the ACC to develop an extensive certification program which would be instrumental in this upgrading, and I, on my part, offered theusse of our Camps for summer institutes and the like which are attendant upon this effort. For the moment at least, this certification program is projected only for New York which limits the nember of soloist who could take advantage of it. Is there any possibility of offering a like program at gour campuses in Cincinnati and,,especially, in Los Angeles? That would be exceedingly helpful.

Sorry to add this problem to your many others, but cantors are an essential element of the program of the synagogue, and we cannot neglect this aspect of our work. In this connection, you ought to know that the Commission On Synagogue Music, on which bobb HUC-JIR and the School of Sacred Music represented, has made teemendous strides forward in theffew years of its operation.

With warm good wishes, I am

Sincerely,

Alexaader M. Schindler

cc: Cantor Ray Smolover

bcc: ABG Nan Freelandr John Beller



MEMORANDUM

From Rabbi Alexander M. Schindler Date April 5, 1988 18 Nisan 5748

To Rabbi Norman Kahan

Copies Rabbi Daniel Freelander, Mr. Arthur Grant, Cantor Raymond Smolover

Subject

I had a session with Ray Smolover, who, as you know, is the Executive Vice President of the American Conference of Cantors.

The Cantors are painfully aware of the fact that many of our smaller congregations are unserved not just by rabbis but by cantors, and they are eager to be of some help possibly using retired cantors for a kind of circuit riding effort.

Why don't you get in touch with him, I think this would be a wonderful way of serving our small congregations.

Thank you.



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100



AMERICAN CONFERENCE OF CANTORS

1 KALISA WAY • SUITE 108 • PARAMUS, NJ 07652 • (201) 599-0910

February 19, 1988

Rabbi Alexander M. Schindler President UAHC 838 Fifth Avenue New York, N.Y. 10022

Dear Alex:

Edie Miller was kind enough to any to meet with you on Thursday, Feb

There are a number of items on the how much time you have available are of greater priority.

Our first concern is whether yo vention to be held in Oakland, This will be preceded by a wor! Music to be held on Saturday, June 26th.

3 menus ou tope me

.ng upon them Cl ial Con-

h to 30th. on Synagogue vening,

The theme of our Convention this year is "Creating a Future for Reform." We shall be concentrating on small congregations who do not have cantors and we are inviting congregants and members of volunteer choirs to attend worshops and to participate in a program presentation.

2) The relationship between the ACC and Transcontinental Music and the ACC and projects "Shaarei Shira."

3) The dwindling attendance at worship services: (according to Harvey Shield's presentation at the Biennial in October, less than 10% of our congregants attend Sabbath Services).

Why? What can be done? Some suggestions!

The enclosed articles address some of the above and may be of interest to you.

Looking forward to our meeting, I am

Sincerelv

a

Leantor Dr. Raymond Smolover, Executive Vice President

President DR. RAYMOND SMOLOVER Executive Vice President EDWARD R. FOGEL SHERI BLUM SARAH J. SAGER Vice Presidents ROBERT GERBER Treasurer VICKI AXE Secretary

CANTOR PAUL C. SILBERSHER

EXECUTIVE BOARD Deborah Bard Kerry Ben-David **Richard Botton** Samuel W. Brown Emily Coopersmith Roy Einhorn *Marilyn Ladin Sheldon Merel Rachelle Nelson Martha Novick Helene Reps Norman Summers David Unterman Alan Weiner Severin Weingort

> ADMINISTRATOR Nancy S. Hausman

IMMEDIATE PAST PRESIDENT Jay I. Frailich HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

> *President, GUILD OF TEMPLE MUSICIANS An Affiliate of the American Conference of Cantors

AMERICAN CONFERENCE OF CANTORS Incorporated 1951

REGIONAL REPRESENTATIVES

New England Sheri Blum, Roy Gohom East-A: Ct. NY Viclo Axe, Debotah Bard, Kerry Ben, David

East-B: DE, D.C. MD, NJ, PA Emily Cooperanith, Martha Novick, Norman Summers

South

Robert Carber, Rachille Neison

Mid-West

West

Samuel Brown, Sheidur Merel, David Unterman, Alao Wittee Trans-America

PAST PRESIDENTS

Jay I. Trailich 1985 (1987, Elchard Borton 1983-1985 Herward Suihl 1984 (1983, Marny E. Simon 1979) (1981 Ramon Gilbert 1977, 1979, Harold Orbach 1975-1977 "Uphraim Steinhaust 1973, 1975, Norman Bellini 1971, 1973 Alex Zemmei 1969, 1971, Norman Summen, 1962, 1969 George Weinfach 1965 (1967, Marshall M. Clatzer 1963, 1965 "Arthur Wolfson 1961, 1965, Robert Miller 1959, 1951 Gunther Hirschberg, 1957, 1959, Benjamin Grobani (1955, 1957 Walter A. Davidson (1953, 1955)

"Deceased

000

JOINT CANTORIAL PLACEMENT COMMISSION - 1987-88

ACC Representatives

Cantors: Paul Silbersher, Chair The Temple, Cong. B'nai Jehudah 712 E. 69th Street Kansas City, MO 64131 (816)363-1120

> Richard Berman Temple Judea 333 Searington Road Manhasset, NY 11030 (516)621-8049

Sheri Blum Temple Emanuel 280 May Street Worcester, MA (617)755-1257

Gedaliah Gertz Temple Israel 133 Merriman Road Akron, OH 44303 (216)762-8617

UAHC Representatives

Melvin Merians 10 Bonnie Briar Lane Larchmont, NY 10538 (718)539-5000

Kenneth Rosett 191 Albemarle Road White Plains, NY 10605 (914)949-5948

HUC Representatives

Cantors:

Deborah Stein-Davidson HUC-JIR-SSM 1 West 4 Street New York, NY 10012 (212)674-5300

Israel Goldstein HUC-JIR-SSM 1 West 4th Street New York, NY 10012 (212)674-5300 Harold Orbach Temple Israel 5725 Walnut Lake Road W. Bloomfield, MI 48033 (313) 661-5700

Raymond Smolover, Exec. Vice-President 10 Crest Lane Scarsdale, NY 10583 (914) 723-8917

Nancy Hausman, Placement Administrator American Conference of Cantors 1 Kalisa Way, Suite 104 Paramus, NJ 07652 (201)599-0910

Seymour Sims 6 Highland Way Scarsdale, NY 10583 (914)725-4968

David Sampliner 5 Oriole Place Rye Brook, NY 10573 (212)239-4888

Mark Horowitz Temple Sinai 425 Roslyn Road Roslyn Heights, NY 11577 (516)621-6800

Rabbi Lawrence Raphael HUC-JIR 1 West 4th Street New York, NY 10012 (212)674-5300

ŝ,

July 21, 1987 24 Tammuz 5747

Cantor Paul C, Silbersher Congregation B'nai Jehudah 712 East 69th Street Kansas City, MO 64131

Dear Paul:

ree

Mazal tov on your election as president of the American Conference of Cantors. This is a tribute to the esteem, admiration and affection in which you are held by your cantorial colleagues and you have reason to be pleased and proud.

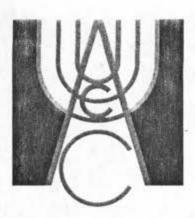
You will not have a place on the Board of Trustees of the Union of American Hebrew Congregations and it will be my great pleasure to welcome you to our midst. I am confident you will have much of worth to contribute to our decision-making processes and I hope that, in turn, you will derive a measure of satisfaction and fulfillment from this new repponsibility.

Full details of your Board service will be forthcoming shortly and I hope you will plan on attending the next meeting offthe Board in Chicago, attendant on the Biennial. As a member of the Board you will receive a full packet of materials concerning the Biennial as well as our Board meeting.

With every good wish and kindest greetings, I am

Sincerely,

Alexander M. Schindler



AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

Jerry faulida.

July 17, 1987

200

IAY I. FRAILICH President DR. RAYMOND SMOLOVER **Executive Director** PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH | SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary **GLENN GROPER** Treasurer **EXECUTIVE BOARD** Vicki Axe Deborah Bard Bruce M. Benson Samuel Dov Berman Martin Feldman Edward R. Fogel Mimi Frishman Robert Gerber Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Gail Hirschenfang Gail Posner Avery Tracht David Unterman Alan Weiner HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Benjamin Grobani Gunther Hirschberg Robert M. Miller Harold Orbach Murray E. Simon Howard Stahl **Ephraim Steinhauer** Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

Rabbi Sanford Seltzer 1330 Beacon Street - Suite 355 Brookline, Massachusetts 02146

Dear Sandy,

I am pleased to let you know that I am the newly-elected President of the American Conference of Cantors. In that capacity, I'm looking forward to strengthening and deepening the affiliation between the ACC and the UAHC.

One of the high priority concerns in this area is the future of the Joint Commission on Worship. Having heard of a potential merger between the Joint Commission on Worship and the Joint Taskforce on Religious Commitment, I'm writing to you to share my hopes with you and those who might be speaking about the future composition of such a merged commission.

When you do meet to discuss the future of the Commission, I would be pleased if you could share my hope that the American Conference of Cantors would be included along with the UAHC and the CCAR.

I believe that the Cantor's role in worship in the Reform Movement has grown and developed, especially over the last thirty years, would suggest to me that a partnership with the Union and the Central Conference is an idea whose time has come.

When you have made your determinations regarding the future of the Commission, I would be very pleased to hear from you. In the meantime, best wishes for a good meeting and new directions.

Yours, sincerely,

Cantor Paul C. Silbersher

. /cc: Rabbi Alexander Schindler

PCS:eir

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS MEMORANDUM

From Rabbi Daniel Freelander, UAHC Regional Director NJ-WHVC

Date 5 June 1987 8 Sivan 5747

To Rabbi Dan Syme

Copies Rabbi Alex Schindler, Arthur Grant, Cantor Ray Smolover

Subject

Ray Smolover and I have been meeting regularly since January to create an initial working draft paper for the new "Cantorial-Congregational Relations" document. The document itself should be completed by the end of the summer.

As per Alex's suggestion, this will be a bi-partied document (ACC-UAHC). We have each (ACC and UAHC) solicited three members of our constituent bodies to be readers of the document. They will receive copies of the draft proposal in August and we will request that they submit written suggestions as soon as possible. These will be incorporated into a revised document. We anticipate that the committee will meet face to face for the first time at a meeting in Chicago immediately prior to the Biennial (Tuesday evening, October 27). The UAHC representatives I have contacted include: David Sampliner, Jack Geller, and Len Teitelbaum.

We have also asked Rabbi Peter Noble to serve as an ex-officio member. He will look at the document with a rabbinic eye, and has agreed to personally carry the document to the ACC Executive Committee and speak for its endorsement there.

Cantor Paul Silbersher, the new ACC President, will appoint the three ACC representatives at the June Convention in St. Louis (which I am attending).

I anticipate that this document will be finished and ready for consideration by our respective Executive Committees by January of 1988. Let me know if you have any thoughts as to how we might improve the process. I will keep you posted on our progress.

Rion acc to our



Union of American Hebrew Congre

New Jersey-West Hudson Valley Council ONE KALISA WAY, SUITE 108, PARAMUS, NJ 07002 (201) 599-0080



AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

November 6, 1986

Rabbi Alexandar Schindler 838 Fifth Avenue New York, New York 10021

Dear Alex,

Thank you for being with us at our October 28 Board Meeting and Executive Officers Meeting. The understandings reached in your October 29 letter are certainly mutual and will form the basis for further discussions with the joint committee charged with implementing the items mentioned.

I submit to you the names of Dick Botton, Vicki Axe and Sheri Blum as our representatives to the newly formed 'guidelines' committee.

I hope that you will give further thought to my proposal of a UAHC sponsored retreat for officers of each of the Professional organizations. The theme of such a retreat could be 'increasing the spiritual awareness of our congregants.' The first meeting of this group should deal with positive ways to relate to each other. Successful synagogue professional teams should be used as an example of how a synagogue professional team can work together. Experts outside of the synagogue should be used to implement sharing sessions. Maybe one day these retreats can be duplicated regionally. Perhaps strategy manuals can be developed in these first sessions that will guide Professional teams throughout North America.

During your remarks to us you used the ACC to become active on the Commissions of the UAHC. When I took office in July 1985 I vowed that the ACC would move closed to the Union. You should know that ACC members are actively involved in the following UAHC Commissions.

Social Action - Nancy Hausman has been active for many years and has not only raised the social consciousness of the Cantorate, but has contributed significantly to the Social Action Commission as a whole.

JAY I, FRAILICH President DR. RAYMOND SMOLOVER Executive Director PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH L SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary GLENN GROPER Treasurer EXECUTIVE BOARD Vicki Axe Bruce M. Benson Roy Einhorn Martin Feldman Edward R. Fogel Mimi Frishman Robert Gerber Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Mikhail Manevich Benjamin Z. Malssner Donn Rosensweig Judith K. Rowland Avery Tracht David Unterman HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Robert M. Miller Harold Orbach Murray E. Simon Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS Education - In August of 1985 I appointed Sam Berman and Jeff Klepper to spearhead a national effort to create a music curriculum to go along with the UAHC Religious School Curriculum. Howard Bogot is ecstatic about this and addressed our convention in Boston to elicit continued support. Project Manginot is well on its way.

Worship - Sarah Sager and I attended the last full meeting in Los Angeles and a sub committee meeting in Houston, Texas to develop programs to increase worship awareness. Ben Maissner and David Unterman will join Sarah on this Commission in December.

Synagogue Music - There is no question that this Commission is where the Cantor's expertise and training have the most impact. This commission has already given Cantors inroads into UAHC programs and conventions that had been previously blocked. This Commission is proving to be the link to the Union that had always been lacking. I personally thank you for creating this Commission.

We have not had a significant presence on the Camp Commission but new appointments I am making should alleviate that problem. I would be grateful if you would communicate to me what other committees or commissions should have Cantorial representation. Understanding that our human and financial resources are limited we, nevertheless have made a strong committment to the UAHC and back it up with action, not lip service.

I appreciate your leadership in coming to our Board Meeting. I was troubled that it was prompted by a crisis of confidence, but am grateful that much trust was established at the meeting.

My very best wishes for your continued health and happiness.

B'shalom,

Cantor Jay I. Frailich

October 29, 1986 26 Tishri 5747

Cantor Jay I. Frailich, President American Conference of Cantors University Synagogue 11960 Sunset Boulevard Los Angeles, CA 90049

Dear Jay:

Thank you so much for acceding to my request to have a meeting with the Officers and Board of the American Conference of Cantors, even more for your many personal courtesies. I am deeply grateful.

I thoughtnthat these meetings were fruitful in their effect and that a lot of misunderstanding was cleared up.

Let me try to summarize my impression of those understandings which we reached:

a) We will woyk toward the establishment of a Joint Cantorial Conciliation Committee involving the Union and the ACC.

b) To make such a conciliation commisse function, a basic document of Cantorial-Congregational Relations will be prepared and we will establish a joint committee to work toward that end. You have already appointed your members of this committee and they are really wonderful. I will let you have our names and I will try to obtain good names from Jack Stern.

c) It is our hope that we can attain a trilateral acceptance of this docu8 ment but if we cannot it will be a bilateral statement of the UAHC and the ACC (I, for one, have not given up the hope of gaining a trilateral agreement, especially if we follow the sage counsel of Ray Smolover by simply being silent or ambiguous on those issues of greater friction which, in the final analysis, are not as significant as the bulk of the areas of agreement).

d) It has to be understood, of course, that a joint committee is a joint committee and that any decisions which are reached by it in specific cases ought to be effective and not unilaterally countermanded by any of the agencies. Obviously, policy changes are subject to the prior approval of the constituent agencies.

Cantor Jay I. Frailich October 29, 1986 Page -2-

e) We agreed that the placement and conciliation functions must be kept separate, that they cannot involve the same people. (It is best here to follow the pattern of the CCAR which has an executive director, a placement director, and someone responsible for conciliation. Note if you will in this connection, the CCAR supervision of conciliation is handled by CCAR and UAHC volunteers and not by a professional director).

f) It is our bope to have workshops on synagogue music designed to enhance the liturgical musical literacy of our people and to advance the cantorial role at our national and regional biennials. I am very pleased that the Commission on Synagogue Music is already cooperating with the ACC toward that end.

If your understanding does not conform to mine, please let me know.

once again, many thanks.

Sincerely,

Alexander M. Schindler

- cc: Rabbi Daniel Freelander Rabbi Lawrence Hoffman Mr. Melvin Merians Mr. David W. Sampliner Cantor Raymond Smolover
- bcc: Mr. Charles J. Rothschild Rabbi Daniel B. Syme



CC: Mel heinereiner 11/2 Dav-Somplimer 11/2 CJN- Contente AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

October 30, 1986

Ve

JAY I. FRAILICH President DR. RAYMOND SMOLOVER **Executive Director** PAUL C. SILBERSHER President Elect SHLOMO BAR-NISSIM SARAH J. SAGER SEVERIN WEINGORT Vice Presidents SHERI BLUM Secretary GLENN GROPER Treasurer EXECUTIVE BOARD Vicki Axe Deborah Bard Bruce M. Benson Samuel Dov Berman Martin Feldman Edward R. Fogel Mimi Frishman Robert Gerber Gedalia Gertz Nancy S. Hausman Mark Horowitz Jeffrey Klepper Elliot D. Levine Gail Hirschenfang Gail Posner Avery Tracht David Unterman Alan Weiner HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman H. Belink **Richard Botton** Ramon E. Gilbert Marshall M. Glatzer Benjamin Grobani Gunther Hirschberg Robert M. Miller Harold Orbach Murray E. Simon Howard Stahl Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer ADMINISTRATIVE SECRETARY Freida Gorewitz

*Deceased

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS Rabbi Alexander M. Schindler President Union of American Hebrew Congregation 838 Fifth Avenue New York N.Y. 10021

Dear Alex:

The meeting of the Executive Board of the ACC this past Monday was historic. It was a meeting which the ACC had hoped would establish the type of relationship between the UAHC and the ACC for which we have labored for almost 20 years. You, the four members of the Board of Trustees of the UAHC and our ACC colleagues did that, and more.

The spirit of serving a common cause, which you established; your words of wisdom and your vision created an environment in which productive processes were placed in motion which will enable us to manage our mutual concerns for the benefit of our congregations.

For myself and on behalf of all of the members of the ACC, we thank you. And we thank the UAHC members of the Joint Cantorial Placement Commission who joined us in our deliberations, and who have given so much of their time, their energies and patience to help us serve the congregations and cantors within our movement: Mel Merians, Ken Rossett, David Sampliner and Seymour Sims. We are most grateful to them.

We do indeed bless your generous heart.

Sincerely, au Raymond Smolover

desceptione

*DISCUSS THE TASK FORCE ON SYNAGOGUE MUSIC

August 19, 1985

Cantor Jay I. Frailich University Synagogue 11960 Sunset Blvd. Los Angeles, CA 90049

Dear Jay:

First of all let me express a very warm and hearty mazal tov on your election to the presidency of the American Conference of Cantors. It pleases me very much that this new responsibility with the ACC brings you to service on the Board of the Union of American Hebrew Congregations. I am delighted to you will be a part of our national leadership and I look forward to **meeting** you and expressing my good wishes personally.

Do you have any plans at all to be in New York during the next two months? There is a matter I would very much want to discuss with you. If you find that you must be in New York for anything to do with the ACC or any other reason, I would appreciate your calling me so that we might arrange to meet.

If this is not possible we'll have to find another time to talk.

With every good wish and warmest regards, I am

Sincerely,

Alexander M. Schindler

July 19, 1983

Cantor Richard C. Botton Central Synagogue 123 East 55th Street New York, N.Y. 10022

Dear Dick:

ec

Mazal tov on your election as president of the American Conferencecof Cantors. This is a wonderful tribute to you and bespeaks the esteem, admiration and affection in which you are held by your colleagues. I am confident you will lead the ACC with devotion and dedication.

A bonus of your presidency as far as I am concerned is the fact that you will now represent the ACC on the UAHC Board of Trustees. It will be a pleasure to have you in our midst and I am confident you will have much of worth to contribute to our discussions and decision-making processes. I look forward to welcoming you to our Board.personally and I hope you can be with us for the next meeting in Houston this November.

With all good wishes and fondest regards, I am

Sincerely,

Alexander M. Schindler

July 5, 1983

Cantor Richard C. Botton Central Synagogue 223 East 55 Street New York, New York 10022

Dear Richard:

*

I want to personally and officially congratulate you on your election as president of the American Conference of Cantors, and to welcome you by virtue of that office as a member of the UAHC Board of Trustees and its Executive Committee. I look forward to working with you in the years to come.

The date of the next Executive Committee meeting is September 12, 1983 in New York City and the next meeting of the Board of Trustees will be held in conjunction with the 57th General Assembly to be held in Houston, Texas November 10-15, 1983. Further details of these meetings will be sent to you shortly.

I look forward to seeing you at these meetings and extending a personal welcome.

Cordially,

Donald S. Day

cc: Cantor Raymond Smolover

bcc: ⁷ Rabbi Alexander M. Schindler Mr. Leonard Spring Rabbis Bernard Zlotowitz/Allan Kaplan

AMERICAN CONFERENCE OF CANTORS - PLACEMENT GUIDELINES

5/80 minute

These guidelines were presented to the Board at its December, 1979 meeting but action was deferred to this meeting. Mr. Melvin Merians, chairman of the Committee introduced Cantor Murray Simon, president and Cantor Raymond Smolover, executive director of the American Conference of Cantors. He noted that these guidelines had been created to enable congregations and cantors to work together under a uniform system.

Several minor changes were made in the document. The four-month notice of intention to end the employment contract, either by the cantor or the congregation, should start not later than March in any year in order to avail either party of the benefits of the current employment season. It was also suggested that the title of the document be changed from Placement Guidelines to Placement Procedural Guidelines.

The amendment to the guidelines that was discussed at the December meeting; namely the amendment to cover the situation in which the cantor, approaching a final interview, should confidentially inform at least one officer and/or the senior rabbi was reintroduced. Cantor Simon again stressed the fact that the contract is between the cantor and the congregation and any changes in that contractual agreement should be discussed between those parties. The ACC

conceded to the option that the senior rabbi may be informed but that it should not be a mandate. The vote on the amendment to delete the word "or" as noted above was called for and carried.

The motion to accept the guidelines as amended was made, seconded and passed, but subject to the acceptance by the American Conference of Cantors.

COMMITTEE TO REVIEW THE TERMINATION OF MEMBERSHIP OF TEMPLE JUDEA, MASSAPEQUA, NY

Mr. Leonard Spring, chairman, reported that the Committee met to review the recommendations of the national MUM Committee for the expulsion of Temple Judea of Massapequa. The Committee met with representatives of the congregation and discussed the situation thoroughly. A new proposal was presented by the congregation, but the Committee, in executive session, voted unanimously to sustain the recommendations of the national MUM Committee. At the MUM Committee meeting on May 16, a new plan was presented by the congregation but it was the decision of the Committee to move that the expulsion of the congregation be postponed to October 1st, unless an acceptable plan is submitted.

This motion was seconded and carriec.

COMMITTEE TO REVIEW THE TERMINATION OF MEMBERSHIP OF TEMPLE ISRAEL, NEW YORK CITY

Mr. Charles J. Rothschild, Jr., chairman, reported that the committee met with representatives of the congregation and, after discussion, agreed that the recommendations of the national MUM Committee were valid and justified termination. However, during the discussions, it appeared that there might be an acceptable plan worked out and it was the recommendation of the committee that implementation of the move to terminate be deferred until October 1.

This motion was seconded and carried.

NATIONAL COMMITTEE ON CAMP-INSTITUTES

Mr. Melvin T. Goldberger, chairman, reported that the committee met on May 16. The camps are fully subscribed for the summer program. The Greene Family Camp had hired six Vietnamese for staff to assist the Vietnamese Boat People program.

Mr. Goldberger told of the offer of Mr. and Mrs. Gerard Daniel to donate one month of three two-month campships to any camp with space to children of mixed marriages who do not have the opportunity to attend UAHC camps. These campships will be administered through the national camp office.

The camp at Zionsville was renamed the Myron S. Goldman Camp and Mr. Goldberger thanked Mr. Myron Goldman for his continued wonderful gifts, dedication and loyalty to Reform Judaism.

The U. S. National Park Service offered to buy a forty-five acre area at Camp Eisner which is rocky, steep and unusable. for \$20,000. The Camp-Institute arranged for an independent appraisal which resulted in a value of \$22,625 and through negotiation the government offer was raised to \$25,000.

