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American Conference of Cantors, 1964-1995.

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AMERICAN CONFERENCE OF CANTORS

838 FIFTH AVENUE, NEW YORK, NEW YORK 10021 (212) 249-0100

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*Arthur M. Wolfson
Alex Zimmer

ADMINISTRATIVE SECRETARY Anna Bartos *Deceased 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

AN AFFILIATE

OF THE

UNION OF AMERICAN
HEBREW CONGREGATIONS

Sincerely,

Cantor Raymond Smolover Executive Director

RABBI FRANCIS BARRY SILBERG

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

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,

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SHLONG BAR NISSI

HONORARY

HONORARY VICE PRE

Alexan

American Conference of Cantors

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

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August 12, 1981

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

AMERICAN JEWISH

Dear Alex:

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

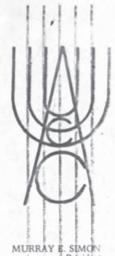
The Sunday following our meeting, we had an ACC Executive Officers meeting and Howard reported his extreme pleasure and gratitude for the feeling of "family" and concern for the future of the cantorate in our movement, that you displayed.

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

With best wishes for a very healthy summer,

Sincerel

Cantor Raymond Smolover Executive Director



Président

RAYMOND SMOLDVER Executive Director

HOWARD M. STAHL President Elect

RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidery's

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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,

Cantor Raymond Smolover Executive Director

Sincerely,

cc: Rabbi Schindler, Cantor Stahl

· MEMORANDUM

Date January 28, 1981

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:

- 1. 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.
- Of these 500 congregations, 220 have engaged ACC cantors.
 Of these same 500, 130 have engaged cantorial soloists.
- 4. Of these 130 congregations, several apply each year to our placement service for an ACC cantor.
- 5. By the year 2000 the number of congregations in the UAHC may exceed 800.

B. CANTORS:

- 1. 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.
- 3. 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). 6. 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.
 - (1) 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.



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:

Los es properties 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 Moward Stahl as soon as possible. Would perhaps, Tuesday May 26th be available?

With warmest regards and very best wishes,

Cantor Raymond Smolover Executive Director

aus

Sincerely.

House of Living Judaism

An affiliate of the Union of American Hebrew Congregations



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

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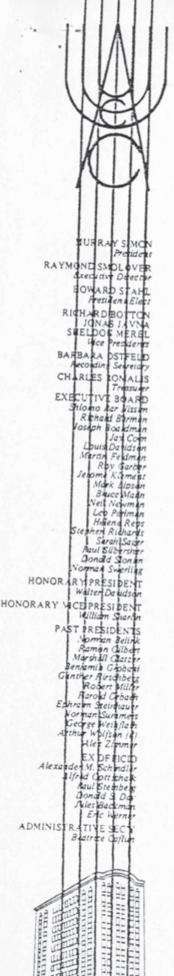
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> EX OFFICIO Donald Day Jon Haddon Jon Haddon Alexander M. Schindler Paul M. Steinberg Eric Werner

> > *deceased



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

March 11, 1981

Dear Joe:

I am sorry Miriam Bernstein omitted the factual aspects of the "Rye Incident". Had you known the actual events which led to our decision, you might have reacted differently.

In any event, I believe the time has come for the two of us - and just the two of us - to try to bring some constructive suggestions to our members.

For instance, by the year 2000 there may be less cantors in the reform congregations than there are today, if the demographics continue as they are at present. At best, it will be a holding action with less than 300 cantors available to some 800 congregations.

Do the rabbis who created the School of Sacred Music wish to discourage our talented youth from entering the cantorate. I hope not! Then what can they do to encourage it?

Perhaps there should be two sets of rules: one for congregations where there is no cantor and where the rabbi must of necessity take full responsibility for the music; and another set of rules when a rabbi has an invested cantor to serve with him (or her).

Why should talented young Jews spend five years at the HUC-JIR-SSM when a pleasant voice and the ability to read music will serve to obtain a very fine position?