Mr. Goldberger moved that this portion of the Eisner Camp be sold to the U.S. National Park Service for \$25,000, with the proceeds going to the camp.

The motion was seconded and passed.

COLLEGE COMMITTEE

Mr. Albert Wilson, chairman, reported that the committee met on May 15. He advised that a pilot program being considered would require funding of \$200,000 a year and a capital fund drive was under consideration. The committee also considered the establishment of a Reform Jewish College Club for children of UAHC members who are undergraduate college students and/or 18 to 22 years of age. Dues of approximately \$50 annually would be solicited from parents and the program would provide a support system at school by sending publications, newsletters, Reform Judaism and Keeping Posted and perhaps a junior ARZA membership.

The pilot program to start the club would distribute the NFTS calendars and a High Holyday kit and Mr. Wilson requested a \$3,000 appropriation to cover the initial costs of such a mailing, with the view that this would lead to a selfsupporting organization.

The motion was made to approve this program at a cost not to exceed \$3,000 bit the Chairman of the Budget Committee objected to this procedure, indicating that it should have been submitted to the Budget Committee through the staff rather than as a request for an extra budgetary commitment now.

The motion to advance \$3,000 seed money, to be repaid to the Union out of any income from the program was made, seconded and carried.

NORTH AMERICAN FEDERATION OF TEMPLE YOUTH

Mr. Paul A. Hodes, president, reported for NFTY, whose 40th anniversary was observed at the Youth Biennial program in Toronto last December. He advised that the second annual NFTY Board meeting was held in March at the Greene Family Camp with 80 national Board members attending. New national officers whose term of office would begin in June were elected and Mr. Hodes introduced the new president, Mr. Jeffrey Strauss of New Haven. -8DRAFT - June 19, 1979

PLACEMENT PROCEDURAL GUIDELINES

OF THE

JOINT CANTORIAL PLACEMENT

COMMISSION

69,2 > Acc

Passed 5/80 subject to approval of the ACC.

fol se

838 Fifth Avenue New York, NY 10021

PREAMBLE

This statement has been prepared as a guide for cantorial - congregational placement procedures by the Joint Cantorial Placement Commission.

The Joint Cantorial Placement Commission represents the Union of American Hebrew Congregations, the Hebrew Union College - Jewish Institute of Religion and the American Conference of Cantors.

It is hoped that the following guidelines will facilitate the placement process, insuring the best possible relationship among cantor, rabbi, professional staff and congregation.

PLACEMENT PROCEDURES

- 2 -

THE CANTOR

(Only members of the American Conference of Cantors certified by the Board on Cantor Certification are eligible for placement)

- In the interest of both cantors and congregations, all cantors of the American Conference of Cantors pledge that they will apply and negotiate for cantorial positions listed by and available through the Joint Cantorial Placement Commission, only by application to the Joint Placement Commission and in consonance with the procedures herein after described.
- 2. The applicant should secure from the Commission office the biographical resume form (see sample) which is to be filled out and returned to the Commission office with a \$50. application fee. THE APPLICATION FEE IS NOT REFUNDABLE BUT WILL BE APPLIED TO THE 1% PLACEMENT FEE. (Graduating students of the School of Sacred Music are exempt from paying the Application Fee.)
- 3. The Commission compiles a list of congregations seeking cantors which is sent to all members once a month commencing no later than January. In addition, all official applicants are informed of new positions available as they are received. Each applicant will be sent a copy of the <u>congregational profile</u> (see sample) which contains information pertinent to the position.
- 4. A cantor who is interested in becoming a candidate for a particular position should inform the Commission office. The initial contacts with

congregations' representatives will be made through the Commission. (A cantor who becomes an applicant for placement cannot serve on the Joint Cantorial Placement Commission.)

 Interviews may be arranged by the Commission or with the congregation directly.

A cantor approaching a final interview should confidentially inform at least one officer of his/her present congregation, and/or the

- (senior) rabbi. The cantor should keep them informed of progress in placement.
- The Commission office shall keep applicants informed of any progress in the placement process. Candidates should also keep the Commission office informed of their progress.
- Once the congregation has selected its candidate, the cantor and the congregation negotiate directly. They may call upon the Commission office for assistance.
- 8. A cantor preparing to relinquish his/her present post shall be obligated to give ample notice of his/her intention. Four months is a but starting no later than March of that year. normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/her term is about to expire and he/she does not desire re-election. If the cantor is presently under contract, the cantor is morally obligated to complete that contract unless he/she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.
- Upon conclusion of negotiations, a brief legal document outlining the terms of employment, including a description of the cantor's

- 3 -

responsibilities and a statement of the "lines of authority", is to be signed by the cantor and the congregation, a copy of which is to be sent to the Commission office.

- 4 -

10. A placement fee of 1% of the negotiated gross salary (salary + parsonage) for the first year of the contract is to be paid by the cantor to the American Conference of Cantors within the first year of the cantor's contract.

PLACEMENT PROCEDURES

THE CONCREGATION

1. In the interest of both the congregation and the cantor, the congregation agrees that cantorial placement shall be conducted only through the Joint Cantorial Placement Commission, 838 Fifth Avenue, New York, NY 10021, (212) 249-0100, ext. 338.

- 2. Upon contacting the Commission office, an application for the congregation (see sample) will be provided which should be filled out and returned to the Commission office. The information specified therein will be made available to prospective candidates.
- 3. The Commission regularly circulates to certified members of the American Conference of Cantors a list of congregations seeking cantors. In addition, the Commission informs cantors seeking placement of congregational positions as soon as congregations make official application.
- 4. The Union of American Hebrew Congregations and the Hebrew Union College-Jewish Institute of Religion encourage Reform congregations to engage only certified members of the American Conference of Cantors.

The consideration or interviewing of other than certified members of the American Conference of Cantors before the entire list of ACC candidates is exhausted will render the congregation ineligible for the services of the Joint Cantorial Placement Commission for that year.

5. Congregations are encouraged to have small, representative Search Committees consisting of no more than twelve members, including musically knowledgeable people and the (senior) rabbi *ex officio*.

- 6. If, after the congregation makes official application, it has specific interest in any cantor(s), it must make its interests known to the Commission, and the Commission will make the initial contact with the cantor(s). Do NOT contact the cantor(s) directly, as all ACC members are pledged to work only through the Joint Cantorial Placement Commission.
- 7. After your congregation makes official application, the Commission will supply you with the biographical resumes of those cantors who have expressed interest in your congregation.
- 8. Once you have received the cantor's biographical material, please review it carefully. The Commission office will be glad to supplement the information by telephone, if you so desire.

You are now free to contact the cantor directly, or, if you wish, the Commission will arrange for an interview. IMPORTANT: Please do NOT call anyone in the cantor's present congregation or community without receiving prior permission from the candidate. Experience has shown that the cantor's future relationship with that congregation could be destroyed. You are, however, at liberty to communicate with any references listed on the biography.

Your congregation assumes all expenses involved in arranging for the interview.

9. After making the initial contact with the cantor(s), the next step is to arrange for interviews with those cantors in whom you are interested. Experience has shown that the congregation's best knowledge of the candidate's abilities will come from a personal interview. Impersonal means of interviewing are not reliable (e.g., tapes, video tapes, records).

While best done at the congregation, interviews may be arranged by the Commission office to take place at a central location, such as at the House of Living Judaism (838 Fifth Avenue, New York), or at the Hebrew Union College-Jewish Institute of Religion, also in New York City. It is possible to arrange for several candidates to meet with your committee at that time in order to facilitate the placement process and reduce the congregation's expenses. However, it is strongly urged that no more than five interviews take place at a single session in fairness to both the cantors and the interviewing congregation.

The aim of the interview should be to ascertain the cantor's qualities as a human being as well as vocal qualities and other areas of competence and interest, and to convey at that time your congregation's needs and goals. Experience has shown that an unstructured dialogue has proven more productive than set questions or questionnaires.

Your committee should be prepared to tell each candidate which areas of cantorial service are particularly important to your congregation, recognizing that no cantor will have equal capability in every area. The candidate should also be told of any traditions or practices which are customary in your congregation.

Invite the candidates to arrive sufficiently in advance of the interview so that one member of your committee can meet them and present them to the committee.

- 10. When you become seriously interested in a cantor, arrangements may be made for a delegation to visit the cantor's present congregation. Such visits give you the opportunity of sceing the cantor in relationship to congregants in his/her "home" congregation. Since services may vary from week to week (e.g., Children's or Family Worship type services), consult with the cantor before scheduling your visit.
- 11. As part of the interviewing process, members of the ACC are not permitted to participate at services of the interviewing congregation. If you so desire, the cantor may be invited to your temple and be heard in your sanctuary only by members of the search committee. A special time should be made available for the (senior)

- 7 - '

rabbi to meet with the final candidate.

12. After selecting your candidate, your congregation should be aware that a cantor preparing to relinquish his/her present post shall be obligated to give ample notice of his/her intention. Four months but starting no later than March of that year. is a normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/her term is about to expire and he/she does not desire re-election.

If the cantor is presently under contract, the cantor is morally obligated to complete that contract unless he/she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.

13. Upon conclusion of negotiations, notify the Commission of your decision as soon as possible so that your congregation may be removed from the list of congregations seeking placement.

It is appropriate for your chairman to notify those whom you have interviewed, thanking them for their time and interest.

14. It is strongly suggested that the congregation draft a brief legal document with your chosen cantor. Experience has shown that overly lengthy or complicated documents tend to confuse, rather than clarify, relationships.

The following items should be included: are received and fo he juded

- a. Length of Contract
- b. Salary to be paid directly to the cantor as taxable income.
- c. <u>Parsonage</u> If the congregation does not provide housing, that portion of the cantor's income which is used to house the cantor's family, and all expenses pertaining thereto, under tax law should be declared "Parsonage Allowance" and so recorded in the minutes of the congregation, which then makes this portion of the cantor's income nontaxable.

- 8 -

- d. <u>Pension and Life Insurance</u> according to the American Conference of Cantors Pension Plan (attached).
 - e. <u>Hospitalization and Major Medical Insurance</u> as per attached CCAR Plan or your own.
 - f. Long Term Disability Income Insurance
 - g. <u>Vacation</u> 1) winter 2) summer
- h. <u>Convention Allowance</u> 1) Annual AOC Convention
 2) AOC Mid-Winter Conclave
 3) UAHC Biennial General Assembly
- i. Moving Expenses
- j. Cantor's General Responsbilities and a statement of the "lines of authority."

A copy of this agreement should be sent to the Joint Cantorial Placement Commission Office.

JOINT CANTORIAL PLACEMENT COMMISSION

(UAHC - HUC-JIR - ACC) 838 Fifth Avenue, New York, N.Y. 10021 (212) 249-0100, Extension 338

CANTOR'S BIOGRAPHICAL RESUME

	Date				
NAME					
ADDRESS					
CITY AND STATE	ZIP CODE				
MARITAL STATUS	CHILDREN				
VOICE CATEGORY	•				
RELIGIOUS EDUCATIONAL BACKGROUND					
DEGREES & DIPLOMAS					
SECULAR EDUCATIONAL EACKGROUND					
DEGREES & DIPLOMAS					

CANTOR'S PRIORITIES:

Use	grading scale: 3-Essential · 2-Important 1-Useful 0-Not a priority
()	Music Director () Educational Director () Youth Director
()	Bar/Bat Mitzvah Program () Reading Torah () Counseling
()	Choirs () Adult Education () Teaching in Religious School
()	Funerals () Weddings () Activity in Jewish Community
()) Creative Worship () Creative Programs () Pastoral Duties
NAS	E OF CONGREGATION(S) SERVED, DATES OF SERVICE, RESPONSIBILITIES

(Programs, brochures, and special enclosures)

. CANTOR'S VITA	
MUSICAL EXPERIENCE (Non-Cantorial)	. page 2
(
(Programs and brochures enclosed)	· · · · · · · · · · · · · · · · · · ·
TEACHING EXPERIENCE: Teaching at Universi	ty, High School or Elementary
School, Private Studio, etc	
PUBLICATIONS	
COMPOSITIONS	
PROFESSIONAL ORGANIZATIONS	
KONORS AND AWARDS	
EFERENCES Available on Request	
NCOME: (information to be provided at later	r stages of placement
irrent salary (including parsonage allowand	re).
Iditional income (perquisites):	\$
enefits:	. *
Pension (percentage of total salary):	\$
Traveling expenses:	\$
Health Insurance:	\$ \$
Other:	۹
	\$

JOINT CANTORIAL PLACEN	ENT COMMISSION
(UAHC - HUC-JIR	A - ACC)
838 Fifth Avenue, New Y	ork, N.Y. 1002]
(212) 249-0100, Ext	ension 338
(please type)	Date
APPLICATION FROM CONGREGATION	
ADDRESS	
POPULATION STATISTICS:	
Family Members Singles (Widows) This year	Bar/Bat Religious School Nitzvah Confirmatic
5 years ago	
5 years hence anticipated	
HISTORI: Congregation organized in	Became Reform in
PROFESSIONAL STAFF (full or part time): () Rabi	bi(s) () Control ()
() Religious School () Educator or () s pusic teacher Principal	Secretarial () Custodial () Youth
Number of Teachers () Organist/Choir Dir	leader Choir ofvolces
Congregation has previously engaged cantor	cantorial soloist
FACILITIES INCLUDE:	Age of buildings
Sanctuary with fixed seats, expandable to	seats Type of organ
Classrooms	Officer Control of the
Kitchen () Library () Youth Lounge () Choir rehearsal room
RELIGIOUS SCHOOL: Includes Grades	to
Classes meet. on	for
Hebrew classes meet on	forhours
WARD OF IRUSTEES: Number of Members	Term of office
How many have served for 10 years of more?	Five years or more?
EMPLE MEMBERSHIP TURNOVER: Average gain per year	Average loss per year
ONGREGATION'S PATTERNS OF WORSHIP:	
Sabbath prayer book used is	
Experimental worship () welcomed () used oc Musical innovation () welcomed () used occa Rosh Hashanah observed () two days () one Bar/Bat Mitzvah Chanting: blessings Head covering: On pulpit () customary () c In pew () customary () c	sionally () cantor's choice day

APPLICATION FROM CONGREGATION	
LOCATED IN	_ cont'd.
CONCRECTIONING DESCRET	
CONGREGATION'S PRIORITIES FOR THE CANTOR:	
Use grading scale: 3-Essential 2-Important 1-Useful 0-not a prior	rity
 () Education Director () Youth Director () Music Director () Bar () creative worship () creative programs () voice () choir programs 	/Bat Mitzvah
() counseling () rapport with children () rapport with youth	am program
() teaching adults () teaching shill () rapport with youth	
() teaching adults () teaching children () administering school () pastoral duties () teaching children () administering school	
() pastoral duties () rapport with aging () personal warmth () activity in lewish community ()	
 () activity in Jewish community () interfaith work () knowledge of I () reading Torah () funerals () weddings 	lebrew
Other priorities:	
ATTRACTIONS OF CONGREGATION AND COMMUNITY:	
Jewish Institutions includeother congregations. How many Reform?	
() Jewish day school, grades	
Colleges, universities and music conservatories in area are:	
Majority of member's children attend () public () private schools	
Cultural opportunities include: () symphony () research(s) () theat	
Other:	P.7
FINANCIAL OFFERING: Salary range	·····
Percentage allocated for Parsonage	
Percentage of pension (according to ACC Pension Plan Z	
(suggested minimum of 15% of gross salary contributed by congregation)	
group saidly contributed by congregation)	
Other pension plan	
· · · · · · · · · · · · · · · · · · ·	
Perquisites (weddings, funerals, Bar/Bat Mitzvahs, etc.) \$	
Additional benefits offered:	
() Blue Cross-Blue Shield-Major Medical () Income-Disability Insurance	
() Convention allowance () Auto Allowance () Are these perotiable?	
() Housing allowance is part of salary	
() Congregation owns parsonage which it makes available to the cantor	
() Congregation would assist the cantor financially to obtain housing	
Uther arrangement:	
INCUMBENT CANTOR will relinquish pulpit on	
Cur Congregation agrees to adhere to the Placement Procedures of the Joint Canto Placement Commission (Signed) Title	orial
Title	

1



AMERICAN CONFERENCE OF CANTORS 838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

HOWARD M. STAHL President RAYMOND SMOLOVER Lecudve Director RICHARD BOTTON President Elect JAY I. FRAILICH PAUL C. SILBERSHER DONALD M. SLONIM Vice Presidents PETER TAORMINA Secretary SHLOMO BAR-NISSIM Treasurer

EXECUTIVE BOARD Samuel Dov Berman Joseph Boardman Larry Charson Phyllis P. Cole Don A. Croll Glenn A. Groper Nancy S. Hausman Mark Ostfeld Horowitz Mark J. Lipson Stuart K. Pittle Helene Reps Janice Roger Elias Roochvarg Sarah L Sager Irving Shulkes Richard C. Silverman Dana Troupp Severin Weingort

HONORARY PRESIDENT Walter A. Davidson

HONORARY VICE PRESIDENT William Sharlin

> PAST PRESIDENTS Norman H. Belink Ramon E. Gilbert Masshall M. Glatzer Benjamin Grobani Gunther Hirschberg Robert M. Miller Harold Orbach Murray E. Simon Ephraim Steinhauer Norman Summers George Weinflash *Arthur M. Wolfson Alex Zimmer

ADMINISTRATIVE SECRETARY Anna Bartos *Deceased

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS October 26, 1982

Rabbi Alexander Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, NY 10021

Dear Alex:

The following congregations have applied for our placement services to date:

Baltimore Hebrew Congregation (Maryland) Temple Emanu-el (Cleveland, Ohio) Temple Isaiah (Stony Brook, NY) Congregation Kol Ami (Salt Lake City, Utah) Kahal Kadosh Beth Elohim (Charleston, SC) Congregation Habonim (New York City) Congregation Ohev Shalom (Wallingford, PA) Har Sinai Congregation (Baltimore, MD) Temple Emanuel (Pasaic, NJ)

The following cantors have applied for placement:

Faith Steinsnyder Robert Bloch Barry Abelson Samuel Dov Berman

Based on the previous 3 years, we expect some 30 congregations to apply and approximately 15 cantors. Eight of these cantors will be graduating from the HUC-SSM and the remainder will be seeking relocation. If you so desire, we shall provide your office with our up-to-date listing from time to time.

With warmest regards and best wishes, I am

Sincerely,

mond Amolone

Cantor Raymond Smolover Executive Director

RS:ab

RABBI FRANCIS BARRY SILBERG Congregation Emanu-El B'ne Jeshurun 2419 E. Kenwood Boulevard Milwaukee, Wisconsin 53211 (414) 964-4100

300

March 5, 1982

Ms. Edith Miller Assistant to the President Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

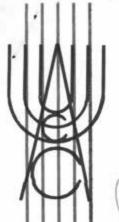
Dear Edie,

A million thanks for your immediate and effective response. Apparently, the dust has settled and placement is underway.

If I can reciprocate anytime, please call.

Sincerely,

voules 1 alling.



SI

MURRAY B

SHELT

BARBAR

EXECUT

HONORARY

PA

Alexan

W

HONORARY VICE

SHLONO BAR NISSI

R

RAYMOND Ixec HOWAR RICHA American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

Nearow

August 12, 1981

Rabbi Alexander Schindler President UAHC 838 Fifth Avenue New York, N.Y. 10021

Dear Alex:

Just a short note to thank you for the warm and extremely helpful meeting of last week.

The Sunday following our meeting, we had an ACC Executive Officers meeting and Howard reported his extreme pleasure and gratitude for the feeling of "family" and concern for the future of the cantorate in our movement, that you displayed.

We are indeed grateful and assure you that we will respond in a "tigerly" fashion to all the challenges in hemalf of the UAHC as well as the ACC.

With best wishes for a very healthy summer,

Sincerel Cantor Raymond Smolover Executive Director

House of Living Judaism



MURRAY E. SIMON President RAYMOND SMOLDVER Executive Director HOWARD M. STAHL President Elast RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTFELD Recording Secretary SHLOMO BAR-NISSIM Treasure EXECUTIVE BOARD l Richard Berman Joseph Boardman Don.Cral Rey Garby Mark Horowit: Jerome Klemet: Mark Lepson Janice Lowenstein Neil Newma Leon Perima Stuart Pitti Helene Rep Stephen Richard Sarah Sage: Paul Silbershe Donald Stonim Severin Weingort Peter Taormina HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS

Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summer George Weinflash *Arthur: Wolfson Alex Zimmer EX OFFICIÓ Donald Day Jone Haddon Alexander M. Schindler Paul M. Steinberg Eric Werne *deceased

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

August 12, 1981

Rabbi David Mersky U.A.H.C. 838 Fifth Avenue New York, N.Y. 10021

Dear David:

As I mentioned, Rabbi Schindler has met with us on several occasions to consider the future of the cantorate in the reform movement. He suggested I discuss the matter with you.

It does not look promising.

Perhaps the suggestions I make in the enclosed memo will be helpful.

You may have other suggestions. We would welcome them.

Perhaps we can meet and discuss the matter.

With best wishes,

Sincerely, all

Cantor Raymond Smolover Executive Director

cc: Rabbi Schindler, Cantor Stahl

House of Living Judaism

· MEMORANDUM ·

Date January 28, 1981

From Cantor Raymond Smolover, Ex.Dir.

To ____ Cantor Howard Stahl: Chairman, Cantorial Soloist Task Force

Copy for information of Cantorial Soloist Task Force Committee

Subject Statistics and Options regarding Cantorial Soloists.

The following statistics provide the parameters for considering various options regarding Cantorial Soloists:

A. CONGREGATIONS:

- There are approximately 735 congregations in the UAHC of which 500 (with family memberships of upwards of 200) are large enough to consider engaging a cantor.
- 2. Of these 500 congregations, 220 have engaged ACC cantors.
- 3. Of these same 500, 130 have engaged cantorial soloists.
- Of these 130 congregations, several apply each year to our placement service for an ACC cantor.
- By the year 2000 the number of congregations in the UAHC may exceed 800.

B. CANTORS:

- There are at present 224 ACC members (including associates and the 6 members of the 1981 graduating class of the SSM).
- 2. We lose approximately 3 members per year in retirement, incapacity or death.
- We gain approximately 6 members per year from the SSM. and/or certification.
- 4. This is a net gain of about 3 members per year.
- 5. There are 130 cantorial soloists listed as "cantors" in the UAHC Directory of 1979, (the new directory is forthcoming).
- By the year 2000(assuming the demographics remain relatively constant):
 - a. We will have gained 114.
 - b. We will have lost some 60.
 - c. We will have a net gain of about 55.
 - d. Our sum total membership will be about 300 in the year 2000.
 - e. In the meantime, the 130 cantorial soloists will have grown to about 200 or more!

C. OPTIONS:

C. OPTIONS:

 We can live with these figures; remain an elite group, constantly upgrading the quality and the income of our members.

We would at the same time accept the infraction of the cantorial soloist with whatever ramifications impinge upon our status, including their continued listing in the UAHC Directory as cantors.

- 2. We may request that the UAHC list them as soloists!
 - a. A preliminary "feeler" of such a request, indicated that some consideration would have to be shown to those congregations and soloists.
 - Therefore, such a request would be accompanied by an invitation to take the soloists under our umbrella - perhaps as an affiliate similar to the Guild of Temple Musicians - to be known as Temple Soloists.
 - (2) The ACC would offer these congregations and their Temple Soloists participation in our conventions and conclaves, special programs etc., and help them to upgrade their services by providing special courses and tutorial programs in cooperation with the HUC-SSM.
 - (3) These courses could eventually enable the Temple Soloist to become an Associate Member of the American Conference of Cantors.



MURRAY B

RAYMOND SMOL

HOWARD N

RICHARD SHELL 00

BARBARA

SHLOMO BAR-NISSI

EXECUTIVE BOAR

HONORARY PRESIDEN Walter A. Day

PAST PRESIDI

Ion Ha

W

Alexander M. Paul M.

HONORARY VICE PRESIDEN

Richard Be loseph Boar

SIMC

S

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

Rabbi Alexander Schindler President Union of American Hebrew Congregations 838 Fifth Avenue New York, N.Y. 10021

Dear Alex:

De 1981 weeking 80 please me h po growner. te summer. te summer. Since our conversation some months ago at which we discussed the future of the cantorate in the reform movement, complications have arisen which may require your attention.

On the one hand there are twice as many UAHC congregations seeking ACC invested cantors as there are cantors available. At present more than fifteen UAHC congregations will be unable to obtain an ACC cantor this season.

On the other hand some of our very best and esteemed colleagues are having problems with rabbis (letters enclosed).

To complicate matters a bit more the UAHC Directory still lists Temple Soloists (untrained and uninvested) as Cantors.

There is less and less reason for our talented young people to spend five years in training at the HUC-SSM when they cannot be treated as professionals who are responsible for those areas for which they have been trained...and... when free-lancers are listed as cantors along with them in our official directory.

Could we PLEASE have a meeting between yourself, our current president, Murray Simon and our incoming president Howard Stahl as soon as possible. Would perhaps, Tuesday May 26th be available?

With warmest regards and very best wishes,

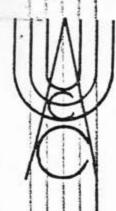
Sincerely. aus

Cantor Raymond Smolover Executive Director

House of Living Judaism

An affiliate of the Union of American Hebrew Congregations

916



MURRAY & SIMON President RAYMOND SMOLOVER Executive Direct HOWARD M. STAFE Bresident Elect RICHARD BOTTON IONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTEELD Recording Secretar SHLOMO BAR NISSING Tredsure EXECUTIVE BOARD Richard Berma Joseph Boardman Don Crost Mark Horewit Jerome Klemen Math Lipso fanice Lawenster Neil Newma Leon: Perima Stuart Pitth Helene Rep Stephen Richard Sarah Saget Paul Silbershet Donald Slonim Severin Weingort Peter Taormina HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer EX OFFICIO Donald Day Jon Haddon Alexander M. Schindler Paul M. Steinberg Eric Werner *deceased

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

May 4, 1981

Rabbi Joseph Glaser Central Conference of American Rabbis 790 Madison Avenue New York, N.Y. 10021

Dear Joe:

In your "confidential" letter of April 30th you remonstrate against the "unilateral action" taken by the ACC. May I direct your attention to the enclosed copy of a letter I sent to you almost two months ago urgently requesting a meeting between the two of us. This letter was followed by a letter from the president of the ACC to you and to the president of the CCAR requesting a meeting between our representatives. As of this date, it is a fact that the CCAR remains unavailable to the ACC on either a one-to-one basis or in committee!

Contrary to your assessment, the situation is actually the reverse of that which you describe. At present and for the foreseeable future there are and will be twice as many congregations and rabbis seeking the services of ACC invested cantors as there are cantors available. Fifteen congregations will be unable to obtain ACC cantors this season.

Cantors are now carefully choosing which congregations and rabbis offer them the opportunity to serve to their fullest potential and where they can be responsible for those activities for which they spent five years at the HUC-SSM in study.

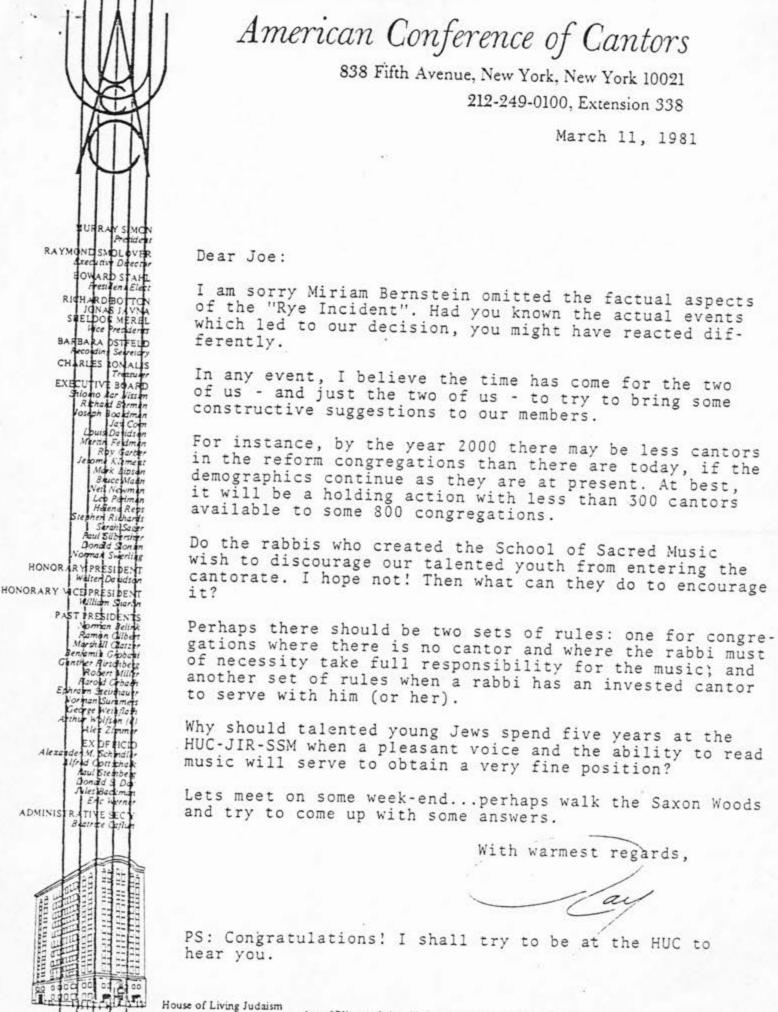
With due respect and affection, may I suggest, dear friend, that it is not in the best interest of dialogue to take paternalistic postures; to misquote me personally and to make false accusations against the ACC based on mistatements of our principles and purposes and in general to engage in threats and warnings.

The officers of the ACC will be meeting on May 13th at which time we will take you letter under advisement. In the meantime, it is my fervent hope that you will still try to arrange a meeting between our executive representatives for the sake of shalom-bayit.

> Most sincerely, Cantor Raymond Smolover Executive Director

cc: Officers of the ACC: Rabbis Schindler, Malino, Schaalman, Seltzer and Rothman.

House of Living Judaism



An affiliate of the Union of American Hebrew Congregations

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

> April 9, 1981 5 Nisan 5741

Rabbi Jerome R. Malino, President Central Conference of American Rabbis 790 Madison Avenue New York, NY

Dear Jerry:

It has recently come to my attention that several unfortunate incidents have taken place recently which greatly concern me for I feel that they may have a negative impact on rabbinic/ cantorial relations. Unless I haven't been given all the facts, it is my opinion that much of what took place could have been avoided because it was based on misinformation.

Without getting into details here and now, I think that all of this may be telling us that the time is now propitious to renew our efforts to what was begun some time ago and of late has become dormant - I speak of re-establishing a dialogue between the CCAR and the ACC regarding rabbinic/cantorial relationships. (You may remember that I spoke to you briefly about this subject when you were at Temple Israel last year for your granddaughter's <u>bat mitzvah</u>.) It was and continues to be my sincere feeling that there is much that we can accomplish for our mutual benefit if only we take the initiative to meet <u>panim</u> <u>el panim</u> and discuss it!

I spoke to Joe Glaser this week and mentioned this possibility. He concurred that this is certainly a matter which calls for discussions on the highest levels of both our organizations. It is my sincere expectation that this can be accomplished very soon in a spirit of concern and good will which we both harbor.

With warm personal regards and in anticipation of your response, I am

B'shalom.

Cantor Murray E. Simon President

cc: Rabbis Joseph Glaser, Herman Schaalman and Stanley Dreyfus Cantors Raymond Smolover, Howard Stahl and Paul Silbersher

House of Living Judiism

MURRAY E SIMO Preside RAYMOND SMOLOVER Executive Directe HOWARD M. STAFE President, Elegt RICHARD BOTTON I JONAS JAVNA Vice Presidents BARBARA OSTFELD Recording Secretary SHLOMO BAR NUSSIA Treasure EXECUTIVE BOARD Richard Berman oseph Boardma Don Crail Ray Garber Mark Horowit Jerome. Klemer Mark Lipso ce Lowenster Neil Newman Leon Perlman Stuart Pitto Helene Rep Sarah Sager Paul Silbersher Donald Sloning everin Weingort Peter Taorming HONORARY PRESIDENT Walter A. Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilber Marshall Glatzet Benjamin Grobard Gunther Hirschber Robert Mille Harold Orback Ephraim Steinhauer Norman Summer George Weinflast Arthur Wollson Alex Zimme EX OFFICIO Donald Day Jon Haddon Alexander M. Schindler Paul M. Steinberg End Werne Sector Sector auti COULT -9 0000 00 00 00 00 0000 00 P

אגוד הרבנים המתקדמים

CENTRAL CONFERENCE OF AMERICAN RABBIS

790 MADISON AVENUE . NEW YORK, N.Y. 10021 . (212) 734-7166

Office of the President Rabbi Jerome R. Malino 141 Deer Hill Avenue Danbury, CT 06810

April 17, 1981

Dear Murray,

This will acknowledge your letter of April 9th regarding the possibility of a dialogue between the CCAR and the ACC regarding rabbinic/cantorial relationships. I agree most heartily that such a dialogue will be beneficial to all parties concerned and would be willing to contribute to its implementation. I should point out to you that the pressure of meetings and activities is more than likely to postpone such a joint meeting until after I will have stepped down from the Presidency of the CCAR and Rabbi Schaalman will have succeeded me. I would suggest that anything involving dates after this coming June be discussed directly with Rabbi Schaalman.

Please accept my warm good wishes for a Pesach of joy. I will look forward to seeing you again.

Most cordially,

Jerome R. Malino

Cantor Murray E. Simon American Conference of Cantors 838 Fifth Ave. New York, N.Y. 10021

OFFICERS Jerome R. Malino: President Danoury, CT Herman E. Schaaiman, Vice President Chicagn IL Insuon B. Guaser Executive Vice President Nex York, NY

Mever Heler, Treasurer Bevers, Hels, CA Robert J, Maix, Recording Secretary Freignand Pork, s Swiah D, Schuletzmais, Friancial Secretary Cincinnat, Once

Elilot L. Stevens, Administrative Societary New York, NY Sidney L. Regner, Executive Vice President Emeritus New York, NY Jacob P. Marous, Hindurgry President ace

May 30, 1980

Cantor Murray E. Simon Temple Israel Plymouth at Longwood Avenues Boston, Mass. 02215

Bear Murray:

Many thanks for your gracious invitation to attend the forthcoming convention of the American Conference of Cantors. My travel plans for the next few months are not finalized as yet but I have marked the convention dates on my calendar. If at all possible, I will try to get to the convention if even for a brief stay.

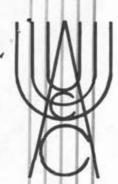
Your offer to cover my expenses is most kind. This is not necessary and if I am able to be with you my expenses will be borne by the Union.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Cantor R. Smolover



MURRAY SIMON President RAYMOND SMOLOVER Executive Directo HOWARD STAHL President Elect RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTFELD **Recording Secretary** CHARLES ROMALIS Treasurer EXECUTIVE BOARD Shlomo Bar Nissim Richard Berman Joseph Boardman Jay Corn Louis Davidson Martin Feldman Roy Garber Jerome Klemen Mark Lipson Bruce Malin Nell Newman eon Perlman Helene Reps Stephen Richards Sarah Sager Paul Silbersher Donald Slorim Norman Swerling HONORARY PRESIDENT Walter Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner ADMINISTRATIVE SEC"Y Beatrice Caflun



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 Put merel (4)

May 20, 1980

Rabbi Alexander Schindler President UAHC 838 Fifth Avenue New York, N.Y.

Dear Rabbi Schindler.

I wanted to take this opportunity to extend to you a very warm invitation to attend the forthcoming convention of the American Conference of Cantors in Detroit, Michigan (June 29th - July 3rd, 1980) representing the Union of American Hebrew Congregations.

We will be happy to cover the expenses of your accommodation and meals. I hope that you will be able to accept our invitation to be with us.

With warm personal wishes, I am

Sincerely,

M. E. Durn Cantor Murray E. Simon Du

President

cc: Cantor Smolover Stah1 Orbach

MS/bnc

House of Living Judaism An affiliate of the Union of American Hebrew Congregations



May 29, 1980

Cantor Murray E. Simon Temple Israel Longwood & Plymouth Avenues Boston, Mass. 02215

Dear Murray:

I chanced to chat with Sandy Seltzer late yesterday and told him of your letter in regard to the Worship Commission's Workshop Seminar. He told me that he had pleaded for a member of the ACC to attend the meeting of the Planning Committee for the Seminar when it was held in Toronto attendant upon the Biennial. Alas, there was no response. He also told me of his discussion with you in which he asked that you suggest a member of the ACC to serve on the Panel at the Seminar and he also spoke to Harold Orbach. Niether of you has responded to Sandy's request and I must tell you I find this to be most distressing, especially in view of your formal letter of complaint to me. Marray, cooperation is a two-way street and I would urge that you be in touch with Sandy at the earliest in order to arrange for cantorial participation on the Seminar Panel.

Sandy also noted that he is awaiting word in regard to the ACC Conference to be held in Detroit, I believe at the end of June. He hopes to attend but needs to know the details as to time, place, etc.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Sanford Seltzer

re chazzanim -- sandy pleaded with them to have a rep. at commission meeting in toronto - no one

sandy spoke to murray re program at next meeting - suggested they provide name of cantor to be on panel - no name submitted - also spoke to ohrbach and nothing came of it...

still they write to complain - sandy willing to add cantor also, no word from them to sandy in re june meeting in detroit - he said he'd attend -- no word yet

wie lette flum this

May 28, 1980

Cantor Murray E. Simon, President American Conference of Cantors Temple Israel Plymouth at Longwood Avenues Boston, Mass. 02215

Dear Murray:

*

I have your letter of May 20 in regard to the forthcoming Workshop Seminar planned by the Worship Commission. I have no idea as to the names of the people involved in the planning. However, the ACC has two representatives on the Commission and it is their responsibility to make certain that the Cantors are fully represented on all programs.

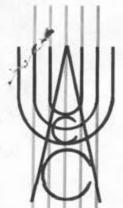
I hear via the grapevine that the ACC representatives on the Worship Commission are quiet. It is up to them to make certain the their colleagues of the ACC are involved in special programs. There's really very little I can do from afar.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Cantor Raymond Smolover



MURRAY SIMON President RAYMOND SMOLOVER Executive Directo HOWARD STAHL President Elect RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTEELD Recording Secretary CHARLES ROMALIS Treasurer EXECUTIVE BOARD Shlomo Bar Nissim Richard Berman Joseph Boardman Jay Corn Louis Davidson Martin Feldman Roy Garber Jerome Kleme Mark Lipson Bruce Malin Veil Newman eon Periman Helene Reps Stephen Richards Sarah Sager Paul Silbersher Donald Slonim Norman Swerling HONORARY PRESIDENT Walter Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Mille Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner ADMINISTRATIVE SEC'Y Beatrice Caflun



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 May 20, 1980

Rabbi Alexander Schindler President UAHC 838 Fifth Ave New York, N.Y. 10021

Dear Rabbi Schindler,

I read with great interest of that forthcoming Workshop-Seminar of the Committee on Worship entitled "The Camp and Synagogue Worship Experience; Bridging the Gap".

I wanted to express to you my profound disappointment that there is no representation of the American Conference of Cantors on the panel.

We very much would like to make a contribution and have imput on this most crucial fenomenon which confronts all of us who are serving as leaders of worship in the Synagogue.

As you know, Cantors Marshall Glatzer and Harold Orbach serves as our representatives on the Committee.

Please let me hear from you.

With every good wish, I am

Faithfully yours,

Mr. Z. Limmon

Cantor Murray E. Simon /

cc: Cantors Smolover, Stahl, Glatzer, Orbach

MES/bnc

Stahl, Glatzer, Orbach Jorbach John Singer John Sight John Tugt Scheeneller

House of Living Judaism An affiliate of the Union of American Hebrew Congrega

MURRAY SIMON President RAYMOND SMOLOVER Executive Director HOWARD STAHL President Elect RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTFELD Recording Secretary CHARLES ROMALIS Tracsurer EXECUTIVE BOARD Shlomo Ber Nissim Richard Berman Joseph Boardman Jay Corn Louis Devidson Martin Feldman Roy Garber Jerome Klement Mark Lipson Bruce Melin Nell Newman Leon Periman Helene Reps Stephen Richards Sarah Sager Paul Silbersher Donald Slonim Norman Swerling HONORARY PRESIDENT Walter Devidson HONORARY VICE PRESIDENT William Sharfin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhouer Norman Summers George Weinflash Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross : Eric Werner ADMINISTRATIVE SEC'Y Beatrice Caflun



916

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 May 19, 1930

Rabbi Alexander Schindler President UAHC 838 Fifth Ave. New York, N.Y. 10021

Dear Alex,

It was good to see you yesterday and to hear your voice, which to our ears- attuned to tones more than wordsreminds us of the warm heart that guides our movement.

I am deeply concerned about the future of the cantorate in Reform Judaism.

UnTess the current trends -as indicated in the enclosed survey- are reversed, we shall not have a viable cantorate in Reform Judaism ten years from today.

If and when you can spare the time I would like to meet with you to consider what may be done to reverse this trend.

With warmest regards and best wishes,

Sincerely,

Buch

Cantor Raymond Smolover Executive Director

RS/bnc

May 22, 1980

Cantor Raymond Smolver Executive Director American Conference of Cantors 838 Fifth Avenue New York, New York 10021

Dear Ray:

Thank you for your gracious letter of the 19th. You mentioned a survey but a copy was not enclosed. Will you please arrange to have one sent to me for my perusal.

I will be happy to meet with you to discuss the cantorate. My schedule for the next few weeks it totally committed and I will be traveiling almost constantly. During June I will be out-of-the-country for close to two weeks and again in early July. I hope we can arrange to meet at some point over the summer, per-haps during August if your schedule permits.

With warmest regards, I am

Sincerely,

Alexander M. Schindler



MURRAY SIMON President RAYMOND SMOLOVER Executive Director HOWARD STAHL President Elect RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTFELD Recording Secretary CHARLES ROMALIS Treasurer EXECUTIVE BOARD Shlomo Bar Nissim Richard Berman Joseph Boardman Jay Corn Louis Davidson Martin Feldman Roy Garber Jerome Klement Mark Lipson Bruce Malin Neil Newman Leon Perlman Helene Reps Stephen Richards Sarah Sager Paul Silbersher Donald Slonim Norman Swerling HONORARY PRESIDENT Walter Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner ADMINISTRATIVE SEC'Y Beatrice Caflun



. American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 May 19, 1980

Rabbi Alexander Schindler President UAHC 838 Fifth Ave. New York, N.Y. 10021

Dear Alex,

RS/bnc

It was good to see you yesterday and to hear your voice, which to our ears- attuned to tones more than wordsreminds us of the warm heart that guides our movement.

I am deeply concerned about the future of the cantorate in Reform Judaism.

Unless the current trends -as indicated in the enclosed survey- are reversed, we shall not have a viable cantorate in Reform Judaism ten years from today.

If and when you can spare the time I would like to meet with you to consider what may be done to reverse this trend.

With warmest regards and best wishes,

Sincerely,

ur

Cantor Raymond Smolover proceeding

werel.



MURRAY SIMO RAYMOND SMOLOVE Executive Directo HOWARD STAH President Ele RICHARD BOTTO JONAS JAVN SHELDON MERE Vice Presiden BARBARA OSTFELL Recording Secreta CHARLES ROMALIS EXECUTIVE BOARD Shlomo Bar Nissim Richard Berman Joseph Boardman Jay Co uis Da Roy G Br H ten Ri HONORARY PRESIDEN Walter David HONORARY VICE PRESIDENT William Shar PAST PRESIDENTS Norman Belink Ramon Gilbert G EX OFFIC Alexander M. Sch Paul Ste Matthew H Enc Wern ADMINISTRATIVE SEC Y Beatrice Caf

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

all

February 13, 1980

Rabbi Alexander M. Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

Dear Alex:

/d

In response to your letter of January 25th, may I say that I am very pleased that you have appointed Rabbi Sanford Seltzer to succeed Rabbi Stuart Gertman as liaison for the UAHC to the ACC. I have enjoyed a very warm personal relationship with Sandy during the years we have been together in Boston, and I look forward very much to working with him.

There is much that I hope to accomplish during my administration as President of the ACC in regard to solidifying cantorial/congregational relationships. I know that we will have both his and your support in these important projects.

With every good personal wish, I am

Sincepely yours,

urray

Cantor Murray E. Simon President



cc: Mr. Donald Day

Rabbi Sanford Seltzer

Cantor Howard Stahl

Cantor Raymond Smolover

American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

February 13, 1980

Mr. Donald S. Day Chairman of the Board Union of American Hebrew Congregations 838 Fifth Avenue New York, N.Y. 10021

Dear Mr. Day:

Having examined the "Congregation Executive Compensation Survey" I hasten to inform you that the statistics pertaining to the Cantor are as inaccurate as is the reference to the American Conference of Cantors as the Conference of Canterial group.

To intermix the salaries of 5 freelance cantorial soloists with those of 14 Invested Cantors (a factor of 26% of the sampling) is to distort the sum of the average to an almost equal factor.

We would be happy to provide the Board with accurate information from our own statistics.

Most sincerely, (aymm) molong

Cantor Raymond Smolover Exegutive Director

copies:

Rabbi Schindler Al Vorspan Ted Broido Dean Steinberg Cantor Simon Rabbi Selzer

CC D.A.M.

House of Living Judaism

An affiliate of the Union of American Hebrew Congregations

SHE BARBARA OSTF 12 CHARLES ROMALI EXECUTIVE BO Shlome Bar N ard Be Ro G Rn HONORARY PRESID HONORARY VICE PRESID W S PAST PRESIDE H Alexander Erit 14

MURRAY SIMO

RAYMOND SMOLO Executive Dire HOWARD ST

RICH

ADMINISTRATIVE SEC'Y Begtrice Caflun



Touche Ross & Co.

January

Re: Congregational Executive Compensation Survey

Dear

Belatedly, enclosed are the results of the Congregation Executive Compensation Survey which includes all professional staff positions. The analyzed data was reviewed by the Planning Committee of Presidents of large UAHC Congregations before being presented.

The survey questionnaires were sent to the presidents of 62 congregations with the ultimate receipt of 48 responses. The response provided an appropriate sample to provide varying credibility ranging from 75% to 95%.

The sensitive nature of this material caused the delay in the completion of the report and ultimate presentation. Note, we have taken substantial care in assembling, analysis and reporting of data, to assure confidentiality of the professional staff and congregations involved.

The completed questionaires were provided from data from fiscal years 1977/78 and 1978/79 from Congregations throughout the United States and Canada. They involved a membership range from 900 to 3,000 and operating budgets from \$300,000 to \$1,500,000.

If you have any items I can clarify feel free to write or call me at my office or at home (313)398-2457.