Lets meet on some week-end...perhaps walk the Saxon Woods and try to come up with some answers.

With warmest regards,

au

PS: Congratulations! I shall try to be at the HUC to hear you.



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 bat mitzvah.) 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 panim el panim 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

Cantor Murray E. Simon

cc: Rabbis Joseph Glaser, Herman Schaalman and Stanley Dreyfus Cantors Raymond Smolover, Howard Stahl and Paul Silbersher

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

May 30, 1980 Cantor Murray E. Simon Templa Israel Plymouth at Longwood Avenues Boston, Mass. 02215 Dear 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

RAYMOND SMOLOVER Executive Director

> HOWARD STAHL President Elect

RICHARD BOTTON

JONAS JAVNA SHELDON MEREL Vice Presidents

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American Conference of Cantors

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

May 20, 1980

Put wed from

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. Dun Cantor Murray E. Simon Bu

President

cc: Cantor Smolover Stahl Orbach

MS/bnc

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. Murray, 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

brice letter by fluid for for the state of t

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

RAYMOND SMOLOVER Executive Directo

> HOWARD STAHL President Elect

RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents

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ADMINISTRATIVE SEC'Y Reatrice Caffun



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,

M. E. Limmpon Cantor Murray E. Simon

President

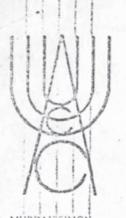
cc: Cantors Smolover,

MES/bnc

Stahl,
Glatzer,
Orbach

Simple

House of Living Judaism An affiliate of the Union of American Hebrew Congregation



838 Fifth Avenue, New York, New York 10021 212-249-0100, Extension 338 May 19, 1980

MURRAY SIMON

RAYMOND SMOLOVER Executive Director

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ADMINISTRATIVE SEC'Y
Beatrice Caffun

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

Dear Alex,

AMERICAN IEWISH

It was good to see you yesterday and to hear your voice, which to our ears- attuned to tones more than words-reminds 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,

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 travelling 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, perhaps during August if your schedule permits.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

MURRAY SIMON President RAYMOND SMOLOVER Executive Director

President Elect
RICHARD BOTTON
JONAS JAVNA
SHELDON MEREL
Vice Presidents

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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,

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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,

Cantor Raymond Smolover

Executive Director

RS/bnc

werd



RAYMOND SMOLOVEI Executive Director HOWARD STAH

CHARLES ROMALIS
Treasurer
EXECUTIVE BOARD

Shlomo Bar Nissin Richard Berman

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PAST PRESIDENTS

HONORARY VICE PRESIDENT

Alexander M.

ADMINISTRATIVE SEC

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acc

February 13, 1980

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

Dear Alex:

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

Sincerely yours

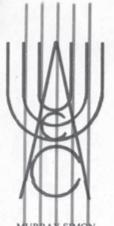
Cantor Murray E. Simon President

/ d

cc: Mr. Donald Day
Rabbi Sanford Seltzer
Cantor Raymond Smolover
Cantor Howard Stahl



Enic Werner



MURRAY SIMON

RAYMOND SMOLOVEI Executive Directo HOWARD STAHI

> RICHARD BOTTO JONAS JAVN SHELDON MERE

BARBARA OSTFELD Recording Secretar CHARLES ROMALIS

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> Lowis Davidso Martin Feldma Roy Gerbe Jerome Klemer Mark Lipso Bruce Mali

Neil Newma Leon Perlma Helene Rep Stephen Richard Sarah Sage Paul Silbershe

HONORARY PRESIDEN Walter Davids

HONORARY VICE PRESIDEN
William Share

PAST PRESIDENT Narman Belir Ramon Gilbe Marshall Glatz

> Robert Mille Harold Orbac Ephraim Steinhaue Norman Summer

EX OFFICE Alexander M. Schinds Paul Steinbe

ADMINISTRATIVE SEC Beatrice Caft



American Conference of Cantors

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

OP

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,

Cantor Raymond Smolover Exegutive Director

Caymond

copies:

Rabbi Schindler
Al Vorspan
Ted Broido
Dean Steinberg
Cantor Simon
Rabbi Selzer

CC P.A.M.