Sincerely,

Marvin Novick

MN/ph

200 RENAISSANCE CENTER - 15TH FLOOR - DETROIT, MICHIGAN 48243 - (313) 446-1500 - TELEX 230462 TR DET

CONCREGATIONAL EXECUTIVE COMPASATION SURVEY. SUMMARY

	SCHI.R. TRABBI	ASSOCIATE RABBI	ASSIST RABBI	EDUCATIN S, RUCTIE (RABBI)	CANTOR	CANTOR WITH EDUCATINAL RUBANSIBLE	EDLATIONAL	ADMINISTCH
No	48 .	~~	29	8	19 11	IV	VI	45
LO	29 400	20,000	1226	13,000	17.250	22,750	14 000	14010
Ηı	6~100	43.000	33.500	29,430		35.600	32250	50,000
AVERACE	44,480	~ 8 440	V1,860	23.350	24.200	28.375	×1,865	27,850
9								
A JERA BE NEAKS DEDINATION	×3 ·	5.	3.	43	8 _{FJ}	132	7	13
NACATION WEEKS	4-8	4.	4	4	4	4	4	4
PACTICIPANTS	24.	13.	17	4	7	6	11	21
CONCRECTION	47.	γ.	28	7	16		17	38
AURACE	22							
F.J. 78	1.8%	7.~ %	7.7%	NA.	6.1%	6.0 %	6.5%	6.8%
FY 179	6.0%			N/A.	12%	7.0 %	7.0 %	8.0 %
Honocaeium								
YES	18.	7	8	NIA	5	NIA	NIA	NIA
RANCES.	5700 - \$35000	\$ 300-16,000 \$	100-5000	NA	\$500-2300	NIA	NA	N/A
Asicare		NA	NIA	NIA ·	\$1,600	NA	NIA	NIA.
EXPENSESQUELU	ND ABNC)	1.77	-					
NO.	18	۰ ٦	10	N/A	6	NIG	NA	. 17
RANCE LOTHI	600-9,000	500-1000	120-3000	NIA .	\$100-2000	NA	NA.	\$300-9,100
Avience	3,000	•	-	•	-	-	-	-
NERACE SALARY &		4.4 %	35%		4.00	111.5	2111	
DRERAFING BUDGET	7.3%	4.3%	3.5%	3.7%	3.9%	4.3%	3.5%	4.6%

11- FINE OF SAMPLE WITCER NOT CANFORAL CONFILENCE ARELIATES

21 YEARS IN POSITION

1

CROSS COMPLA COMPARID TO	NEARS SIN	ICE ORD	NATION MEMBE			
An	REVIEWED BY	DATE				
1 2	3	1	5			
YEARS B.NCE ORDINATION	NUMBER OF RABBIS		Compensat.	NSATION- RANCE		
			LOW	1+161+	AVERACE	
0.9	7	1. 1 × 1	\$ 29400	\$ 46500	\$ 35790	
10 - 18	7		35000	62500	44 840	
19-27	19	1	29500	62700	46 090	
28-36	9		38000	60000	46400	
36 and OVER	6		31700	19900	46230	
	48 .		\$ 19 400	\$ 62500	\$ 44480	
NUMBER OF MEME 0- 1700 1701 - 1400 1401 - 1600 1601 - 1800 1801 BAJ ONER	BLRS 16 6 10 9 6		* v9 400 30 v00 34 770 4 v 20 4 v 20 0	\$ 51000 51120 57000 59900 67500	s 39460 40960 42940 20780 54170	
	41		4 -4400	\$ 67500-		
OPERATING BUDGET						
0 - 400,000 400,001 - 550.000 550.001 - 700.000	ר וו וי	,	\$ 30700 29500 38000	* 44450 54700 51170	* 37280 39080 45580	
700,001 - 850,000	7		44500	60000	54380	
850.001 ANDONER	5		50000	67500	57000	
	42		24 100	4460.	4/0/0	

0.4

NOTE INCLUDES ADDITIONAL EXPENSE AND LOC ALLOWANCES

)

GROSS COMPENSATION COMPARED TO YE AND OPERATIN	ARS SINCE	OR DINATION ,	members	REPARED BY	DATE
EALS SINCE ORDINATION	Number of RABBI'S		COMPENSATION	RANCE	AURACE
0-3 4-7	8 1		40000 44000	3~500 30600	2470 27340
7 en Josec	۲ مر		28000	43000	36720
NUMBER OF MEMBERS	4		Y0450	v1000	26610
151 - 1450 1451 - 1600 1601 - 1750 1751 AND OVER	3 5 6 4		40000 24500 24000 26400	39 000 35000 37500 43000	27 000 289 x J 29 350 32 400
131 11-10 0102	~~		10000	43000	28440

OPERATING BUDGET

1000		~	X0450	43.000	28,200
850,001	. SALO CHA	3	15+50	43000	33 480
700,001	- 850,000	1	24450	32500	27640
	- 700,000	5	VY 000	39000	30 480
3420,001	- 550 000	4	20450	29000	24110
, 0-	\$400.000	3	23 00 0	27 000	24670

NOTE: INCLUDES ADDITIONAL EXPENSE AND LOR ALLOWANCES

CROSS de	OMPENSATION MPARED TO	OF ASSISTA	NT RABB	IS AS	SCHEDULE	
	AND OPER	ATING 2.	DAGT	HLS .	PREPARED BY	DATE
				C	REVIEWED BY	
1	2	3	4	5		
1.1.00.00		NUMBER		ComPEN	SATION - RAN	GL
IN MBOR	of mimbres	OF DAGA.S		Low	11	
		RABBIS	TTT	Contract of the second s		
0 -	Deserved and the second s	8			\$ 25400	and the second second
1001 -		5		19200		and the second s
1401 -		1		12950		
1601 - 1801 -		4		19500		
1001 20	-	1		NO100		Y4700
				12930	33 500	V1860
OPERATI	NG BUDGET					
10 - 5	400 000	Y		1961-	21 260	20110
400.001 -	\$50.000	8		18960		
16.001 -		10		17953	24000 25200	W080
700.001 -	000.028	10	THE PARTY	12453	33 200	V1 290
850.001 2		4		10000	V4000	21645
		~1				
14						
			KA KALISI I			I STATE OF STATE

	D NUMBER	- of ma	mores	SCHEDULE	
An	D OPERATIN	6 BUDG	<u>kT</u>	REVIEWED BY	DAT
1 2	3	4	5	6	7
lumber of			Compension	TINN - RANCE	
membres	NUMBLE		LOW	HIGH	AVERACE
0- 1200	1 11	1.1	\$ 18750		
1401 - 1400	4		18710	25300	* 23 710 28900
1401 - 1600	6		14000		22900
1601 - 1800	1		¥5600		30 630
1801 and DUCR	4		31.800	34.600	32950
	30		\$ 14000	\$ 35600	\$ Y1 830
					÷
A.P					
OPERATING BUDG	KT		\$ 20,420	\$ 12200	4
0 - 400,000 400,001 - 550 000	4		11 700	\$1000	22220
XX2.001 - 700,000	8		21840	33500 33500	23810
700,001 - 850,000	o f	-	14000	35600	28290
2110 Crs 100028	1		27400	34 500	31770
	~7				
				1 1 1 1	
	1 ⁴				
3					
		1		11.1	
		1			
					1.3.3
					1 1 1 1 1 1

	•		•		
			OF ED JEATISN AL		2
			JMBKR OF ME		
	<u>A</u>	-ND Offer	ATING BUDGET		
	NUMBER OF		Compensi	ATILL - LEVE	ic.
	MEMBERS	NUMBLE	Low	1+1014	AVILACE
121,221	0 - 1200	9	\$ 11.000	\$ 26.500	20.270
	NO1 -1400	5	14.500		21,610
	1411 - 1600	6	19,000	~7,000	24.200
	1601 - 1800	5	15.000	29.430	20 800
	1801 and oute	4	20.000		26.560
	1001 2.00	29	\$ 12.000		vy 270
		<u> </u>		-	
	The second second				
10			*:		
	OPERATING BUS				1
	6 -\$400,000	4	\$ 17.000	\$21,000	\$18.375
	\$400,001 - 550,000	8	19.000	27.000	44,570
	55.001 - 700.000	6	14.500	29.430	25.140
ALL T	700,001 - 850,000	5	15.000	29.000	21.900
	850,001 2-2 0466	<u>e</u> 3	25,000	32.250	28.080
		26			
			a	9.8	
	a la harrie de				
	and the second				
					4
		THE R OWNER WATER CO.			

		TO NUMBER	MINISTRATORS AS		
-	AND	OPILATING		PREPARED BY	DAT

1				A 0		1 221 2 22
-				COMPERSAT	W RANCE	-
	NUMBER	of members				
			NUMBER	Low	1+1GH	ANLEAG
	0-	ivoo	14	\$ 14010	\$ 27800	\$ 20920
	1701 -	1400	6	17500	38940	28570
	1401-1	1600	11	15500	37 7 10	27810
	1601 - 1	0081	8	2000	41750	38 800
	1801 200	DUKE_	6	2000	50000	37 160
			45	\$ 14010	\$ 10 000	\$ 1850

T			
	\$ 14010	\$ 28700	\$ 21220
the second se			
			LI I I I I I I I I I I I I I I I I I I
		1. H. L. M.	
4	27 000	50000	
41			
		1.1.1.1	
		A Provincial Andrews	
			the stringers.
		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	1 14010 \$ 28700 17 18300 38940 11 15500 37772 7 17170 34000 4 70000 50000 41 1 1

4 1 4

111

Omen former contains

ave

January 25, 1980

Cantor Murray Simon Temple Israel Longwood & Plymouth Avenues Boston, MA. 02215

Dear Murray:

Stuart Gertman has asked to be relieved of his responsibility as UAHC Lisison to the ACC. As you undoubtedly know, he will be leaving our staff this summer to assume rabbinic duties at Pairmount Temple, Cleveland.

I am writing to advise that I have asked Rabbi Sanford Seltzer to serve as UAHC lizison to the ACC. He will assume this post immediately and I ask that you add his name to your mailing list for all pertinent communications. As the Director of Worship, Sandy will undoubtedly make many fine contributions to your deliberations and being in close contact with the ACC will also be most helpful to Sandy. It should be a fine shidduch.

I am sharing a copy of this letter with Ray so he may add Sandy to your roster. Communications are to be sent to him at:

> 1300 Boylston Street Chestnut Hill, MA. 02167

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Stuart A. Gertman Rabbi Sanford Seltzer Cantor Raymond Smolover MEMORANDUM

From Rabbi Alexander M. Schindler

Date January 17, 1980

To Rabbi Stuart Gertman

Copies Rabbi Sanford Seltzer

Subject

By means of this memorandum I am responding to your memorandum of January 3 in regard to the UAHC liaison to the ACC.

Sandy Seltzer as Director of Worship is the logical person to assume this responsibility. I am sharing a copy of this memorandum with him and once I have his affirmative response I will notify the ACC that he will be the liaison person.

Alex: yes

51.



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100

10C

January 17, 1980

Cantor Murray E. Simon, President American Conference of Cantors Temple Israel Plymouth at Longwood Avenues Boston, Mass. 02215

Dear Murray:

I've been "on the road" and this is my first opportunity to respond to your various letters. I hope you will forgive the delay.

Your letter of January 2 spoke of a more active role for the ACC in planning the Biennial. Murray, the ACC is represented in the Program Committee for the Biennial and is thus not only informed but consulted in regard to the program. When it comes to the selection of personnel, I trust you can appreciate that there are many considerations to be made. We do our best, we try to rotate as much as possible but sometime circumstances require special treatment. In the future, the ACC might wish to suggest to Lenny Schoolman personnel they feel should be involved in the program.

As to your appointment of Cantor Donald Slonim as the ACC liaison to the UAHC, I question the need for such an appointment. I don't believe we have had a liaison person in the past. After all, the ACC is represented on the UAHC Board and Executive Committee by the president of the organization and the Executive Director of the ACC is on the mailing list for all mailings sent to the UAHC Board of Trustees. Thus, the president is in reality the liaison person and the Executive Director is kept informed of activities.

With every good wish and warmest regards, I am

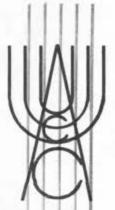
Sincerely,

Alexander M. Schindler

cc: Mr. Donald S. Day Mr. Theodore K. Broido Rabbi Leonard A. Schoolman Rabbi Alexander M. Schindler Theodore K. Broido

January 9, 1980

You have a copy of Murray Simon's letter of January 4 to me in which he indicates Cantor Donald Slonim will serve as the ACC liaison to the UAHC. I don't really understand this appointment, after all we have ACC representation on our Board. What say ye?



MURRAY SIMON Presiden RAYMOND SMOLOVER Executive Directo HOWARD STAHL President Elec RICHARD BOTTON JONAS JAVNA SHELDON MEREI Vice President BARBARA OSTFELD Recording Secretary CHARLES ROMALIS Treasure EXECUTIVE BOARD Shlomo Bar Nissin **Richard Berma** Joseph Boardman Jay Con Louis Davidso Martin Feldmar Roy Garbe Jerome Klemer Mark Lipson Bruce Mali Neil Newman Leon Perlman Helene Rep Stephen Richard Sarah Sage Paul Silbershe Donald Slonin Norman Swerling HONORARY PRESIDENT Walter Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belink Ramon Gilbert Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner

ADMINISTRATIVE SEC'Y Beatrice Caflun



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

January 4, 1980

Rabbi Alexander Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

Dear Alex:

As President of the American Conference of Cantors, it is my sincere hope to strengthen our relationship with the Union of American Hebrew Congregations and to offer our assistance and cooperation in areas of mutual interest and concern. To facilitate this end, I have appointed Cantor Donald Slonim to serve as our liaison with the UAHC. I hope that you will feel free to call upon him and the American Conference of Cantors so that we may work together for the mutual benefit of not only our respective organizations but for the movement as well.

With warm wishes to you and yours, I am

Respectfully yours,

urray

Cantor Murray E. Simon President

/d

cc: Mr. Donald Day Mr. Theodore Broido Rabbi Leonard Schoolman

> Cantor Donald Slonim Cantor Raymond Smolover



MURRAY SIMON Presiden RAYMOND SMOLOVER Executive Directo HOWARD STAHL President Elect RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents BARBARA OSTFELD Recording Secretar CHARLES ROMALIS Treasure EXECUTIVE BOARD Shlomo Bar Nissin **Richard Berman** Joseph Boardman Jav Corr Louis Davidson Martin Feldman Roy Garbe Jerome Kleme Mark Lipson Bruce Malin Neil Newman Leon Perlmai Helene Rep Stephen Richard Sarah Sage Paul Silbershe Donald Slonin Norman Swerlin HONORARY PRESIDENT Walter Davidson HONORARY VICE PRESIDENT William Sharlin PAST PRESIDENTS Norman Belin Ramon Gilber Marshall Glatze Benjamin Groban Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhaue Norman Summers George Weinflash Alex Zimmer EX OFFICIÓ Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner

> ADMINISTRATIVE SEC'Y Beatrice Caflun



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

January 2, 1980

Rabbi Alexander Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

Dear Alex:

/d

On behalf of the American Conference of Cantors, I wanted to take this opportunity to let you know how pleased we were to have participated in the recent UAHC Biennial in Toronto. It made us feel as if we were, indeed, part of the "mishpacha" to have been so involved.

While we were pleased to have accepted the invitations of the UAHC to participate in the regional dinners, worship services, seminars, etc., I would like to respectfully suggest for your future consideration in planning forthcoming biennials, that the American Conference of Cantors play a more active role in the selection and planning processes. I feel that this would better insure the maximum success of our participation and help to avoid possible 'disappointments" as took place at the plenary Saturday evening in Toronto. Please know that we stand ready to assist you in whatever capacity you may deem helpful.

With warm wishes to you and Rhea for a healthy and successful New Year, I am

Faithfully yours,

un

Cantbr Murray E. Simon President

P.S. Personally, I was most gratified to have been invited to participate on the President's Message Committee, and it is my sincere hope our deliberations will bear fruit for the good of our movement.

cc: Mr. Donald Day Mr. Theodore Broido Rabbi Leonard Schoolman Rabbi Stuart Gertman Cantor Raymond Smolover Cantor Norman Summers

House of Living Judaism An affiliate of the Union of American Hebrew Congregations



MURRAY SIMO RAYMOND SMDLOVE xecutive Direct HOWARD STAHL RICHARD BOTTON JONAS JAVNA SHELDON MEREL BARBARA OSTFELD Recording Secretary CHARLES ROMAL EXECUTIVE BOARD lomo Bar Niss Richard Berm Nissim oseph Ja C HONORARY PRESIDENT Walter Da HONORARY VICE PRESIDENT William Shadin PAST PRESIDENTS orman Belink Gilb 11 rah Hir Rober Mi EX OFFICIO M. Schindler Sc Alexande Paul Strint Matthew H. R ADMINISTRATIVE SEC'Y



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 we awar

6 er

November 29, 1979

Rabbi Alexander Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York 10021

Dear Alex:

I am enclosing for your purusal a copy of the Placement Procedures of the Joint Cantorial Placement Commission which was ratified by the Board of the American Conference of Cantors. It is our hope that this document will meet with the approval of the Union Board and be ratified by it at the forthcoming Biennial.

Mel Merians, who represented the UAHC on the Joint Cantorial Placement Commission, and who was so helpful in formulating this document, will make the presentation at the Board Meeting on Thursday evening, December 6th. We feel that this document will serve to clarify and strengthen the cantorial placement procedures. We are grateful to you for your support in the adoption of this important document.

With warm personal wishes, I am

Sincerely yours,

inn

Cantor Murray E. Simon President

/d enc.

> cc: CantorRaymond Smolover Rabbi Leonard Schoolman Rabbi Stuart Gertman Mr. Melvin Merians Mr. Theodore Broido

House of Living Judaism An affiliate of the Union of American Hebrew Congregations

DRAFT - June 19, 1979

· · .

RATIFIED BY AMERICAN CONFERENCE OF CANTORS BOARD

November 11, 1979

PLACEMENT PROCEDURES

OF THE

JOINT CANIORIAL PLACEMENT

COMMISSION

838 Fifth Avenue New York, NY 10021

- PREAMBLE

This statement has been prepared as a guide for cantorial - congregational placement procedures by the Joint Cantorial Placement Commission.

The Joint Cantorial Placement Commission represents the Union of American Hebrew Congregations, the Hebrew Union College - Jewish Institute of Religion and the American Conference of Cantors.

It is hoped that the following guidelines will facilitate the placement process, insuring the best possible relationship among cantor, rabbi, professional staff and congregation.

PLACEMENT PROCEDURES

THE CANTOR

(Only members of the American Conference of Cantors certified by the Board on Cantor Certification are eligible for placement)

- In the interest of both cantors and congregations, all cantors of the American Conference of Cantors pledge that they will apply and negotiate for cantorial positions listed by and available through the Joint Cantorial Placement Commission, only by application to the Joint Placement Commission and in consonance with the procedures herein after described.
- 2. The applicant should secure from the Commission office the biographical resume form (see sample) which is to be filled out and returned to the Commission office with a \$50. application fee. THE APPLICATION FEE IS NOT REFUNDABLE BUT WILL BE APPLIED TO THE 1% PLACEMENT FEE. (Graduating students of the School of Sacred Music are exempt from paying the Application Fee.)
- 3. The Commission compiles a list of congregations seeking cantors which is sent to all members once a month commencing no later than January. In addition, all official applicants are informed of new positions available as they are received. Each applicant will be sent a copy of the <u>congregational profile</u> (see sample) which contains information pertinent to the position.
- A cantor who is interested in becoming a candidate for a particular position should inform the Commission office. The initial contacts with

congregations' representatives will be made through the Commission. (A cantor who becomes an applicant for placement cannot serve on the Joint Cantorial Placement Commission.)

 Interviews may be arranged by the Commission or with the congregation directly.

A cantor approaching a final interview should confidentially inform at least one officer of his/her present congregation, and/or the (senior) rabbi. The cantor should keep them informed of progress in placement.

- The Commission office shall keep applicants informed of any progress in the placement process. Candidates should also keep the Commission office informed of their progress.
- Once the congregation has selected its candidate, the cantor and the congregation negotiate directly. They may call upon the Commission office for assistance.
- 8. A cantor preparing to relinquish his/her present post shall be obligated to give ample notice of his/her intention. Four months is a normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/her term is about to expire and he/she does not desire re-election. If the cantor is presently under contract, the cantor is morally obligated to complete that contract unless he/she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.
- Upon conclusion of negotiations, a brief legal document outlining the terms of employment, including a description of the cantor's

responsibilities and a statement of the "lines of authority", is to be signed by the cantor and the congregation, a copy of which is to be sent to the Commission office.

10. A placement fee of 1% of the negotiated gross salary (salary + parsonage) for the first year of the contract is to be paid by the cantor to the American Conference of Cantors within the first year of the cantor's contract.

PLEASE NOTE:

1.5

ALL CANDIDATES SHOULD ACQUAINT THEMSELVES WITH THE ATTACHED CONGREGATIONAL PROCEDURES.

PLACEMENT PROCEDURES

THE CONGREGATION

- In the interest of both the congregation and the cantor, the congregation agrees that cantorial placement shall be conducted only through the Joint Cantorial Placement Commission, 838 Fifth Avenue, New York, NY 10021, (212) 249-0100, ext. 338.
- 2. Upon contacting the Commission office, an application for the congregation (*see sample*) will be provided which should be filled out and returned to the Commission office. The information specified therein will be made available to prospective candidates.
- 3. The Commission regularly circulates to certified members of the American Conference of Cantors a list of congregations seeking cantors. In addition, the Commission informs cantors seeking placement of congregational positions as soon as congregations make official application.
- The Union of American Hebrew Congregations and the Hebrew Union College-Jewish Institute of Religion encourage Reform congregations to engage only certified members of the American Conference of Cantors.

The consideration or interviewing of other than certified members of the American Conference of Cantors before the entire list of ACC candidates is exhausted will render the congregation ineligible for the services of the Joint Cantorial Placement Commission for that year.

5. Congregations are encouraged to have small, representative Search Committees consisting of no more than twelve members, including musically knowledgeable people and the (senior) rabbi *ex officio*.

- 6. If, after the congregation makes official application, it has specific interest in any cantor(s), it must make its interests known to the Commission, and the Commission will make the initial contact with the cantor(s). Do NOT contact the cantor(s) directly, as all ACC members are pledged to work only through the Joint Cantorial Placement Commission.
- 7. After your congregation makes official application, the Commission will supply you with the biographical resumes of those cantors who have expressed interest in your congregation.
- 8. Once you have received the cantor's biographical material, please review it carefully. The Commission office will be glad to supplement the information by telephone, if you so desire.

You are now free to contact the cantor directly, or, if you wish, the Commission will arrange for an interview. IMPORTANT: Please do NOT call anyone in the cantor's present congregation or community without receiving prior permission from the candidate. Experience has shown that the cantor's future relationship with that congregation could be destroyed. You are, however, at liberty to communicate with any references listed on the biography.

Your congregation assumes all expenses involved in arranging for the interview.

9. After making the initial contact with the cantor(s), the next step is to arrange for interviews with those cantors in whom you are interested. Experience has shown that the congregation's best knowledge of the candidate's abilities will come from a personal interview. Impersonal means of interviewing are not reliable (e.g., tapes, video tapes, records).

While best done at the congregation, interviews may be arranged by the Commission office to take place at a central location, such as at the House of Living Judaism (838 Fifth Avenue, New York), or at the Hebrew Union College-Jewish Institute of Religion, also in New York City. It is possible to arrange for several candidates to meet with your committee at that time in order to facilitate the placement process and reduce the congregation's expenses. However, it is strongly urged that no more than five interviews take place at a single session in fairness to both the cantors and the interviewing congregation.

The aim of the interview should be to ascertain the cantor's qualities as a human being as well as vocal qualities and other areas of competence and interest, and to convey at that time your congregation's needs and goals. Experience has shown that an unstructured dialogue has proven more productive than set questions or questionnaires.

Your committee should be prepared to tell each candidate which . areas of cantorial service are particularly important to your congregation, recognizing that no cantor will have equal capability in every area. The candidate should also be told of any traditions or practices which are customary in your congregation.

Invite the candidates to arrive sufficiently in advance of the interview so that one member of your committee can meet them and present them to the committee.

- 10. When you become seriously interested in a cantor, arrangements may be made for a delegation to visit the cantor's present congregation. Such visits give you the opportunity of seeing the cantor in relationship to congregants in his/her "home" congregation. Since services may vary from week to week (e.g., Children's or Family Worship type services), consult with the cantor before scheduling your visit.
- 11. As part of the interviewing process, members of the ACC are not permitted to participate at services of the interviewing congregation. If you so desire, the cantor may be invited to your temple and be heard in your sanctuary only by members of the search committee. A special time should be made available for the (senior)

rabbi to meet with the final candidate.

12. After selecting your candidate, your congregation should be aware that a cantor preparing to relinquish his/her present post shall be obligated to give ample notice of his/her intention. Four months is a normal and recommended period. This will apply whether a cantor is seeking release from a continuing commitment or whether his/her term is about to expire and he/she does not desire re-election.

If the cantor is presently under contract, the cantor is morally obligated to complete that contract unless he/she or the president of the new congregation secures a release from the contract, the date of the release to be determined by mutual agreement of the congregations involved.

13. Upon conclusion of negotiations, notify the Commission of your decision as soon as possible so that your congregation may be removed from the list of congregations seeking placement.

It is appropriate for your chairman to notify those whom you have interviewed, thanking them for their time and interest.

14. It is strongly suggested that the congregation draft a brief legal document with your chosen cantor. Experience has shown that overly lengthy or complicated documents tend to confuse, rather than clarify, relationships.

The following items should be included:

- a. Length of Contract
- b. Salary to be paid directly to the cantor as taxable income.
- c. <u>Parsonage</u> If the congregation does not provide housing, that portion of the cantor's income which is used to house the cantor's family, and all expenses pertaining thereto, under tax law should be declared "Parsonage Allowance" and so recorded in the minutes of the congregation, which then makes this portion of the cantor's income nontaxable.

- d. <u>Pension and Life Insurance</u> according to the American Conference of Cantors Pension Plan (attached).
- e. <u>Hospitalization and Major Medical Insurance</u> as per attached CCAR Plan or your own.
- f. Long Term Disability Income Insurance
- g. <u>Vacation</u> 1) winter 2) summer
- h. <u>Convention Allowance</u> 1) Annual ACC Convention 2) ACC Mid-Winter Conclave 3) UAHC Biennial General Assembly
- i. Moving Expenses
- j. Cantor's General Responsibilities and a statement of the "lines of authority."

A copy of this agreement should be sent to the Joint Cantorial Placement Commission Office.

JOINT CANIORIAL PLACEMENT COMMISSION

(UAHC - HUC-JIR - ACC)

838 Fifth Avenue, New York, N.Y. 10021

(212) 249-0100, Extension 338

CANTOR'S BIOGRAPHICAL RESUME

	Date
NAME	
ADDRESS	
CITY AND STATE	ZIP CODE
MARITAL STATUS	CHILDREN
VOICE CATEGORY	
RELIGIOUS EDUCATIONAL BACKGROUND	
DEGREES & DIPLOMAS	
SECULAR EDUCATIONAL BACKGROUND	
DEGREES & DIPLOMAS	
CANIOR'S PRIORITIES:	
Use grading scale: 3-Essential 2-Important	t I-Useful 0-Not a priority
() Music Director () Educational Director	
() Bar/Bat Mitzvah Program () Reading To	orah () Counseling
() Choirs () Adult Education () Tea	

() Funerals () Weddings () Activity in Jewish Community

() Creative Worship () Creative Programs () Pastoral Duties

NAME OF CONGREGATION(S) SERVED, DATES OF SERVICE, RESPONSIBILITIES

(Programs, brochures, and special enclosures)_

CANIOR'S VITA		page 2
MUSICAL EXPERIENCE (Non-Cantorial)	· And Belleville and State	
(Programs and brochures enclosed)		
EACHING EXPERIENCE: Teaching at University,	High School or Elementa	ry
chool, Private Studio, etc	. ¹⁸	
		_
	9 H H	
UBLICATIONS		
OMPOSITIONS	all the second second	_
ROFESSIONAL ORGANIZATIONS		
ONORS AND AWARDS		
EFERENCES Available on Request		
NCOME: (information to be provided at later	stages of placement proc	cedure)
urrent salary (including parsonage allowance	e):\$	
dditional income (perquisites):	. \$	
enefits:		
Pension (percentage of total salary):	\$	
Traveling expenses:	\$	
Health Insurance:	¢	
hearth instrance.	φ	

•

JOINT CANTORIAL PLACEN	TENT COMMISSION	
(UAHC - HUC-JIH	R - ACC)	
838 Fifth Avenue, New Y	ork, N.Y. 10021	
(212) 249-0100, Ext	ension 338	
(please type)	Date	
APPLICATION FROM CONGREGATION		
ADDRESS		
POPULATION STATISTICS:	· · ·	
Family Members Singles (Widows)	Bar/Ba Religious School Mitzva	t
	nerryrous school mrtzva	n confirmation
This year		
5 years ago		
5 years hence anticipated		
HISTORY: Congregation organized in	Became Reform in	
PROFESSIONAL STAFF (full or part time): () Ra		
() Religious School () Educator or () music teacher Principal		
Number of Teachers () Organist/Choir D	irector Choir of	voices
Congregation has previously engaged cantor	cantorial soloist	
FACILITIES INCLUDE:	Age of buildings	_
Sanctuary with fixed seats, expandable	toseats Type of or	rgan
Social Hall-Auditorium ()Classrooms		
Kitchen () Library () Youth Lounge	() Choir rehearsal room	n
RELIGIOUS SCHOOL: Includes Grades	to	(etc)
Classes meet on	for	hours
Hebrew classes meet on	for	hours
BOARD OF TRUSTEES: Number of Members		
How many have served for 10 years of more?		
TEMPLE MEMBERSHIP TURNOVER: Average gain per yea	Average loss pe	er year
CONGREGATION'S PATTERNS OF WORSHIP:		
Sabbath prayer book used is		
Experimental worship () welcomed () used Musical innovation () welcomed () used of Rosh Hashanah observed () two days () of Bar/Bat Mitzvah Chanting: blessings	occasionally () rabbi's ccasionally () cantor's one day	choice
Head covering: On pulpit () customary () In pew () customary ()	optional () not used	

APPLICATION FROM CONGREGATION cont'd.
LOCATED IN
CONGREGATION'S PRIORITIES FOR THE CANTOR: Use grading scale: 3-Essential 2-Important 1-Useful 0-not a priority
<pre>() Education Director () Youth Director () Music Director () Bar/Bat Mitzvah () creative worship () creative programs () voice () choir program () counseling () rapport with children () rapport with youth () teaching adults () teaching children () administering school () pastoral duties () rapport with aging () personal warmth () activity in Jewish community () interfaith work () knowledge of Hebrew () reading Torah () funerals () weddings Other priorities:</pre>
ATTRACTIONS OF CONGREGATION AND COMMUNITY: Jewish Institutions includeother congregations. How many Reform? () Jewish community center () Jewish day school, grades to Colleges, universities and music conservatories in area are:
Majority of member's children attend () public () private schools Cultural opportunities include: () symphony () museum(s) () theater Other:
FINANCIAL OFFERING: Salary range
Percentage allocated for Parsonage
Percentage of pension (according to ACC Pension Plan% (suggested minimum of 15% of gross salary contributed by congregation)
Other pension plan% Perquisites (weddings, funerals, Bar/Bat Mitzvahs, etc.) \$
Additional benefits offered: () Blue Cross-Blue Shield-Major Medical () Income-Disability Insurance () Convention allowance () Auto Allowance () Are these negotiable? HOUSING FOR THE CANTOR () Housing allowance is part of salary () Congregation owns parsonage which it makes available to the cantor () Congregation would assist the cantor financially to obtain housing
Other arrangement: INCUMBENT CANTOR will relinquish pulpit on
Our Congregation agrees to adhere to the Placement Procedures of the Joint Cantorial Placement Commission (Signed)

NC

March 3, 1981

Cantor Norman Summers Congregation B'nai Jeshurun 1025 S. Orange Avenue Short Hills, N.J. 07078

1and

Dear Norman:

Apparently Allan Smith's paper was sent out by the Joint Commission on Worship at its behest. If I'm not mistaken, a cantor sits on the Commission and was part and parcel of the decision making process that led to the formation of the workshop and to the distribution of ghe papers which were delivered.

I read Allan Smith's report with some care and I'm do believe that you overreacted to it. The paper wasn't as good as all that, but I don't for one moment see anything in it which can in any manner be construed as an attack on the cantorate. If anything, it is an attack on the classical rabbinate.

Be that as it may, I do think you were wrong in reading this as some sort of cabal. I am sure at least on the basis of my investigation that this workshop was not at all "stacked" for a purpose." It just happened for better or for worse.

Best wishes from house to house.

Sincerely,

Alexander M. Schindler

From Rabbi Allan Smith

To Rabbi Alexander Schindler

Copies

Subject Cantor Norman Summers

I have received a number of letters regarding a paper I delivered at a meeting coordinated by Sandy Sletzer. It is my understanding that Sandy distributed either the proceedings of the meeting or the papers themselves. I do not know to whom. However, based on Summer's response to me, either one of the following is true:

MEMORANDU

- 1. He didn't read the paper
- 2. He didn't understand it
- 3. He's in the final stages of menopause

The thrust is that worship experiences for the camps should grow out of a "Junior congregation" type experience in the synagogue. The camps would be more than happy to agree on some standard liturgical form.

By the way, Norman's comments are the only negative ones to date.

In terms of response, I have nothing to suggest. The paper was not that good and Norman's response a gross over-reaction. Perhaps Sandy could enlighten you further.

ellen

Date March 2, 1981

ALS

P.S. I did not get a copy of the mailing. Could you send me the copy Summers sent you.



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100

February 11, 1981

Rabbi Alexander M. Schindler

Rabbi Allan L. Smith

I know that Norman wrote to you. Enclosed is a copy of his letter to me. As soon as you get back from Israel, please let me have your counsel in regard to my response to Norman. February 11, 1981

Cantor Norman Summers Congregation B'nai Jeshurun 1025 S. Orange Avenue Short Hills, N.J. 07078

Dear Norman:

I really do not know enough about the background of the workshop sponsored by the Joint Commission on Worship to respond to your letter of February 5 and your strong disagreement with a report made by Rabbi Allan Smith. I am on the eve of departing for meetings in Israel. Just as soon as I have an opportunity, I will look into the matter and get back to you in this connection.

With warmest regards, I am

Sincerely,

Alexander M. Schindler



ash alm

CONGREGATION B'NAI JESHURUN SHORT HILLS, NEW JERSEY 07078

CANTOR NORMAN SUMMERS

February 6, 1981

Dr. Alexander Schindler % Union of American Hebrew Congregations 838 Fifth Avenue New York, N.Y. 10021

Dear Alex:

I am enclosing a copy of a report that was received by my colleagues at B'nai Jeshurun. I must tell you that it brought me great unhappiness to read Allan Smith's paper. My question of you is who was this report sent to under the auspices of the U.A.H.C.?

It is one thing to hold a seminar under the auspices of the U.A. H.C. but to send results of this particular one as Torah Misinia is quite another. This particular seminar did not include even one Cantor on it's agenda. It was obviously stacked for a purpose!

I disagree very strongly with Allan Smith's report and I do not in my heart believe that this report should have been disseminated to the American Rabbinate.

As you know there seems to be a strong movement to replace Cantors with song leaders. This paper believe me will cause great unhappiness for many of my colleagues. It is my understanding that the U.A.H.C. as a leader in Reform Judaism should be a help to the Congregation and to it's leadership. Do you think that Allan Smith's conclusions in this report will fulfill this obligation? I for one do not...This Torah Misinia is already being turned over to the hands of Worship Committee Chairpeople in congregations. I ask you Alex is this a help or a hindrance for those of us who have dedicated ourselves to preserve the great traditions in the American Reform synagogue, mainly dignity in the worship service.

Do you think that I have made my point or do I need to say more? Best wishes from house to house,

Very cordially, Moman

Cantor Norman Summers

NS:dg enc:



CONGREGATION B'NAI JESHURUN SHORT HILLS. NEW JERSEY 07078

> CANTOR NORMAN SUMMERS February 3, 1981

Union of American Hebrew Congregations Rabbi Allan L. Smith 838 Fifth Avenue New York, N.Y. 10021

Dear Allan:

I write to you with great displeasure after having read the response you delivered at the workshop sponsored by the Joint Commission on Worship.

Although I was invited to attend that workshop I decided to boycott it after realizing that the agenda did not have the input of even one Cantor. This was a workshop by the Rabbis, and for the Rabbis, on the music to be presented at Temple services. I think that agenda was just as chutzpahdic as your response which was sent out to the American Rabbinate. For you to generalize, as you did, that our young people are totally unfamiliar with the liturgy of the American reform service is pure bunk ... Permit me to inform you that I and many of my colleagues both Rabbinical and Cantorial, spend much precious time in the religious school teaching our young people the liturgy and music for our worship services. We teach them prayer and meaningful and beautiful song. Our Bar Mitzvah programs include the mitzvah of observing the Sabbath. Our Bar and Bat Mitzvah candidates are encouraged to attend services and later to write their experiences, their feelings, about what took place at these services. This mitzvah program is used around the country in many Temples.

As you know I have been teaching workshops for the past 13 years at the Hebrew Union College School of Sacred Music on how to program for the American Synagogue. I would like to feel that I have had some influence in the musical programming in the Reform movement. I have personally trained over 70 Cantors in these workshops who have later gone on to serve in Temples throughout the country. I am very familiar with the musical programming that does take place in some 200 temples. My colleagues and I meet in conventions and at conclaves. I receive numerous calls throughout the year from my colleagues regarding musical programming so that I feel somewhat knowledgeable as to what takes place in the American synagogue.

Page 2-

Rabbi Allan L. Smith Union of American Hebrew Congregations 838 Fifth Avenue New York, N.Y. 10021

Having read your response very carefully I therefore feel that your knowledge of what takes place in synagogue services in the Reform movement is rather limited. You mentioned Binder, Bloch and Lewandowsky in your paper. To my knowledge the music of these composers is rather limited to one or two responses in terms of their use today. Bloch is only used in concert for the most part, Binder's candle blessings is very familiar to congregants. Lewandowsky's Barchu and Sh'ma and Vaanachnu are programmed on a regular basis. I want you to know that wherever there is an A.C.C. member you have programming that runs the gamut to satisfy the needs not of the young, not of the old, but for all congregants.

If one were to use your musical programming prescription we would tell our youngsters to come dressed in anyway that suits them and maybe we could light bonfires in the Temple and roast marshmallows and hold hands and sing inane melodies that have nothing absolutely to do with a dignified worship service.What takes place in a camp institute should not necessarily be the worship experience of the synagogue service. There is an old and sad proverb "as the Christians act, so do the Jews, imitating them".

Many of the songs presented in camp institutes are in fact poor imitations of what we hear on radio and TV accompanied by out of tune guitar playing. Because one has learned a half dozen guitar chords does that mean that congregations should be subjected to this total amateurism?

The service in our Temple is not unrecognizable to our young people. Our service is an experience for all to come to and enjoy, to participate, to experience and to derive inspiration from. We have no control over what takes place in the synagogue where itinerant solists perform. If you want to address yourself to the problem in the American Synagogue why don't you address yourself to that problem where in 500 Temples you have for the most part amateurism in worship in terms of "<u>musical performers</u>." Many of these solists are not even Jewish.

My colleagues and I will not permit you and others like you to destroy that which we have worked so hard to develop during this century in the American synagogue. We truly stand on the threshhold of greatness in American Jewish worship and for all that's good in Jewish music. Those of us who have been entrusted with this grave responsibility will do all that we can to preserve the dignity in God's house that it so richly deserves.

> Very sincerely, Morman Cantor Norman Summers

NS:dg

THE CAMP AND SYNAGOGUE WORSHIP EXPERIENCE: BRIDGING THE GAP

RESPONSE DELIVERED BY RABBI ALLAN L. SMITH, DIRECTOR OF CAMP AND YOUTH PROGRAMMING AT THE WORKSHOP SPONSORED BY THE JOINT COMMISSION ON WORSHIP - SUNDAY, JUNE 8, 1980

The Yud a Zaddik of Hasidism once said, "We may want to give our children the milk, the water or the wine of our tradition, but they will not drink it unless it be poured from vessels which they recognize."

Anything else I have to say is commentary, for this is the essence of the success of camp ritual, and it depicts accurately the failure of the synagogue to respond to or be relevant to the theological conditioning of our young people. I must emphasize that this says absolutely nothing about the Jewish authenticity of either, but it does suggest a gulf so wide between the worship experience at a camp on the one hand and the temple ritual on the other, that they may have absolutely nothing to contribute to one another.

It may cause you some frustration and even some anger that when your young people return home from camp, they complain bitterly about the temple service or they do not come at all. It must trouble you that they seem to be so alienated. However, I submit to you that they are no more or no less unable to relate to the synagogue service now than they were before. They may have been quieter before, but what was provided before is the same now. It is just that now they have seen an alternative which gave them something and they have been unable to bring that alternative home with them. This in no way is the condemnation of the camp experience. Quite the contrary, it is not the camp which must respond to the temple. It is the temple which must now respond where in the past it has failed to do so.

It is true, there are certain environmental conditions which tend to exagerrate the problem. Little Moishele can't sit at temple services in shorts and a Tshirt linked hand in hend with Saraleh, swaying back and forth with 300 young people their age. The romance of nature, the sounds of one's peers envelops you to such an extent, it is so natural. The synagogue with its shirt and tie, dress and heels, rabbis and cantors and old-timers - you just don't stand a chance. But while this is unfair competition between the two, it is in no way the root cause of the unbridgeable gap.

That root cause lies in the very depths of the non-theological conditioning of our young people. For them the synagogue service is essentially unrecognizeable. It is unknown, not understood, not believed and not relevant in any way to their lives. And beyond that it is forever changing. There is never a chance for us to have expectations fulfilled, nothing wihin it can be trusted or learned. Even the few words that are repeated from week to week are lost in an onslaught of Binder, Block and Levendowski. What is this week sung by the choir is next week a cantorial solo and the following week read by the rabbi and still the following week to be sung by the congregation in four part harmony in six different versions. You will not drink what comes from a container you do not recognize and most people will not drink that whose taste they cannot in some way anticipate.

Further the attempt to juxtapose the synagogue service to that which is a total part of the teenage environment is doomed to failure. The creative service of young people is only an extension of the lives of young people in general. It may or may not be Jewish. I believe that the Jewish character of the creative service is at best an artificial superimposition. It is not the Jewishness of it which makes the service acceptable to young people, it is the environmental harmony of it. I suppose if I was to critique the Gates of Prayer, my accusation would be the same. But here we deal with the life of a young person and everything within their service service comes from their lives. They understand it because it is a part of their nature. They know it because they live it; they trust it because it is consistent with their lifestyles and their worldview. It is a part of their context and because of that it is believeable. God, Israel and Torah have their counterparts to these young people in these services only now they have become John Denver, Bob Fossey and Barry Manilow. This is the nature of the unbridgeable gap.

There are three elements in the success of the camp. They are:

- 1. The environment of peers, the service is for my kind by my mind.
- 2. The environment of nature, the setting is informal and romantic.
- The environment of content, we sing my style, my way, my words. . .
 I know them all and I believe them, I trust them, I am committed to them.

There are four elements in the failure of the synagogue:

- 1. The service is targeted for the adult.
- 2. The synagogue is so formal, the celebrants so distant.
- 3. The words are unknown and there is not time to learn them.
- 4. The theology is not to be believed, no one to be trusted, for I have not been conditioned.

In many ways this problem is unique to the Reform movement. When the Conservative movement is successful at its camps and definitely when the Orthodox movement finds committed young people, they are not alienated from the synagogue service at all. Everyone of us who came from traditional Judaism probably experienced a rather meaningful synagogue experience. I know that I did. I know that my friends who are not rabbis also did. In fact most of the group from my camp found the synagogue a meaningful place for worship. And there were some very good reasons for this. And these reasons are imbedded in good educational psychology.

The first thing that happened to us was we grew up in a junior congregation. The center of our religious school experience was a Saturday morning service specifically for us. Here we were trained and I mean trained to daven. SMITH PAGE 3

There was only one service to learn. And just a few tunes to a few songs were actually taught. And then when we were from time to time brought into the main sanctuary to share with the rest of the congregation, the cantor made sure to use those prayers, those songs, those tunes. Those of us who left after Bar Mitzvah left, but we did not forget. And when we came back on Shabbat and Holy Days from time to time, wouldn't you know it, there were those prayers and those songs, those tunes. Those of us that stayed with it and went on to Jewish camp, traditional style, found those prayers and a few more, found those songs and a few more, found those tunes and a few more. There was a little bit of this and a little bit of that, but never a totally different experience either at camp or in the synagogue. A congregant from the temple would feel comfortable in our service and we would feel comfortable in theirs. It was all really just a matter of training, conditioning, and understanding.

We will never solve the problem of theology with a new prayer book. Never will we solve the problems of prayer by writing new prayers and putting them in new books. But we can solve the problems of alienation felt by our committed younger constituency by feeding them what they like to eat.

The camps have a responsibility to give our constituency a meaningful experience. We are not out to write new prayers, new tunes, new books of wisdom. Our goal is to give our constituency a feeling of satisfaction and fulfillment. Until now we have not found it within that given us by the official institutions of the movement. Those who claim that what we do give is not Jewish because of its radical, creative nature, condemn every Reform service and every Reform composer of words or music from Halevi to Gabirol from De Rossi to Levindowski, from the CCAR Liturgy Committee and Hayim Stern and Malcolm Stern to Michael Isaacson, Ben Steinberg and Steve Richards. Creativity by its nature comes out of existing environment. Look to the origin of Ein Kaylohaynoo or that Jewish classic Od Tireh, for your proof texts. So it is not creativity or the lack of Jewish authenticity upon which anyone can hang their hat. And whether the kids bang on the tables during Birkat Hamazon or put a shimmy, shimmy shubab, shubab, doo da day or whatever into a song, says nothing about the propriety of it or its Jewishness. It just says that this is the way which is meaningful today. And if you want to change it, that is OK with us, but don't for a moment think you can start with a thirteen year old or sixteen year old to do it. You will not get away with it. The problem lies in the very essence of Reform Jewish education and the Reform synagogue with its prayer book as it is currently used.

First, the very essence of Reform Jewish education must focus on the service of God. Teach me to pray, teach me to sing, and say the words, and then give me a chance to do it. Make me do it week in and week out and I will not desert you. When it comes time for me to go to camp, the experience at camp and the camp service will only reinforce that which I have been experiencing. Sure it may become a little more fun because all my friends are there, and my girlfriend and it is outdoors. But the words and songs will all be the same.

Next the Reform Jewish prayer book should be something not alien to me. It should be a part of me, something I recognize and understand. Not so much the Hebrew, I don't have to understand the words, just the point and the purpose. SMITH PAGE 4

Give me a service I know. I can deal with that. Then give me a Sanctuary that I feel a part of. Give me a place where I believe I am important and I belong.

In summary, I submit to you that it is time for the synagogue to respond to the young people. The camp cannot respond to the current list of complaints without destroying that which has made its constituency so satisfied. The camp can promise to enter into a partnership with the synagogue in creating a meaningful worship structure if the synagogue is honestly prepared to reach out to these young people. In our time, standing on the threshold of greatness as far as the numbers of committed young people are concerned, we should easily be able to give them drink from the wine of our tradition. It remains for us only to fashion the container from which it shall be poured. K

Rabbi Alexander M. Schindler

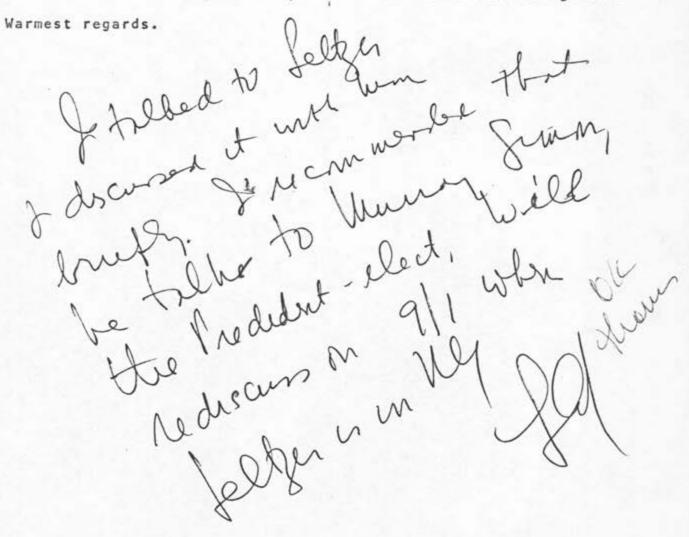
Rabbi Sanford Seltzer

Rabbi Leonard Schoolman

AMERICAN CONFERENCE OF CANTORS

It has been our practice to have a UAHC staff member serve as liaison to the ACC and attend meetings to help the relationship between the ACC, the Union and the CCAR. Lenny has been handling this job on and off. I wonder, because of your own involvement in Worship, whether it might not be well for you to undertake this assignment. Many of the areas of concern the ACC deals with are matters in which you are involved.

Why don't you call Lenny (he'll be back from vacation on August 17) and discuss this with him what some of the problems are and then let me know if you will undertake this assignment.



August 10, 1978

August 10, 1978

Rabbi Alexander M. Schindler Rabbi Sanford Seltzer Rabbi Leonard Schoolman AMERICAN CONFERENCE OF CANTORS

....

It has been our practice to have a UAHC staff member serve as liaison to the ACC and attend meetings to help the relationship between the ACC, the Union and the CCAR. Lenny has been handling this job on and off. I wonder, because of your own involvement in Worship, whether it might not be well for you to undertake this assignment. Many of the areas of concern the ACC deals with are matters in which you are involved.

Why don't you call Lenny (he'll be back from vacation on August 17) and discuss this with him what some of the problems are and then let me know if you will undertake this assignment.

Warmest regards.