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 Committes 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

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21 YEARS IN POSITION

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AND OPERATING BUDGET

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NOTE: INCLUDES ADD. T. SHAC EXPENSE AND LOR ALLOWANCES

CROSS COMPENSATION OF ASSISTANT RABBIS AS COMPARED TO NUMBERS OF MEMBERS AND OPERATING BUDGET

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AND OPERATING BUDGET

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GROSS COMPERSATION OF ADMINISTRATORS AS COMPARED TO NUMBER OF MEMBERS AND OPERATING BUDGET

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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 Liaison to the ACC. As you undoubtedly know, he will be leaving our staff this summer to assume rabbinic duties at Fairmount Temple. Cleveland.

I am writing to advise that I have asked Rabbi Sanford Seltzer to serve as UAHC limited 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. Compunications are to be sent to him at:

1390 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.





Temple Israel Boston, Mass. 02215

January 17, 1980

Cantor Murray E. Simon, President American Conference of Cantors Plymouth at Longwood Avenues

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,

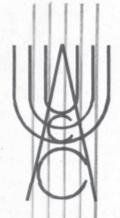
Alexander M. Schindler

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

President RAYMOND SMOLOVER

Executive Directo

HOWARD STAHL President Elect

RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents

BARBARA OSTFELD Recording Secretary

CHARLES ROMALIS

EXECUTIVE BOARD Shlomo Bar Nissim Richard Berman Joseph Boardman Jay Corn

Louis Davidson Martin Feldman Roy Garber Jerome Klennent Mark Lipson Bruce Malin Neil Newman Leon Perlman Helene Reps

Stephen Richard Sarah Sager Paul Silbersher Donald Slonin Norman Swerlins

HONORARY PRESIDENT Walter Davidson

HONORARY VICE PRESIDENT William Sharlin

PAST PRESIDENTS
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Ramon Gilbert
Marshall Glatzer
Benjamin Grobani
Gunther Hirschberg
Robert Miller
Harold Orbach
Ephraim Steinhauer
Norman Summets
George Weinflash
Alex Zimmer

EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Rots 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,

/d

Cantor Murray E. Simon President

cc: Mr. Donald Day
Mr. Theodore Broido
Rabbi Leonard Schoolman

Cantor Donald Slonim Cantor Raymond Smolover



MURRAY SIMON

Presiden.

RAYMOND SMOLOVER Executive Director

HOWARD STAHL

RICHARD BOTTON JONAS JAVNA SHELDON MEREL Vice Presidents

BARBARA OSTFELD Recording Secretary

CHARLES ROMALIS Treasurer

EXECUTIVE BOARD
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Richard Berman
Joseph Boardman
Jay Corn
Louis Davidson
Martin Feldman
Roy Garbee
Jerome Kleinen
Mark Lipson
Bruce Malin
Neil Newman
Leon Perlman
Helene Reps
Stephen Richards
Sarah Sager
Paul Silbersher
Donald Slonim
Norman Swerlink

HONORARY PRESIDENT Walter Davidson

HONORARY VICE PRESIDENT William Sharlin

PAST PRESIDENTS
Norman Belink
Ramon Gilber
Marshall Glatzer
Benjamin Grobani
Gunther Hirschberg
Robert Miller
Harold Orbach
Ephraim Steinhauer
Norman Summers
George Weinflash
Alex Zimmer

Alexander M. Schindler Paul Steinberg Matthew H. Ross Eric Werner ADMINISTRATIVE SEC'Y

Beatrice Cafful



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:

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,

Cantor Murray E. Simon President

/d

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



American Conference of Cantors

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

600

November 29, 1979

Manuel

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,

/d enc. Cantor Murray E. Simon President

cc: CantorRaymond Smolover
Rabbi Leonard Schoolman
Rabbi Stuart Gertman
Mr. Melvin Merians
Mr. Theodore Broido

RATIFIED BY AMERICAN CONFERENCE OF CANTORS BOARD November 11, 1979

PLACEMENT PROCEDURES

OF THE

COMMISSION

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.
- 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.

- 6. 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.
- 7. 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.
- 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 + 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.

AMERICAN JEWISH ARCHIVES

PLEASE NOTE:

ALL CANDIDATES SHOULD ACQUAINT THEMSELVES WITH THE ATTACHED CONGREGATIONAL PROCEDURES.

PLACEMENT PROCEDURES

THE CONGREGATION

- 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 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. 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 Allowance" 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 (attached).
- e. Hospitalization and Major Medical Insurance as per attached CCAR Plan or your own.
- f. Long Term Disability Income Insurance
- g. <u>Vacation</u> 1) winter 2) summer
- h. Convention Allowance 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	
BESSESSE ARCHIVE	
DEGREES & DIPLOMAS	
SECULAR EDUCATIONAL BACKGROUND	
DEGREES & DIPLOMAS	5/
CANTOR'S PRIORITIES:	
lse grading scale: 3-Essential 2-Important	I-Useful O-Not a priority
) Music Director () Educational Director	등하는 보내를 잃었다면 하면 되었다면 되었다.
) Bar/Bat Mitzvah Program () Reading Torah	() Counseling
) Choirs () Adult Education () Teaching	g in Religious School
) Funerals () Weddings () Activity in Je	ewish Community
) Creative Worship () Creative Programs (() Pastoral Duties
	그렇게 되었다. 그가 가다는 얼마를 하는데 맛있다면 모네가지

JOINT CANTORIAL PLACEMENT COMMISSION

(UAHC - HUC-JIR - ACC)

838 Fifth Ayenue, New York, N.Y. 10021 (212) 249-0100, Extension 338

(please type)	Date
APPLICATION FROM CONGREGATION	
ADDRESS	
POPULATION STATISTICS: Family Members Singles (Widows)	Bar/Bat Religious School Mitaugh Confirmation
This year	novegous bonoot metaban conjunation
5 years ago	
5 years hence anticipated	
HISTORY: Congregation organized in	Became Reform in
PROFESSIONAL STAFF (full or part time): () Rabi () Religious School () Educator or () S music teacher Principal Number of Teachers () Organist/Choir Dir Congregation has previously engaged cantor	Secretarial () Custodial () Youth leader cector Choir ofvoices
FACILITIES INCLUDE: Sanctuary with fixed seats, expandable to Social Hall-Auditorium () Classrooms Kitchen () Library () Youth Lounge (Offices Cantor's Study ()
RELIGIOUS SCHOOL: Includes Grades	to
Classes meet on	for hours
Hebrew classes meet on	forhours
BOARD OF TRUSTEES: Number of Members How many have served for 10 years of more?	나이 그렇게 되는 경영하는 그 없는 경영 경영 사람이 그 나는 아이들이 하면 하면 그렇게 되었다. 회원에 집에 되었다.
TEMPLE MEMBERSHIP TURNOVER: Average gain per year	Average loss per year
CONGREGATION'S PATTERNS OF WORSHIP: Sabbath prayer book used is Experimental worship () welcomed () used occ Musical innovation () welcomed () used occ Rosh Hashanah observed () two days () on Bar/Bat Mitzvah Chanting: blessings	ccasionally () rabbi's choice asionally () cantor's choice day
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 2-Important 1-Useful 0-not a prior	mitu
() Education Director () Youth Director () Music Director () Ba () creative worship () creative programs () voice () choir prog () 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 () reading Torah () funerals () weddings Other priorities:	ar/Bat Mitzvah gram program
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) () the 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 Insura	ince
() Convention allowance () Auto Allowance () Are these negotiable	.e?
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	The letter to th
There is no incumbent cantor	
Our Congregation agrees to adhere to the Placement Procedures of the Joint Placement Commission (Signed)	Cantorial

March 3, 1981 Cantor Norman Summers Congregation B'nai Jeshurun 1025 S. Orange Avenue Short Hills, N.J. 07078 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 the papers which were delivered. I read Allan Smith's report with some care and I and 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

MEMORANDUM

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:

- 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.