9/29

amo + Plea

TED B	
AMS	
] For your information	Please reply and copy me
] Your comments, please	Review and reply to
] Review and call me	Review and forward to
Review and file	Attach previous
] Review and return to me	correspondence and return to me

COMMENTS	REPLY	4	
Saud	y Dee	1zez	
123			

Rabbi Leonard A. Schoolman

Date June 20, 1978

Rabbi Alexander M. Schindler

Copies

Subject

From

To

I Resign

This is to let you know that I am quite eager to divest myself of my involvement with the American Conference of Cantors. If you will recall, I picked up this responsibility from Ted Broido when he was in Vermont for the year. Over the past several years, this responsibility has taken more and more of my time. The nature of my involvement has largely been in the mediation of problems between congregations and the cantors and the personnel of the ACC.

MEMORANE

I find it excessively time-consuming and distracting from my primary programmatic function here at the UAHC.

As soon as you can possibly arrange a change in assignment of personnel, I would be most grateful to be relieved of this aspect of my responsibilities.

Drine .

pe be



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100

MEMORANDUM

From Rabbi Leonard A. Schoolman

Date July 7, 1978

To Rabbis Malcolm Stern, Arthur J. Lelyveld and Joseph B. Glaser; Cantors Ramon Gilbert, Harold Orbach and Raymond Smolover

Copies

bcc: Rabbi Alexander M. Schindler, Theodore K. Broido

Subject

At the request of Cantor Ramon Gilbert, I revised document entitled, "The Rabbi and the Cantor."

Essentially, I rewrote the section on the pulpit. Some minor changes were additionally made in language which represent changes in style more than anything else.



Union of American Hebrew Congregations 838 FIFTH AVENUE, NEW YORK, N.Y. 10021 (212) 249-0100 THE RABBI AND THE CANTOR, proposed by Rabbi Malcolm Stern and Cantor Ramon Gilbert, and amended by Cantor Harold Orbach and Rabbis Arthur J. Lelyveld and Joseph B. Glaser

In the evolution of our national Jewish institutions, professional standards have been developed for the rabbinate and for the cantorate.

A 420. 11 11

The harmonious relationship of rabbi and cantor is enhanced by full and mutual respect for the expertise of each other.

The following guidelines have been developed by the CCAR and ACC to encourage and insure the best relationship and to enhance the labors of each for their own well-being and the betterment of the congregations they serve:

I <u>THE PULPIT</u> - the responsibility for worship services is ultimately the senior rabbi's. A harmonious and creative relationship between the cantor and rabbi will enhance the worship experience for the congregant. The cantor's expertise and talents in Jewish music are an essential ingredient for the creation of a mood of prayer and introspection.

Cantor and rabbi, at the most basic level of their relationship, should plan carefully together in advance to achieve the goal of significant worship experiences for congregations which stand as a key element of their respective callings.

II <u>LIFE CYCLE FUNCTIONS</u> - The relationship between rabbi and congregants is strongly affected by the rabbi's involvement in life cycle functions (B'rit Milah, Bar and Bat Mitzvah, Confirmation, Wedding, and Funeral). The cantor, too, develops ties with congregants through participation in such functions, the nature of which is usually established by congregational custom. Where no custom has been established, the (senior) rabbi should work with the cantor to establish what the nature of each participant's role shall be. This should be done at the very outset of their relationship. The matter of intermarriage shall be specifically determined by the (senior) rabbi at the outset. Experience has shown that where rabbi and cantor adopt identical positions on this issue, it leads to a more harmonious relationship. In life cycle functions, it should be a matter of board policy to urge congregants to involve both rabbi and cantor. In the performance of ceremonies, the following guidelines are recommended:

a) After due consultation with the cantor, the rabbi will establish policy as to which ceremonies may or may not be performed and will determine the rituals and service to be used.

b) The cantor will select and arrange for the performance of music appropriate to the occasion.

c) All ceremonies within the temple premises shall be performed by the rabbi or with his consent.

d) With the approval of the congregation's executive committee, the cantor may officiate outside the temple premises for families not connected with the congregation, provided that he/she conform to those policies established for members of the congregation.

e) Whenever the cantor is asked to officiate within the family of a member of the congregation, he/she shall immediately notify the rabbi. The rabbi shall extend this as a courtesy to the cantor.

f) No guest rabbi or cantor shall be invited to substitute for the incumbent without the consent of the incumbent III <u>PERQUISITES OR FEES</u> - The rabbi and the cantor shall jointly establish a policy regarding fees, by which each shall be bound.

「市政になっていた」というというというというない

THE CANTOR'S ROLE OUTSIDE THE MUSIC : It is wise, on the engagement of the cantor, to agree upon the appropriate job description, keeping in mind the individual's talents.

June 16, 1978

Rabbi Alexander M. Schindler

Theodore K. Broido

Leonard A. Schoolman, Rabbi

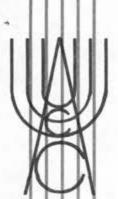
It is my understanding that the ACC has been working with the CCAR on a document which will replicate the Rabbinical-Congregational Relationship Guide and that both of these organizations have reached substantial agreement. Since they have and since cooperation with the UAHC clearly is necessary, may I suggest the following:

a/ The formation of a tripartite committee on this document;

b/ The ultimate submission of the document to the UAHC for distribution in identical manner in which we handled the rabbinical guide.

In regard to a/ above, it is my understanding that two members each from the ACC and CCAR worked on this project. Therefore, we should appoint two members as well. May I suggest Alan Iselin as one representative since he spoke to Ray Gilbert during the Board meeting and indicated his interest.

Please suggest a second name and clear it with Matt and then proceed. I suppose that ultimately we ought not just devise the paper but function also in much the same manner as we do in connection with the Rebbinical-Congregational Relationship Guide.



RAMON GILBERT President RAYMOND SMOLOVER Executive Director MURRAY SIMON President Elect STEPHEN RICHARDS WILLIAM SHARLIN HOWARD STAHL Vice Presidents BARBARA OSTFELD HERMAN Recording Secretary JONAS JAVNA Treasurer EXECUTIVE BOARD Lawrence Avery Shlomo Bar-Nissim David Benedict **Righard Berman** Samuel Berman Jay Corn Louis Davidson Martin Feldman Edward Fogel Roy Garber Gedaliah Gertz Paul Kwartin Bruce Malin Sheldon Merel Charles Romalis Thomas Schwartz Norman Swerling Severir Weingort HONORARY PRESIDENT Walter Davidson AST PRESIDENTS Norman Belink Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Ørbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner ADMINISTRATIVE SEC'Y Lenore Alper



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

June 15, 1978

Rabbi Alexander Schindler 838 Fifth Avenue New York, N. Y. 10021

Dear Alex:

Just to remind you about our plans for a Cantorial/Congregational Relationships Paper, similar to that between the CCAR/UAHC:

You suggested that you appoint two lay people to serve on that committee. The one man who came up to me after the June 13th Board meeting and seemed to express a genuine interest was Alan Iselin. May I suggest his name?

I hope you can find the time to make these appointments in the near future so that the committee can begin this work before the ACC convention which takes place the first two weeks in August.

Once again, please accept my personal congratulations on the lovely and meaningful tribute paid you this past Tuesday evening. May you go from strength to strength!

Most sincerely,

AM

Cantor Ramon /Gilbert

RG:1a

October 10, 1977

Cantor Ramon Gilbert, President American Conference of Cantors 838 Fifth Avenue New York, N.Y. 10021

Dear Ray:

Rec

Your letter of October 3 is not quite clear to me. If I read you correctly, you seek my intercession in trying to cut through some of the bureaucratic red tape in which the ACC finds itself in planning for the 1978 convention in Israel. I fear that there is little if anything I can do at this time and while I can appreciate your concern I am certain matters will fall into place in due time. You ought to know that I, too, have a problem with red tape in Israel from time to time and I have learned that it is a fact of Israeli life we must learn to live with.

As to the UAHC seeking to aid in funding expenses to underwrite the participation of women cantors in the Israel Festival Concert series, I regret to advise this will not be possible. Our budget is cut to the barest minimum at this time and we must seek ways and means to increase our fund raising income in order to alleviate the stringencies of the budget for special and important projects. For us to enter into yet another project, such as the one you envision, is just not possible at this time. While I can appreciate your desire to introduce some of our outstanding cantorial students to Israel, we simply cannot be of assistance in seeking to raise the funds. Hopefully, the women who are already members of the ACC will be able to attend the convention and participate in the musical programs of the festivals, even as we count on members of NATE and NATA to participate in the programming of their conventions without additional financial aid from the UAHC.

With warmest regards and looking forward to seeing you in San Francisco, I am

Sincerely,



RAMON GILBERT President RAYMOND SMOLOVER Executive Director MURRAY SIMON President Elect STEPHEN RICHARDS WILLIAM SHARLIN HOWARD STAHL Vice Presidents BARBARA OSTFELD HERMAN Recording Secretary JONAS JAVNA Treasurer EXECUTIVE BOARD Lawrence Avery Shlomo Bar-Nissim David Benedict Richard Berman Samuel Berman Jay Corn Louis Davidson Martin Feldman Edward Fogel Roy Garber Gedaliah Gertz Paul Kwartin Bruce Malin Sheldon Merel Charles Romalis Thomas Schwartz Norman Swerling Severin Weingort HONORARY PRESIDENT Walter Davidson PAST PRESIDENTS Norman Belink Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer

EX-OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner

ADMINISTRATIVE SEC'Y Lenore Alper



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

October 3, 1977

Rabbi Alexander Schindler 838 Fifth Avenue New York, New York 10021

Dear Alex:

I hope you have had an opportunity to get some rest during the High Holy Days and that this coming year brings you continued good health and success in all your endeavors.

If you possibly have the time, the ACC needs your good offices. As you probably know, we are scheduled to have our convention in Israel, July 31-August 14, 1978.

This past January, I was sent to Israel to lay the foundation and met with great courtesy and success in all areas but one where we became a bit enmeshed in Israeli bureaucracy.

We received a telephone invitation from the Chairman of the Israel Festival Committee, Mr. Jacob Bistritsky, to participate in the musical festivities of the celebration of the 30th anniversary of the State in two areas:

- As musical resource persons for scheduled convening of a World Congress on Jewish Liturgical Music and
- To participate in the actual festival concert series as we did in 1973.

If we are to do the above, we wish to do so in a manner that would afford the Reform music of America to appear in the most favorable light before the Israeli public. Also, from what we have heard, the introduction of the woman chazzan could be a most interesting experience both for the Israelis and for the Reform Movement.

At any rate, as you well know, there are programs to be decided upon, orchestrations to be written, artists to be chosen-all of which takes time and must be carefully selected if the Reform Cantorate and music liturgy are to be properly presented to our Israeli brethren. We would prefer the luxury of six months preparation for such an important project.

House of Living Judaism

Rabbi A. Schindler

Therefore, if you can possibly intervene for us and get through some of the red tape we are encountering to ascertain if and when we will be scheduled during the period July 31-August 14th, the ACC would be most grateful.

The other possibility we mentioned earlier, and for which we need your your guidance, is the introduction of the woman cantor. There are some marvelous women cantors who will still be in school at the time of our convention or who will just have graduated. We would like to work out some kind of joint project with the UAHC, SSM, NFTS and ACC to underwrite the expenses for a few of these outstanding young women cantors to allow them to perform with us in Israel.

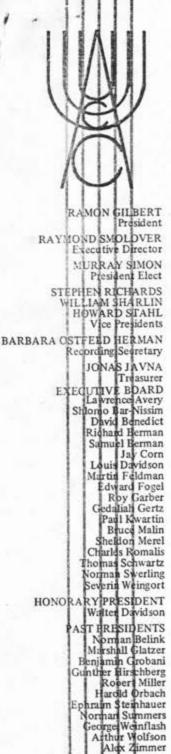
Thank you for your time and efforts in the consideration of these matters and we look forward to hearing from you. I also look forward to being with you in San Francisco.

L'Shana Tova!

Most cordially,

Cantor Ramon Gilbert

RG:1a encl.



EXOFFICIO Alexander M. Schindler Haul Steinberg Matthew H. Ross Eric Werner

ADMINISTRATIVE SEC'Y Lenore Alper



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

September 15, 1977

Ms. Sonja Stollman Israel Government Tourist Office 488 Madison Avenue New York, New York 10022

Dear Ms. Stollman:

As you know, the American Conference of Cantors has scheduled its twenty-fifth annual convention to be held in the State of Israel during the period, July 31-August 14, 1978.

As I mentioned to you when I returned from a preliminary trip to Israel this past January, I spoke with Mr. Jacob Bistritsky, who informed me of the following:

A Festival of Jewish Liturgical Music is going to be held to celebrate Israel's thirtieth anniversary, and he indicated there would be a place for the ACC in the Israel programs scheduled for that event.

Mr. Bistritsky also informed me that a World-Wide Congress on Jewish Liturgical Music is to be held and he invited the ACC to participate in that Congress.

We will gladly participate in these two events but would greatly appreciate it if you could use your good offices to try to get us firm dates for our participation. If we are to participate in the Congress, there just may be a great amount of research to be done so that we may be properly prepared, and if we take part in the Festival, we also have a similar situation concerning the choice of repertory.

We would appreciate it very much if our scheduled appearances for the Festival in Israel would be in the smaller halls such as the Recanati Auditorium in Tel Aviv, the Roman Theatre in Caesarea and similar smaller halls in Haifa and Jerusalem.

We are proceeding on the assumption that we would provide chamber orchestra and chorus concerts with cantorial soloists (male and female) for the Israel Festival dates; however,

House of Living Judaism

Ms. Sonja Stollman

as far as our participation in the World Wide Liturgical Music Congress is concerned, we are really quite in the dark as to what our contribution will be.

We are just beginning to promote our convention to our membership, and since it is important to provide them with as much information about our appearances in Israel as possible, we really need to know a few more details concerning the aforementioned two events.

Thank you very much for looking into this matter for us and we look forward to hearing from you soon.

L'Shana Tova!

Cordially yours. Ramon Helbert

Cantor Ramon Gilbert President

RG:1a

all

January 16, 1976

Eantor Norman Belink Temple Sinai of Roslyn 425 Roslyn Road Roslyn Heights, N.Y. 11577

Dear Norman;

N

Just a note to advise that I have heard from Harold Brienes and he assures me there will be no violations in the future. I am certain he will keep his word and use utmost caution in seeking a full-time cantorial post.

With warmest regards, I am

Sincerely,

Alexander M. Schindler



TEMPLE ISRAEL 14 COLEYTOWN ROAD WESTPORT, CONNECTICUT

Byron T. Rubenstein, D.D., Rabbi Harold Brienes, Cantor, Music Director (203) 227-1293

1095 East 55 Street Brooklyn, New York 11234

January 12, 1975

Rabbi Alexander M. Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, N.Y. 10021

Dear Alexander,

I received today your letter of January 9 and want to thank you for sharing your feelings with me.

Your faith in me is a continuing source of strength and I shall do everything in my power to justify it.

Please be assured that I understand your position and would do nothing to cause you the slightest distress.

I would have hoped that my intentions not be misconstrued - as indeed they were not by every Rabbi who responded with encouragement and support. Finding a full-time post is an imperative which I undertook with the utmost seriousness. I deeply regret that some sensibilities have been offended, but in my efforts at finding a full-time job, I had to make many inquiries since I had no access to placement lists. (My letter to you of November 17, 1975 provides more detail on this aspect.)

Your caveat regarding the contacting of congregations is well-taken. I think you should know that my inquiries have been completed and that I now hope to intensify my relationship with the ACC. Finally, your name (along with those of several others) appears on my resume (as distinct from the letter of introduction I circulated, a copy of which I sent you) only as a reference to be contacted directly by interested parties, never as a recommendation.

Alex, I will of course honor your wishes in every particular. As I've indicated, I appreciate your writing and will remain responsive to any further advice, information or caution you would be good enough to offer.

With profound thanks for your concern, I am

Sincerely,

Harold

January 9, 1976

Cantor Harold Brienes 1095 East 55th Street Brooklyn, N.Y. 11234

Dear Harold:

I have been contacted by the President of the American Conference of Cantors who shared with me the distress of the ACC regarding letters you have sent to congregations seeking a post. It appears that some of the temples you contacted already have cantors and as you can appreciate your letter was most disturbing to them.

In addition, the use of my name as a faference seems to many of the cantors to be an official seal of approval. As I told you, Harold, I am more than happy to send letters of recommendation in your behalf, I have done so in the past and will again do so as required. But in view of the reaction of the ACC, I would ask that you not use my name unless an actual reference is required. At the same time, Harold, I hope you will understand it is to your benefit to use extreme caution in contacting congregations regarding a post. It is my hope that very soon you will be accepted as a member of the ACC and I would not wish any hard feelings toward you by any of the members who do not know you and know what a fine human being you are.

With appreciation for your understanding and with warmest regards from house to house, I am

Sincerely,

Alexander M. Schindler



14 COLEYTOWN ROAD WESTPORT, CONNECTICUT TEMPLE ISRAEL

Byron T. Rubenstein, Rabbi Harold Brienes, Cantor-Music Director

227-1293

October 26th, 1975

Rabbi Frederic S. Pomerantz Temple Eeth El of North Valley 221 Schraalenburg Road Closter, New Jersey 07624

Dear Rabbi Pomerantz:

I am writing to inquire if there is available a full-time cantorate at Temple Both El.

My stay at Temple Israel of Westport has been one of mutual joy and satisfaction. Strong bonds of affection and respect exist between me and the Rabbi, the Board of Trustees and the membership. It is with great reluctance, therefore, that I am thinking of leaving. However, the demands of reality make it impossible to reconcile a part-time cantorate with the responsibilities of raising a family.

In order to keep this brief, let me list the following data: (I shall gladly send you tapes, additional references or any other information.)

REFERENCES

1. Rabbi Alexander M. Schindler, President UAHC, 838 5th Avenue, N.Y. 10021 2. Rabbi David J. Seligson, Central Synagogue, 123 E. 55th Street, N.Y. 10022 3. Rabbi Byron T. Rubenstein, Temple Israel, Westport Connecticut 06880 h. Cantor Ephraim Biran, Temple Rodeph Sholom, 7 W. 83rd Street, N.Y. 10024 5. Mr. Nathan Magida (President, Temple Israel) 7 No. Ridge Road, Westport, Ct.

DUTIES

Co-officiate all services, direct all music programs, teach Bar Mitzvah chanting, conduct choir, give lecture-demonstrations, write articles for Temple newsletter, teach congregational responses, plan and present concerts. (See enclosed information on the Concert-Service I gave earlier this year.)

I manage to keep up with this schedule by doing a great deal of research and preparation on my own time and by putting in a very full weekend at the Temple. In effect, I am doing a full-time job. Since I must supplement my cantorial salary with outside work (teaching), the arrangement becomes increasingly difficult to maintain.

I am eager to affiliate with a Temple where the importance of music to its spiritual life is affirmed, a large measure of congregational involvement is desired, a full music program with the highest musical standards is sought.

I hope that I may have the pleasure of a reply from you. May I ask, if you happen not to be interested, that you pass on this letter to a colleague who might be?

Sincerely yours,

Cantor Harold Brienes

(Residence: 1095 E. 55th Street Brooklyn, N.Y. 11234) January 9, 1976

Cantor Norman Belink Temple Sinai 425 Roslyn Road Roslyn Heights, N.Y. 11577

Dear Norman:

My inability to say no to any kind of request has gotten me into trouble again! As you probably know, I am a member of the Westport congregation. I got to know Harold Brienes and to know him is to really like him; he is a dedicated human being, loves his work and is eager to assume it on a full-time basis. When he asked me to writem in two instances, to coll. agues in his behalf I acceeded to his request, stricking on a friend to friend basis. I never dreamed for a minute that I would be running afoul of the ACC which I manifestly did. I must tell you thought that I never once allowed the use of my letters of endorsement on a broad scale basis and I am non pluesed and disappointed to learn that Harold may have done this. But from his letter to Rabbi Pomerants I believe he just used my name as a source of reference and I did give permission for that, but I never thought that he might be sending letters of inquiry to congregations such as the one you shared with me.

Be that as it may, for whatever his motivations, I will ask Harold to eachew this procedure in the future. Yoy ought to know, indidentally, that Harold is very eager to attend the School of Sacred Music and get his Cantorial degree but his application has once again run up against the barrier of the College-Institute's overly strict rules regarding part-time studies. His financial needs do not allow him the luxury of fulletime study and yet he is eager to have the degree and is also very anxious to become an official member of the ACC. I really don't know what your own feelings in this regard are but I hope that something can be done to overcome this problem. Many potential valuable cantors are lost to the Movement because of this stricture.

I will speak to Harold, of that I assure you. Once again I express my profound apologies!

Thank you for sharing with me your fine report on the Biennial, I am grateful for the waymith and friendship evident in your remarks.

With warm regards from house to house, I am

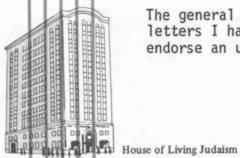
Sincerely,

Alexander M. Schindler



NORMAN BELINK President RAYNOND SMOLOVER Executive Director RAMON GILBERT President Elect STEPHEN RICHARDS WILLIAM SHARLIN MURRAY SIMON Vice Presidents LOUIS DAVIDSON lecording Secretary JONAS JAVNA Treasurer EXECUTIVE BOARD Shlomo Bar-Nissim David Benedict Richard Berman Samuel Berman Gedaliah Gertz Boruch Gresdorf Barbara Herman Frederick Herman Samuel Kligfeld Paul Kwartin Abraham Levitt Neil Newman Donald Roberts Thomas Schwartz Inving Shulkes Richard Silverman Howard Stahl David Unterman HONORARY PRESIDENT Walter A. Davidson PAST PRESIDENTS Manhall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer HX-OFFICIO Paul Steinberg Eric Werner

ADMINISTRATIVE SEC'Y Lenore Alper



American Conference of Cantors

838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338

January 8, 1976

Rabbi Alexander Schindler 838 Fifth Avenue New York, New York 10021

Dear Alex:

Now that the convention is over, I trust you have been able to revert to your normally busy activities.

Again, I want to express to you how positive and warm a feeling for the Union and its efforts many of us came away with from Dallas. I am enclosing a copy of my brief report to the ACC membership on the convention. I think, in essence, it expresses our appreciation for the kind of leadership you have initiated for the Reform Movement.

Our estimate of your leadership stature has been further enhanced by your most understanding acceptance of our concern with the lack of reference to the cantorate in your Convention Address. Your most gracious response to Murray Simon's recent letter was indeed very admirable! There are not too many men in leadership today who know how to say "I am sorry" and mean it.

Knowing full well, Alex, the extent of your warm support of the ACC, I must bring to your attention recent incidents which have become a source of embarrassment to a number of ACC members.

Briefly, Cantor Harold Brienes of Temple Israel of Westport, Connecticut, recently sent an employment seeking letter (copy enclosed) and I might add, indiscriminately, to many rabbis in Reform congregations. In many cases these congregations already employ a member of the ACC. Obviously, the ACC has no jurisdiction over the conduct and actions of an unaffiliated cantor, but the fact that the Brienes letter seems to appear to have your endorsement has been justifiably disconcerting to our membership.

The general feeling I get from the many telephone calls and letters I have received is that if truly Rabbi Schindler does endorse an unaffiliated cantor, does this not undermine the

Rabbi Alexander Schindler - page 2

ACC, an affiliate of the Union, and its general effectiveness in respect to employment opportunities for its members.

We would appreciate, Alex, your "shedding some light" on this matter as to whether Cantor Brienes truly has your permission and endorsement as a reference.

My very best wishes to you and your family for a good and healthy New Year.

Most sincerely,

norman

Cantor Norman Belink

NB:1a Encl. (2) Minutes

Page 5

PRESIDENT'S REPORT ON BICENTENNIAL CONVENTION OF THE 53RD GENERAL ASSEMBLY

OF THE UAHC IN DALLAS, TEXAS - - Cantor Norman Belink

General Impressions:

Like all mamouth conventions with close to 4,000 delegates and observers (including the NFTS representation), it was exhausting--certainly exciting--yet not without exhilaration and reward.

There were countless workshops to meet the needs and interests of any thinking clergyman or Jewish Lay Leader through a period of five activity packed days.

A considerable amount of time of the Plenary Sessions was necessarily concerned with the financial problems of the Union and its 700 Member Congregations. The question was persistent and of long duration and had to be resolved: To what extent could the congregations continue to contribute financially to its parent body, the UAHC, without irreparably damaging their own financial stability?

To the everlasting credit of our newly elected Union President, Rabbi Alexander Schindler, his able administrative staff, and Mr. Matthew Ross, Chairman of the UAHC Board, and his Board of Trustees, the Proportional Dues Program of MUM was upheld and given an overwhelming vote of confidence by the delegate assembly.

Rabbi Schindler and Mr. Ross have been able, by their genuine sincerity, concern and sensitivity to the individual needs and problems of the Member Congregations, to establish a new high of credibility with our Member Congregations, which can only prove most beneficial to the unity of the Reform Movement.

ACC participation in the Union Biennial reached a new high in quantity and quality. We have every reason to be proud of our cantorial delegation and their accomplishments. During the five days--everywhere--the delegates expressed nothing but kind words, admiration and affection for our organization and its individual cantors. Most important, the delegate cantors participated in a most visible and positive manner. Thirteen members of the ACC actively participated on a leadership level in ten Shabbat dinner rituals, the UAHC/NFTS Joint Sabbath Worship Service, seven Shabbat morning Services, and a special program of Jewish American Music at Fort Worth.

I mention, with justifiable pride, that the growth of ACC participation in the Union's activities was not achieved overnight. It took the patience, initiative and persistence of all ACC leadership since our Union affiliation some eight years ago. There is much yet to be accomplished, but we shall continue to work toward making an even greater contribution to the programs of the UAHC in the future.

Union of American Hebrew Congregations

PATRON OF HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION

838 FIFTH AVENUE, NEW YORK, N. Y. 10021 (212) 249-0100 CABLES: UNIONUAHC

PERSONAL

September 20, 1974

Rabbi Maurice Davis Jewish Community Center 252 Soundview Avenue White Plains, N.Y. 10606

acc

Dear Moe:

A.

Alex Schindler told me of his conversation with you and your request to receive some information concerning UAHC policy with regards to the role of the rabbi particularly if it affects his position vis-avis other members of the congregation's professional staff.

In our policy statements entitled "Suggestions For Procedure in Rabbinical Congregational Relationships" as recently revised - the following pertinent items appear:

 Under the section entitled -The Role of the Rabbi there is a section which reads as follows -

D. The Rabbi as Officiant

The rabbi shall officiate at life-cycle functions which occur in the lives of his congregants. Courtesy and practical considerations require that the rabbi shall determine rituals and procedures which are to be used at those functions in which he officiates. He shall have the right not to officiate when procedures contrary to either his convictions or to the custom of his congregation are demanded.

Members of the temple staff (other rabbis, cantor, administrator, etc.) should function only in conformity with the standards set by the (senior) rabbi and rhe congregation... ***

OFFICERS Chairman Matthew H. Ross President Rabbi Alexander M. Schindler Vice President Albert Vorspan

> Administrative Secretary Theodore K. Broido

Honorary Chairmen Judge Emil N. Baar Irvin Fane Dr. S. S. Hollander

Immediate Past Chairman Earl Morse

Vice Chairmen Robert L. Adler James M. Albert Alan J. Athelimer Lazarus S. Bach Herbert A. Ginsberg Rabbi Roland B. Gittelsohn Nathaniel E. Hess Alan V. Iselin William G. Israel Basil L. Kaufmann Gus D. Kuhn, Jr. Mrs. David M. Levitt Alfred N. Miller Jacob R. Rockower Charles J. Rothschild, Jr. Rudi E. Scheidt Gilbert Tilles Honorary Vice Chairmen Kivie Kaplan Max L. Koeppel

> Treasurer Harold W. Dubinsky Associate Treasurer Dr. Samuel L. Fox



2) Under the section entitled - The Congregation And Its Rabbi (s) - the following appears:

D. Other Temple Staff Members

. . .

Since the rabbi has overall responsibility for the religious and educational program, members of the temple staff (administrator, cantor, educator, etc.) shall be employed and their responsibilities defined in cooperation with the rabbi... #

I think the above makes it quite clear that UAHC policy creates for the senior rabbi of the congregation a position that can be best described as "chief of staff" and that he in cooperation with the duly constituted congregational officers and boards determines congregational policy particularly as it affects the religious and educational life of the congregation. This does not gainsay the fact that the rabbi should utilize to the fullest the professional competence and expertise of the other temple staff members, i.e. cantor, educator and administrator.

I trust, Moe, that this gives you the information that you need.

With best regards to you and Marian for a healthy and wonderful New Year.

L'Shana Tova.

Sincerely,

Theodore K. Broido

TKB/ad cc: Rabbi Alexander M. Schindler

February 26, 1974

Cantor Harold Orbach Temple Israel 18400 Manderson Road Detroit, Michigan 48203

Dear Harold:

Thanks for your letter of the 22nd. It was heartwarming to learn that the recent meeting of the <u>American Conference of Cantors</u> was so successful and I am especially delighted with the inauguration of the American Guild of Temple Musicians. That's a very exciting development.

I'm glad Lemmy Schoolman was able to attend the Conference and he gave me a fine report on the proceedings. Thank you for writing as you did in regard to Lenny's participation. I appreciate your thoughtfulness.

With warmest regards to you and Evie, in which Rhea joins me, I am

Sincerely,

Alexander M. Schindler President



17400 MANDERSON ROAD . DETROIT, MICHIGAN 48203 . PHONE 863-7769

February 22, 1974

Rabbi Alex Schindler Union of American Hebrew Congregations 838 Fifth Avenue New York, New York (10021)

Dear Alex:

The American Conference of Cantors had a most successful meeting at the Hebrew Union College campus at Cincinnati and as promised, we inaugurated the American Guild of Temple Musicians. Over 80 people participated in our Conference and I have heard nothing but raves about our week-end stay.

One of the reasons for our success was the presence of Rabbi Schoolman. Leonard participated in two panel discussions, one on the direction and need for the Shaarey T'filah and another "at a workshop dealing with Rabbinic - Cantorial Relationships. On both occasions he brought great insight and the presence of the Union was well represented and much appreciated. Leonard also had the opportunity of meeting with many of the men and discussing some of our mutual problems. This type of relationship will continue to nourish our "Shiddach" with the Union which has meant so much to the American Conference of Cantors.

Most fondly,

love to you + thea

HO/ss

Cantor Harold Orbach

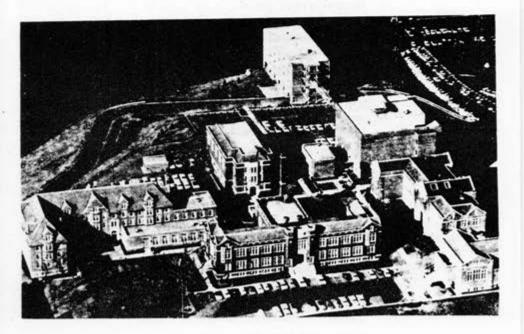
American Conference of Cantors

MID-WINTER CONCLAVE

AND THE INNAUGERAL MEETING OF

THE AMERICAN GUILD OF TEMPLE MUSICIANS

AT THE CAMPUS OF



HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION CINCINNATI, OHIO –– FEBRUARY 16 - 18, 1974

PROGRAM

SATURDAY, FEBRUARY 16

4:00 P.M.	Arrival of ACC members, tour of college and library facilities and use of gymnasium and pool.	9:00 P.M.	SHAAREI TEFILHA – Its Direction A Panel Discussion with Rabbi Malcom Stern of the CCAR;	
5:00 P.M.	Refreshments		Rabbi Leonard Schoolman of the UAHC; Members of the ACC; Members of the student body of the HUC-JIR.	
6:30 P.M.	Dinner – Birchat Hamazon Cantor Jon Haddon, Rye, New York		MONDAY, FEBRUARY 18	
7:30 P.M.	Havdallah Service Cantor Jay Corn, Lawrence, New York	8:00 A.M.	Breakfast – Birchat Hamazon Cantor Scott Colbert, San Antonio, Texas	
8:00 P.M.	SOMETHING TO SHARE: New Hymns and Songs for the	ngs for the w Hymnal 9:00 A.M. Four Workshops in Music Programming. A: Youth Choirs – Materials and Tech		
	Congregation; Materials suitable for the new Hymnal Shaarei Shirah. Cantor Stephen Richards, Indianapolis, Indiana Cantor Raymond Smolover, White Plains, New York		A: Youth Choirs – Materials and Techniques, Cantor Raymond Smolover, White Plains, New York	
			B: Religious School Music, Richard Newman, Music Director Bureau of Jewish Education, New York	
SUNDAY, FEBRUARY 17			C: Congregational and Jr. Choirs, Cantor Norman Belink,	
8:30 A.M.	Breakfast – Birchat Hamazon		Roslyn, New York	
0.20 4 14	Cantor Gedaliah Gertz, Akron, Ohio.		D: Utilizing Community Resources, Cantor Harold Orbach, Detroit, Michigan	
9:30 A.M.	:30 A.M. SHAAREI SHIRAH: Consideration of new material for the Hymnal in open session. Cantor Raymond Smolover, White Plains, New York	10:30 A.M.	Working Session for all Cantors, Rabbis, Students, Music Directors on CONGREGATIONAL SINGING. "How to	
12:30 P.M.	Lunch – Birchat Hamazon Cantor Raphael Edgar, Buffalo, New York		increase the musical capacities, abilities and tastes of the Congregation." Cantor William Sharlin, Los Angeles, California	
1:30 P.M.	ACC Open Board Meeting	11:45 A.M.	Greetings – Rabbi Herbert Bronstein	
Cantor Harold Orbach, Detroit, Michigan		11.45 A.M.	Chairman Joint Commission on Worship	
4.00 P.M.	4:00 P.M. Arrival of Music Directors, Organists, music and worship committee members – tour of the college and library facilities – use of gymnasium and pool.	12:00	Chapel Service Cantor Howard Stahl, Albany, New York	
5:00 P.M.	Refreshments		Greetings - Dr. Alfred Gottshalk, President HUC-JIR.	
6:00 P.M.	Dinner – Birchat Hamazon Cantor Alex Zimmer, Brookline, Massachusetts	12:30 P.M.	Lunch – Birchat Hamazon Cantor Raymon Gilbert, Bridgeport, Connecticut	
7:15 P.M.	Greetings Cantor Harold Orbach Maariv Service - Cantor Murray Hochberg, St. Louis, Mo.	1:30 P.M.	Workshop on Rabbinic-Cantorial Relationships: Cantor Raymond Smolover, White Plains, New York	
7:30 P.M.	Three Evening Sessions:	2:30 P.M.	Lecture Demonstration "Organ Music and the Synagog at I.M Weiss Temple Dr. Herman Berlinsky, Washington Hebrew Congregati Washington, D.C.	
	A: Guild Of Temple Musicians Cantor Stephan Richards, Indianapolis, Indiana Cantor Raymond Smolover, White Plains, New York			
	B: ACC Associate Members Cantor Norman Belink, Roslyn, New York	4:00 P.M.	Committee for Publication of Shaarei Shirah.	
	C: Cantorial Alumni Association Cantor Howard Stahl, Albany, New York			

4



HAROLD ORBACH President

RAYMOND SMOLOVER Executive Director

> NORMAN BELINK President Elect

RAMON GILBERT WILLIAM SHARLIN MURRAY SIMON Vice Presidents

JONAS JAVNA Recording Secretary

LOUIS DAVIDSON Treasurer

EXECUTIVE BOARD

- Eli Cohn Don Decker Raphael Edgar Martin Feldman Norman Gewirtz Boruch Greisdorf Jon Haddon Murray Hochberg Edmond Kulp
- Neil Newman Gordon Richards Donald Roberts Sidney Rosenfeld Nathaniel Schwartz Irving Shulkes Richard Silverman Howard Stahl Norman Swerling

HONORARY PRESIDENT Walter A. Davidson

PAST PRESIDENTS

Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer

EX-OFFICIO Paul Steinberg Eric Werner

ADMINISTRATIVE SECRETARY Lenore Alper

An affiliate of the Union of American Hebrew Congregations

Rabbi Schindler's secretary

David Lesser Caplan

Al Vorspan

Selective Service Letter re. Cantors

In Rabbi Schindler's absence, I am taking the liberty of turning your memorandum over to Albert Vorspan. Hopefully he will be in a position to respond to you. Of course, I will keep a copy of your memorandum here for Rabbi Schindler's attention when he returns to the office some time next week.

MEMORANDUM

DATE: February 6, 1969

FROM:	David Lesser Caplan	
TO:	Rabbi Alexander M. Schindler	
COPY FOR	R INFORMATION:	_
SUBJECT: _	Selective Service Letter Concerning Cantors	

The attached letter is self-explanatory. Do you think that the response should come from this office or from you representing the national organization? If you want me to respond, I would appreciate such guidelines as you would suggest so that any response from me will be consistent with the national/position. Please advise.

Kind regards,

NN HEB THE UNION OF AMERICAN HEBREW CONGREGATIONS 590 No. Yermant Avel, Los' Angeles 4 Cd If. Telephone NOre



CALIFORNIA HEADQUARTERS SELECTIVE SERVICE SYSTEM FEDERAL BUILDING 801 I STREET SACRAMENTO, CALIFORNIA 95814

January 28, 1969

IN REPLYING ADDRESS THE STATE DIRECTOR AND REFER TO SUBJECT BELOW 4-26

The Union of American Hebrew Congregations 590 N. Vermont Avenue Los Angeles, California

Dear Sirs:

Your advice and counsel is requested concerning the Cantor of the Jewish faith.

In consideration of this matter a local board of selective service must guide itself by the statutes and pertinent selective service regulations. These guidelines are occasionally strained by individual cases. To assist the local board in arriving at a decision within the statutory definition, this headquarters often inquires of the religious body.

The statutes define the minister under two headings; the ordained minister of religion as meaning a person who has been ordained, in accordance with the ceremonial ritual, or discipline of a church, religious sect, or organization established on the basis of a community of faith and belief, doctrines and practices of a religious character, to preach and to teach the doctrines of such church, sect or organization and to administer the rites and ceremonies thereof in public worship, and who as his regular and customary vocation preaches and teaches the principles of religion and administers the ordinances of public worship as embodied in the creed or principles of such church, sect, or organization.

The regular minister of religion means one who as his customary vocation preaches and teaches the principles of religion of a church, a religious sect, or organization of which he is a member, without having been formally ordained as a minister of religion, and who is recognized by such church, sect, or organization as a regular minister.

The statute further defines the term regular or duly ordained minister of religion as not to include a person who irregularly or incidentally preaches and teaches the principles of religion of a church, religious sect, or organization and dues not include any person who may have been duly ordained a minister in accordance with the ceremonial, rite, or discipline of a church, religious sect or organization, but who does not The Union of American Hebrew Congregations

January 28, 1969

regularly, as a vocation, teach and preach the principles of religion and administer the ordinances of public worship, as embodied in the creed of principles of his church, sect, or organization.

-2-

It is our understanding that due to the importance of the prayer service, many congregations engage a cantor. His primary functions are to chant the prayers and to lead the congregation in such prayers. We further understand that by virtue of his position alone, he is not authorized to preach or teach the Jewish law or perform any of the other functions of an ordained rabbi. The exception, we understand, is where a congregation lacks an ordained rabbi, may instead accept as rabbi a person who lacks ordination. The person so engaged to act in the capacity of rabbi may be a cantor.

We note in some instances a cantor is chosen by the congregation who has no formalized education such as through a college or institution established for the purpose of training cantors. On the other hand we are somewhat surprised to find a young man entering upon a course of study in a college or institution in preparation toward becoming a cantor.

We question as to the difference between the duties of the two above-cited cantors of the Jewish faith. Are their duties the same or is the duty and function of the more trained cantor more closely or similar to a rabbi? A description of the duties and function of the cantor would be very helpful.

We understand the decision of the Tax Court of the United States as relates to tax relief of the cantor, however, this does not fully relate to the Military Selective Service Act of 1967.

Your thinking on the above matter and your counsel would be appreciated.

FOR THE STATE DIRECTOR

MALCOLM F. MILLER Lt. Colonel, USAF (Ret) Manpower Officer

March 18, 1969

Rabbi Alexander M. Schindler

BP. QOV

David Lesser Caplan

the mater of Conters and Tolartige Services

I don't know whether Al Vorspan answered you. Your original memorandum arrived during my absence and had been turned over to him.

I just spoke to Cantor Smolover, and this is the report which he gave me. The attached brief may be of further help.

The person completely involved in the case of the cantor's status as a minister was Judge Theodore Tannenwald. This matter came up through a cantor of the Cantors Assembly (Conservative movement) and it went up to the State courts and was brought up in Washington.

Being Jewish and on the Board of the HUC, Judge Tannenwald did not preside and appointed another judge to preside in order not to be considered prejudiced.

The decision favored the cantor as a minister, provided the cantor is duly appointed officially a member of the Cantors Assembly or the American Association of Cantors. This established the cantor as a minister, "providing ..." They have to be commissioned members of either of these two cantoral organizations which only commissions them providing they are qualified along their lines.

3/18/69

To: Cantor Raymond Smolover

Thanks so much for your helpfulness in the matter of Cantors and Selective Service.

Alex

t dual a mon which been a through a maneral you four original maneral own manerally a sectived whether a newness the last your curred own to fairs

a sub- store to black and boy provide the ray by the start while the start will be

The serves completely in first in the mean of the carbor a stream left a minima was trained was trained in a summarial (first servers choice ap stream is control at the Carbora Americally (Corrects the description is control at sent to the Shake counts)

setup. deviant and an be been at the Aller judge permeaned a off and generate and appelled much at forger to standard to edat have to be association provident.

The surflight inversed the sector is a minimum of a point of sectors is and approxime additionally a contract of the Galden and My as the Addition addition of Galden (Galden and Contract Contract in the sector of a similar of store of these is contract manual of addition of the sector of store of these is contract manual of addition from the sector of store of these is contract contracts of the first of the sector of store of the sector contracts of the store flows. Summary (per Cantor Smolover):

The person completely involved in the case of the cantor's status as a minister was Judge Theodore Tannenwald. This matter came up through a cantor of the Cantors Assembly (Conservative movement) and it went up to the State courts and was brought up in Washington.

Being Jewish and on the Board of the HUC Judge Tannenwald did not preside and appointed another judge to preside in order not to be considered prejudiced .

The decision favored the cantor as a minister provided the cantor is \measuredangle duly appointed officially a member of the Cantors Assembly or the American Assn. of Cantors. This established the cantor as a minister, "providing..." They have to be comm issioned members of either of these two cantoral organizations which only commissions them providing they are qualified along their lines.

THE CANTORS ASSEMBLY OF AMERICA

THE JEWISH THEOLOGICAL SEMINARY OF AMERICA 3080 BROADWAY, NEW YORK 10027

663-8331

749-8000

ARTHUR S. KORET, PRESIDENT DAVID J. LEON, VICE PRESIDENT MORRIS BCHORR, VICE PRESIDENT YERUDAN L. MANDEL, TREASURER SOLOMON MENDELSON, BECRETARY

SAMUEL ROSENBAUM

November 29, 1967.

Hazzan Nathaniel H. Schwartz American Conference of Cantors 40 West 68th Street New York, N.Y. 10023

My dear Hazzan Schwartz:

Enclosed you will find a copy of the famous decision. I am sure you will agree that it is a historic victory for the cantorate.

I am also sending you a copy of the statement which we received the other day from our attorneys. This indicates that their charges to us are very close to \$11,000. In addition our records show that the Cantors Assembly has already spent on its own close to \$1,000 on additional incidental expenditures having to do with this case.

In view of the far-reaching implications of this decision I think the Cantors Assembly would welcome some concrete expression of participation from your organization. We have no legal claim to such assistance. We did keep you informed but we did not consult with you whether or not we should go into the matter nor did we ask or receive any committment from you to participate.

However there is, it seems to me, moral justification for us to expect some assistance from colleagues who will be immeasurably strengthened from the work which we have done.

Our Executive Council will be meeting on Tuesday, Dec. 12th. We would welcome some message from you on behalf of your organization either in writing or in person which would give us hope that you see the wisdom and justice of making some contribution to the effort which the Cantors Assembly is exerting in behalf of all hazzanim. The meeting will take place in Room 518 at the Jewish Theological Seminary beginning at 10:30. Please let me know if I may expect you.

With every good wish, Imremain

Faithfully yours, - Locenbaum Samuel Samuel Rosenbaum, Hazzan

SR:SD. Encs.

FEDDER AND GARTEN AITORNEYS AT LAW TWENTY-FIRST FLOOR ONE CHARLES CENTER BALTIMORE, MARYLAND 21201

Cantors Assembly of America Broadway York, New York 10027

November 24, 1967

DIESSIONAL SERVICES RENDERED

Annection with "In the Matter of Application of Stuart M. Kanas, by Matthew Kanas, Sather, for a Writ of Habeas Corpus."

ial telephone calls and office conferences; research on Universal Military ning and Service Act and Selective Service Regulations; research and office erences on filing of injunction; research on and preparation of Petition For : of Habeas Corpus; pre-trial conferences with witnesses; filing and serving Petition for Writ of Habeas Corpus; trial on Petition in the United States trict Court for the Eastern District of New York; research on and preparation notion and affidavit for a stay of induction pending appeal to the United tes Court of Appeals; research for and preparation of appellant's brief in United States Court of Appeals for the Second Circuit; preparation of Motion Extend Time and answer to Government's opposition of motion; office review appellant's brief and Government's opposing brief and exhibits; preparation and argument of appeal in the Court of Appeals; decision in favor of ellant filed on November 13, 1967; review and study of opinion and its lications; conferences, telephone calls and letters to General Hershey. al Board No. 66, Cantor Samuel Rosenbaum, Cantor Stuart M. Kanas, Rabbis an, Goldman and Drazin, Judge Dooling and clerks of the United States

FEDDER AND GARTEN ATTORNEYS AT LAW TWENTY-FIRST FLOOR ONE CHARLES CENTER BALTIMORE, MARYLAND 21201

he Cantor's Assembly of America 080 Broadway ew York, New York 10027

November 24, 1967

PROFESSIONAL BERVICES RENDERED		
-2-	1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1	
strict Court and Court of Appeals, United Sta d Assistant Carl Golden, and for sundry and r	tes Attorney Joseph Hoey elated services including	
rvices rendered on behalf of Cantor Leon Gree	abeum.	\$10,000.00
and the second state		1 207 50
sts advanced per schedule attached		1,307.58
		\$11,307.58
ss Adjustments:	340	
Bond to be refunded	\$250.00	
New York Trip of 6/27/67	125.00	375.00
Mark Assessed	all and Association	¢10 022 59
Net Amount		\$10,932.58
	and the second second second	
		southing the second

of Stuart M. Kanas, by Matthew

ないないで、「あいたい」の語ったい

Mat	ter	of	App	Corpus."	04
Licit.	of	Hab	eas	Corpus.	

onr	His Fa	with	For	a W	rit	of	Habeas	Corr
S .	His Fa	ther,	104				2.1	

nnection with	for a Writ of Habeas Corpus.	
His Father,		
	Schedule of Costs Advanced \$	7.06
	Schedule of Cost	8.50
	n-hoster, New IOLA	0.00
6, 1967	 Schedule Of Construction Long distance calls to Rochester, New York Copy of Pleadings, Clerk of the Court Copy of Pleadings, Clerk of the Court Herbert S. Garten and S. Ronald Ellison, et al, Herbert S. Garten and S. Ronald Ellison, et al, Herbert S. and 29 in New York 	200.00
22	" copy of S. Garten and S. Ronald	
27	 Herbert S. Garten and June 28 and 29 in New York S. Ronald Ellison - Reimbursement, New York S. Ronald Ellison - Reimbursement, Eastern 	4.86
41	June 20 allison - Reimoursenant	- 125
	- S. Ronald Ellison expenses June 28 - Clerk United States District Court, Eastern - Clerk United States District Court, Case No.	100
30	expenses June 20 Clerk United States District Court, Eastern District, New York - Bond on Appeal, Case No. District, New York - Bond on Appeal, Eastern	250.00
	- Clerk United Vork - Bond on Appenan	10
30	District, New York 676623 - Clerk United States District Court, Eastern	5.00
	676623 . Chates District Court, Education	6.00
	clerk United States	18.60
y 5, 1967	Districu, Mon	19.92
	Air freigne and 24	19.54
14	 Air freight Xerox Copies - June Long Distance Telephone - May 26, June 22 and 24 Long Distance Telephone - May 26, June 20 and 26 Gene Rudolph - Transcript Kanas Hearing - New York Gene Rudolph - Transcript Kanas Hearing - New York Gene Rudolph - Transcript Kanas Hearing - New York 	
25	Tong Distance Telephone Vanas Hearing - New 102	99.00
25	- Long Budolph - Transcript Manue	1 Same and and
	- Gene Rudorf	94.12
17	Time 473	
1.1	 Gene Rudolph - Transcript Gene Rudolph - Transcript June 29, 1967 American Express Company - Herbert S. Garten and American Express Company - Herbert S. Garten and S. Ronald Ellison trip to New York S. Ronald Ellison trip to New York The Library Company of the Baltimore Bar - Kanas The Library Company of the Baltimore Bar - Kanas 	48.75
22		7.60
	The Library - an and July 15	46.92
25		40.20
	June 16, 25, - July - Xerox Copies - July - Distance Telephone - June 22 and July 21	25.00
ugust 16, 1967	June 16, 23, 27, 50 and the June 16, 23, 27, 50 and the Xerox Copies - July Long Distance Telephone - June 22 and July 21 Long Distance Telephone - June 22 and July 21 Clerk United States Court of Appeals - Docket Fee	
18		25.00
21	- 0161A - Foo 32516	
4.4	 Gleik Galagion - Docket Fee 32516 Joel Jacobson - Docket Fee 32516 Joel Jacobson - Docket Fee 32516 	334.23
24	32516 Joel Jacobson - Docket Fee 32516 Joel Jacobson - Docket Fee 32516 The Daily Record Company - fifty-one copies -	
	- The Dalay Anneal 1067 return of	25.00 -
28	Brief on Appen - August 21, 1907,	8.40
	 The Daily Record Court - August 21, 1967, return of Clerk of Court - August 21, 1967, return of 	4.33
28	\$25.00 docket	
	1067 - Xerox copies of anils - August 17, 21	34.50
September 7,		
20	Choldul - 10	13.39
20	New York, September Tenonses to New York, September 13, 15	10.07
	 New York, September 19 New York, September 19 American Express - Expenses to New York, September 13, 15 Long Distance calls - August 25, September 13, 15 	
October 20,	1967 - Jong Distance calls - August	\$1,307.58
24	. hours was	
1 619		1.00

Total ...

FEDDER AND GARTEN ATTORNEYS AT LAW ALTIMORE, MARYLAND 21201

MEMORANDUM

DATE: March 14, 1969

FROM:	David Lesser Caplan	
TO:	Rabbi Alexander M. Schindler	
COPY FOR	INFORMATION: A1 Vorspan	
SUBJECT:	Selective Service Letter Concerning Cantors	

I have just received another inquiry from the Selective Service System and note that I am still awaiting a response to my memo of February 6th. I would appreciate hearing from one of you.

yaws





CALIFORNIA HEADQUARTERS SELECTIVE SERVICE SYSTEM FEDERAL BUILDING 801 I STREET SACRAMENTO, CALIFORNIA 95814

January 28, 1969

IN REPLYING ADDRESS THE STATE DIRECTOR AND REFER TO SUBJECT BELOW 4-26

The Union of American Hebrew Congregations 590 N. Vermont Avenue Los Angeles, California

Dear Sirs:

Your advice and counsel is requested concerning the Cantor of the Jewish faith.

In consideration of this matter a local board of selective service must guide itself by the statutes and pertinent selective service regulations. These guidelines are occasionally strained by individual cases. To assist the local board in arriving at a decision within the statutory definition, this headquarters often inquires of the religious body.

The statutes define the minister under two headings; the ordained minister of religion as meaning a person who has been ordained, in accordance with the ceremonial ritual, or discipline of a church, religious sect, or organization established on the basis of a community of faith and belief, doctrines and practices of a religious character, to preach and to teach the doctrines of such church, sect or organization and to administer the rites and ceremonies thereof in public worship, and who as his regular and customary vocation preaches and teaches the principles of religion and administers the ordinances of public worship as embodied in the creed or principles of such church, sect, or organization.

The regular minister of religion means one who as his customary vocation preaches and teaches the principles of religion of a church, a religious sect, or organization of which he is a member, without having been formally ordained as a minister of religion, and who is recognized by such church, sect, or organization as a regular minister.

The statute further defines the term regular or duly ordained minister of religion as not to include a person who irregularly or incidentally preaches and teaches the principles of religion of a church, religious sect, or organization and does not include any person who may have been duly ordained a minister in accordance with the ceremonial, rite, or discipline of a church, religious sect or organization, but who does not The Union of American Hebrew Congregations

January 28, 1969

regularly, as a vocation, teach and preach the principles of religion and administer the ordinances of public worship, as embodied in the creed of principles of his church, sect, or organization.

-2-

It is our understanding that due to the importance of the prayer service, many congregations engage a cantor. His primary functions are to chant the prayers and to lead the congregation in such prayers. We further understand that by virtue of his position alone, he is not authorized to preach or teach the Jewish law or perform any of the other functions of an ordained rabbi. The exception, we understand, is where a congregation lacks an ordained rabbi, may instead accept as rabbi a person who lacks ordination. The person so engaged to act in the capacity of rabbi may be a cantor.

We note in some instances a cantor is chosen by the congregation who has no formalized education such as through a college or institution established for the purpose of training cantors. On the other hand we are somewhat surprised to find a young man entering upon a course of study in a college or institution in preparation toward becoming a cantor.

We question as to the difference between the duties of the two above-cited cantors of the Jewish faith. Are their duties the same or is the duty and function of the more trained cantor more closely or similar to a rabbi? A description of the duties and function of the cantor would be very helpful.

We understand the decision of the Tax Court of the United States as relates to tax relief of the cantor, however, this does not fully relate to the Military Selective Service Act of 1967.

Your thinking on the above matter and your counsel would be appreciated.

FOR THE STATE DIRECTOR

MALCOLM F. MILLER Lt. Colonel, USAF (Ret) Manpower Officer

Graduate Students Studying Effects Of Teachers' Strike On N.Y. Jewish Attitudes

NEW YORK, Jan. 14 (JTA)---Two Yeshiva University graduate students are conducting a study of the effects of last fall's New York City teachers' strikes on the middle class Jewish community in certain sections of the city. James Statman, 25, and Robert A. Klein, 28, are working und a grant from the Society for Psychological Study of Social Issues to see whether "the Jews felt mor Jewish, whether a strong Jewish cohesiveness developed" as a result of the prolonged school shutdown.

The strike involved the predominantly Negro Ocean Hill-Brownsville experimental school district and the United Federation of Teachers whose leadership and membership are largely Jewi It generated bitter recriminations from both sides and resulted, according to many experts, in policing the Jewish and Negro communities and seriously damaging racial harmony in the city.

The two students, who are doctoral candidates in the social psychology program at Ferkau Graduate School of Humanities and Social Sciences of Yeshiva University, are studying the attitude: of middle class Jews to see if they held to past beliefs, if some had become liberals or conservatives and whether they were now anti-union or pro-union.

In a related development, a community relations consultant of the American Jewish Comm warned here that Jews must align themselves with moderate Negro leadership in order to dampen to effects of Black militants. Israel Laster, a specialist for ethnic and minority programs of the AJCo mittee, spoke at Yeshiva University's alumni mid-year conference. He said, "The absence of a cont ing moderating effort on the civil rights effort could lead to a dangerous stalemate between the two communities so important to each other." Mr. Laster warned that the burden of the moderating role will fall on Orthodox Jews because Conservative and Reform Jewry generally is not located in the u ghettoes. "It is imperative for the Orthodox community to actively concern itself with the plight of the ghetto dweller," he said.

Abie Nathan On Brooklyn Dock As Freighter Sails To Biafra With Food He Helped Get

NEW YORK, Jan. 14 (JTA)--Abie Nathan, Israel's peace pilot, was on the docks in Brookly yesterday when the chartered Norwegian freighter Forra, sailed with some 900 tons of food and me cal supplies for Biafra that he had helped to collect. Mr. Nathan, a Tel Aviv restauratour who been an international figure by virtue of his two private "peace flights" to Egypt, has been in the forefre of efforts to aid the starving, disease-ridden civilian population of Biafra, the necessionial contern province of Nigeria. He said a week-long food datas in Man 31-1 (1997) in the necessionial contern but who have now turned to their immediate past.²⁰

UAHC Announces Affiliation Of American Conference Of Cantors, Mostly Reform

NEW YORK, Jan. 14 (JTA)--The Union of American Hebrew Congregations (Reform) has announced the affiliation of the American Conference of Cantors, an organization of 160 members, 90 percent of whom serve in Reform congregations. Earl Morse, chairman of the board of trustees of th UAHC, said the application for affiliation was approved at the last semi-annual meeting of the board Application was made in a letter to Mr. Morse by Cantor Alex Zimmer, Conference president, who said it could "best serve the cause of Jewish music by being an integral part of the Reform Jewish movement. All of the members are graduates of the School of Sacred Music of the Hebrew Union College-Jewish Institute of Religion or have been certified by it."

Los Angeles Synagogue Marks 106th Birthday, Started As Orthodox But Now Reform

LOS ANGELES Jan. 14 (JTA)--A pioneer Los Angeles synagogue which was started as an Orthodox congregation in 1854 and grew to become one of the largest Reform congregations in the world, marked its 106th birthday here last Friday. Dr. Edgar F. Mangin, senior rabbi of the Wilshir Boulevard Temple, celebrated the occasion at special services. Rabbi Mangain has been with the cor gregation for 54 years. He is assisted by Dr. Alfred Wolf, Dr. Maxwell H. Dubin and Dr. Henri E. Front who took his post recently. The congregation was established as B'nai B'rith Congregation by handful of Jewn when Los Angelea was a small village and California was recovering from the "gold rush" fever. Its first rabbi was Joseph Nowmark who volunteered his services. Dr. Georg Piness, president of the Temple, presided at the anniversary celebrations.

MATEN	AND	ARTE	NT TTA
INIT	NOK	AND	

April 10, 1968 Date

There seem to

with whom

shall the be descised.

Is This

1-7

From

To

80

Copy for information of.

Subject.

to my aleas where thick bud freeefents but he established ican Conference here officiale. interested in here how I met with the Executive Committee of the American Conference of Cantors, an organization which is seriously interested in becoming affiliated with the UAHC.

Rabbi Alexander M. Schindler

Rabbi Maurice N. Eisendrath

cc: Rabbi Roland B. Gittelsohn

This is a matter which has been discussed on and off for many years but now the character of the leadership of the organization has changed sufficiently to give real hope that such an affiliation will be consummated, possibly even at the Convention of the ACC to be held this June, following which a formal application will be made to the Union Board.

In order to give you an idea of what the concerns of the Conference were, I list herewith a series of questions which they addressed to us (Ted was with me):

- The right to maintain their own name -- The American Conference 1. of Cantors. no Streit
- 2. Pension: a) Could they retain their own pension plan with complete autonomy? hhy?
 - b) If they choose, upon further investigation, could they change to our Union pension plan? Why wor at the outsels
 - c) Would the Union Pension Board be willing to help them make this determination? I amuld think - Jes
- 3. Placement: Could they retain their own autnomous Placement procedure, recognizing the Union's interest in having a representative on a Joint Placement Commission?
- 4. Publications: To what extent would the Union censor or restrict any publications the ACC would be interested in putting forth? Mont- worthin alasm

ation? I don't think on

Jacolles to NATE? Hard- it Shuldnig 5. Conflict of interest: Are members of the ACC who are now serving Conservative congregations, or congregations not affiliated with the Union (which consists of approximately 10% of their membership) constitute any problem about their affiliMEMORANDUI

April 10, 1968 Date

Rabbi Alexander M. Schindler From

Rabbi Maurice N. Eisendrath (page 2)

Copy for information of.

Subject

To

90

- 6. Is there any per capita tax placed upon their organization by I don't the the Union?
- 7. What are the financial obligations encumbered upon them by Union affiliation, and what are some of the financial benefits they can hope to gain by such affiliation? grave
- 8. What physical facilities (office space, desks, typewriters, etc.) can they expect in the immediate future and the more

- would be required in their existing constitution for such an affiliation?

Brand & Trustees

Rabbi Alexander M. Schindler

- - -

Rabbi Maurice N. Eisendrath cc: Rabbi Roland B. Gittelsohn

I met with the Executive Committee of the American Conference of Cantors, an organization which is seriously interested in becoming affiliated with the UAHC.

This is a matter which has been discussed on and off for many years but now the character of the leadership of the organization has changed sufficiently to give real hope that such an affiliation will be consummated, possibly even at the Convention of the ACC to be held this June, following which a formal application will be made to the Union Board.

In order to give you an idea of what the concerns of the Conference were, I list herewith a series of questions which they addressed to us (Ted was with me):

- The right to maintain their own name -- The American Conference of Cantors.
- 2. Pension:
 - a) Could they retain their own pension plan with complete autonomy?
 - b) If they choose, upon further investigation, could they change to our Union pension plan?
 - c) Would the Union Pension Board be willing to help them make this determination?
- Placement: Could they retain their own autnomous Placement procedure, recognizing the Union's interest in having a representative on a Joint Placement Commission?
- 4. Publications: To what extent would the Union censor or restrict any publications the ACC would be interested in putting forth?
- 5. Conflict of interest: Are members of the ACC who are now serving Conservative congregations, or congregations not affiliated with the Union (which consists of approximately 10% of their membership) constitute any problem about their affiliation?

April 10, 1968

Rabbi Alexander M. Schindler

Rabbi Maurice N. Eisendrath (page 2)

- 6. Is there any per capita tax placed upon their organization by the Union?
- 7. What are the financial obligations encumbered upon them by Union affiliation, and what are some of the financial benefits they can hope to gain by such affiliation?
- What physical facilities (office space, desks, typewriters, etc.) can they expect in the immediate future and the more distant future?
- 9. To what extent will their organization be represented on the Board of the Union, and to what extent will the Union want representation on their Board?
- 10. What committees and/or commissions will the ACC be invited to participate in?
- 11. The position of their name on the Union stationery in relation to the other affiliated organizations?
- 12. What are the mechanics of affiliation? Specifically, who is authorized to accept their request to affiliate? When would such an acceptance be made? What changes, if any, would be required in their existing constitution for such an affiliation?

4/10/68

a goland,

This matter might be of some interest to you in your capacity as First Vice President of the CCAR.

Should they move toward affiliation I will be in touch with you sgain.

In your judgment, ought we to inform the CCAR officially? If so, at what point?

is their any bet period is played as an and their contraction for the

Variante al una theory and the state and come to any first and the set to boy a freerettent and the state and come to any first also branded there are been been to galaxies and affit fact and

The loss cost deck to be a loss and loss and the second sec

I To mint antes: with their conducantion to represent at the Bards of the Encart multip and extract will be unless with rough ansaturation of starly 100-30.

The West and the state of the same state of the solution in the state of the same st

1. The new react in really when it she builded and a second she reacted for the second affects and standard or said and an end on the second affects of the second seco

2. Whit can the complete to attribution to artigably when to multipate to Congrate that tongene to reliance i and much woh as attributed on and the condition of any much be romained in chair on the condition for the next an attribution?

\$40 (c)

American Conference of Cantors

40 WEST 68TH STREET, NEW YORK 10023 • 212 873-0200 • 212 874-0795

April 4, 1968

Walter A. Davidson Honorary President

Alex Zimmer President Nathaniel H. Schwartz Executive Director Raymond Smolover Ist Vice President Norman Summers 2nd Vice President Ephraim Steinhauer 3rd Vice President Sidney Rosenfeld Recording Secretary Irving Shulkes Treasurer

> EXECUTIVE BOARD Lewis Appleton Norman Belink Jacob Bornstein Samuel Brown Henry Cooper Don Decker Harold Dworkin Lawrence Ehrlich Martin Feldman Merrill Fisher Roy Garber Norman Gewirtz Robert Handwerger Robert Harmon Paul Kwartin Harold Orbach Otto Staeren Norman Swerling

EX-OFFICIO Marshall Glatzer Benjamin Grobani Gunther Hirschberg Robert Miller Paul Steinberg George Weinflash Eric Werner Arthur Wolfson

(SNCERT

Rabbi Alexander M. Schindler Vice President of the U.A.H.C. 838 Fifth Avenue New York, N. Y. 10021

Dear Alex:

In anticipation of your coming to our Board meeting on April 10, 1968, I thought it might expedite matters if I could share with you the specific questions that we spoke of at our previous meeting, and which our membership is most anxious to have answered.

 The right to maintain our own name - The American Conference of Cantors.

2. Pension:

- a. Could we retain our own pension plan with complete autonomy?
- b. If we choose, upon further investigation, could we change to your Union pension plan?
- c. Would the Union Pension Board be willing to help us make this determination?
- 3. Placement:

Could we retain our own autonomous placement procedure, recognizing the Union's interest in having a representative on a Joint Placement Commission?

4. Publications:

To what extent would the Union censor or restrict any publications the A.C.C. would be interested in putting forth?

5. Conflict of interest:

Are members of the A.C.C. who are now serving conservative congregations, or congregations not affiliated with the Union, which consists of approximately 10% of our membership, constitute any problem about our affiliation?

of le.

ALL BORRA

The dulat



Nat make

6. Is there any per capita tax placed upon our organization by the Union? NO

7. What are financial obligations encumbered upon us by Union affiliation, and what are some of the financial benefits we can hope to gain by such affiliation? SUPPORTIVE OF RIA - PROJECTS -FENSION

MAILINGS 8. What physical facilities (office space, desks, typewriters, CONSEGUATION (POSTAGO etc.) can we expect in the immediate future and the more distant future?

FILE SPALE USE OF BUDG FOR CUST ON BULGTIN BOAT

9. To what extent will our organization be represented on the Board of the Union, and to what extent will the Union want representation on our Board?

+ ONE OTHER VERCEN PRUS ORV.P - Advaler - 4

10. What committees and/or commissions will the A.C.C. be invited to participate in?

WORSH D

PENGINA

WIERST P

OTRELICAL

PLA

11. The position of our name on the Union stationery in relation to the other affiliated organizations? SIT I PUTIL OF HONOR

12. And lastly, what are the mechanics of affiliation? Specifically, who is authorized to accept our request to affiliate? When would such an acceptance be made? Also, what changes, if any, would be required in our existing constitution for such an affiliation?

I am hoping that having these questions before the meeting will help you organize your presentation. Whether you want me to throw these questions at you one at a time or, if you want to take up these questions in your own presentation, I leave to you.

I would share with you, Alex, my own personal feeling that the climate is a very happy one, much more so than any time in the past.

I enjoyed the Rabbirama at the Temple the other night and was very sympathetic to the unsympathetic position that you were placed in; but I enjoyed you nonetheless.

Doris joins me in sending love to Rhea and the children.

With affection.

alex

Cantor Alex Zimmer President, A.C.C.

AZ/la

1 "0 01" N	i p o o	02 02	14	
A B S	* MIEMI	ORAN	DUM	
YOR THE J.	FYI - Alex Schind	iler		
Kr.			DateJanuar	ry 13, 1965
From Rabbi Jo	oseph B. Glaser			
То		5	4	

STATUS OF CANTORS: PARSONAGE ETC

Subject_

In Santa Barbara, at the Western Association of Reform Rabbis Convention last week, I had a long talk with Sidney Regner, the Executive Vice-president of the Central Conference of American Rabbis concerning the problem of cantors' parsonage and their status in general. Rabbi Regner satisfied me that there is not very much that the CCAR can do since the matter seems to boil down to a simple, if obnoxious legal technicality. As he points out, and as you know, Internal Revenue Department sticks pretty close to the literal use of the words: ordained, licensed, or commissioned. All of Solomon Freehof's scholarship and all of the pronouncements in the world by the CCAR are probably not going to shake the IRS one bit.

Therefore, only two alternatives seem to remain. One is to have the individual congregation, as some cantors have done, to declare the cantor as a minister of the congregation or in some way license or commission him. This would seem to satisfy IRS.

The other alternative is to get the HUC-JIR to "license, commission or ordain" cantors instead of certifying them. It is likely that this can be done retroactively for all graduates of the school.

I am aware of the fact that I am probably saying some very obvious things that have been thought and said many times before. However, I am doing it for a purpose. The purpose is to elicit from you or one of your other full-time Northern California cantorial colleagues, each of whom is receiving an identical memo, a reasoned, well thought out response to these points in terms of the history of them, if indeed there is any, so that we may proceed in an organized way from that point on. I hope that each of you will respond. As you know, I have been interested in this problem for some time and would like to be of assistance not only to our local

Indeed, I am deeply concerned with the position and status of the cantor altogether and have been for some time. Another response I would like would be on my contention that the American Conference of Cantors in its present ecumenical state constitutes such an amorphous, drifting group as to militate against its own selfinterest. I think that the Reform cantors would be in far better shape if they were to become an official affiliate group of the UAHC such as the NATE and the NATA. They would then be able to articulate rights and prengatives within the official family of the Reform movement and be a lot better off in general. I believe that recent events locally have indicated that some such protection is needed. The Conservative cantors should organize in a similar way and there would be no reason whatsoever why the two organizations could not have joint conventions.

Please do let me hear from you. Warm good wishes.

MEMORANDUM

Date May 28, 1964

From Arthur T. Jacobs

To

Rabbi Maurice K. Eisendrath, Rabbi Jay Kaufman

Copy for information of ____

Rabbi Erwin L. Herman, Rabbi Alexander Schindler, Mr. Myron Schoen

Subject.

AMERICAN CONFERENCE OF CANTORS

Just one caution: The Rabbinical Pension Board originally offered to handle the pension program of the cantors even though the AMERICAN CONFERENCE OF CANTORS was not an affiliate of the UNHC. Conceivably it would be willing to do so today unless I persuade it otherwise.

If you would like to use the Rabbinical Pension Board as a tool for persuading the cantors to affiliate with the UAHC, please let me know.

90

MEMORANDUM

Date May 25, 1964

From Rabbi Jay Kaufman

80

ToCantors Marshall	Glatzer, Robert Harmon & George Weinflash	
Copy for information of	Rabbi Alexander M. Schindler & Mr. Myron E. Schoen	
Subject	bcc: Rabbis Maurice N. Eisendrath & Erwin L. Herman; Dr. Arthur Jacob	15

I found our meeting in my office of May 21st most helpful to me in my contemplation of the goals of the American Conference of Cantors and the difficulties which you find inherent in affecting a formal association with the UANC. I was most encouraged with your decision to present the matter formally to the assembly of the Conference this June.

So that we continue to maintain a record of our meetings, 1 will summarize the essence of our discussion. If it is not in accord with your recollection, please let me know immediately.

I had taken several of the items from the Constitution of the NATA, slightly paraphrased, and read them to you. It was agreed that the heart of the formalization proceedings lay in the statement which read:

a) The Chairman of the UAHC Board of Trustees, the President of the UAHC, and the Director of the Commission on Worship shall be ex-officio members of the Executive Board of the Association.

b) The President of the Association shall be an ex-officio member of the UAHC Board and members of the Association will be encouraged to participate on committees and Commissions whose programs are relevant to the national program of the Association and where mutual benefit will be derived.

In citing the section which read, "The Association recognizes that its primary purpose, as a National Affiliate of the UAHC, is to strengthen the UAHC, its congregations, and to serve the cause of Reform Judaism," there was some concern on your part regarding the word "affiliate" which seemed to possess connotations of subservience. Cantor Glatzer wisely looked up the word in the dictionary and found the noun to mean "an associate" which is the intent of the word in the usage in the UAHC Constitution. (The original Latin meaning of adopting as a son still is vestigial in the word's use.)

There are presently five affiliates of the UANC, the NFTS, NFTB, NFTY, NATA and NATE, in order of their affiliation.

I do not want to Imply there is a sense of exact equality between the UAHC and Itsaffiliates. The Union through the Biennial General Assembly is the policy making body of the Reform Movement and so the affiliates do have a statement that corresponds to the following: Rabbi Jay Kaufman to: Cantors Glatzer, Harmon & Weinflash May 25, 1964 Page -2-

Any rules or regulations enacted for the administration of the affairs of the Association shall be consistent with the Constitution of the UAHC or with any decision (resolution/mandate) of the General Assembly of the UAHC.

There is also a pattern which is followed by the affiliates which as Rabbi Schindler explained offers a splendid vehicle for bringing the activities of the affiliate to the attention of the national bodies and for advancing the requests of the affiliate. its essence is contained in the following:

The Association shall make a written report of its activities to the UAHC through the Commission on Worship and the Board of Trustees of the UAHC each year.

We agreed that matters of placement, pension, headquarters, publications, all would await a later date and need not conern us during this period of proposed affiliation.

If your Conference gives you an official mandate to enter into negotiations, then we will take the next step and approach the UAHC officially, moving out of our present state of exploration and mutual consultation.

I am grateful to you for the time you are investing in this endeavor andfor your patience and the manner in which you have helped us toward a mutual understanding. I believe It bodes well for the future.