ALS

P.S. I did not get a copy of the mailing. Could you send me the copy Summers sent you.



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 6 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



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,

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. teach them prayer and meaningful and beautiful song. Our Bar Mitzvah programs include the mitzvah of observing the Sabbath. Our Bar and Bat Mizvah 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.

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 "musical performers." 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,

Cantor Norman Summers

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 T-shirt 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.
- 3. 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.
- 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.

and definition is

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.



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.

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... ..

- 1

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 beck 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 pg ams + Phea

TRANSMITTAL MEMO

FROM

TED BROIDO

Fo	or your information	Please reply and copy me
Yo	our comments, please	Review and reply
Re	eview and call me	Review and forward
Re	eview and file	Attach previous
Re	eview and return to me	correspondence and return to me

MEMORANDUM

From

Rabbi Leonard A. Schoolman

Date June 20, 1978

To

Rabbi Alexander M. Schindler

Copies

Subject

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.

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.

Ade A

The June be



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.





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.

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 THE PULPIT - 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.

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.



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 manuer 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 Rabbinical-Congregational Relationship Guide.



RAMON GILBERT President

RAYMOND SMOLDVER Executive Director MURRAY SIMON

President Elect STEPHEN RICHARDS WILLIAM SHARLIN HOWARD STAHL

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PAST PRESIDENTS Norman Belink Marshall Glatzer

Benjamin Grobani Gunther Hirschberg Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers eorge Weinflash Arthur Wolfson Alex Zimmer

EX OFFICIO Alexander M. Schindler Paul Steinberg Matthew H. Ross

Eric Werner ADMINISTRATIVE SEC'Y Lenore Alper

House of Living Judaism

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,

Cantor Ramon /Gilbert

RG: la

200 October 10, 1977 Cantor Ramon Gilbert, President American Conference of Cantors 838 Fifth Avenue New York, N.Y. 10021 Dear Ray: 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, Alexander M. Schindler



RAMON GILBERT President

RAYMOND SMOLOVER Executive Director MURRAY SIMON

President Elect STEPHEN RICHARDS WILLIAM SHARLIN

HOWARD STAHL

Vice Presidents BARBARA OSTFELD HERMAN

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Gedaliah Gertz

Roy Garber

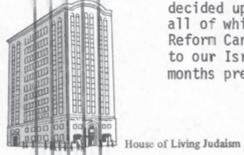
Severin Weingort HONORARY PRESIDENT Walter Davidson

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Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer

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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:

- 1. As musical resource persons for scheduled convening of a World Congress on Jewish Liturgical Music and
- 2. 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.

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.

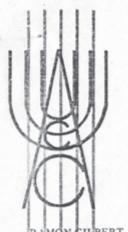
L'Shana Tova!

AMERICAN JEWISH

Most cordially,

Cantor Ramon Gilbert

RG:1a encl.



RAMON GILBERT President RAYMOND SMOLDVER Executive Director

President Elect STEPHEN RICHARDS WILLIAM SHARLIN HOWARD STAHL

MURRAY SIMON

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Alex Zimmer

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,

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

Cantor Ramon Gilbert

President

RG:1a

January 16, 1976 Rantor Norman Belink Temple Sinai of Roslyn 425 Roslyn Road Roslyn Heights, N.Y. 11577 Dear Norman; 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 feference 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

October 26th, 1975

227-1293

Rabbi Frederic S. Pomerahtz Temple Beth 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

L. 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?

(Residence: 1095 E. 55th Street Brooklyn, N.Y. 11234) Sincerely yours,

Cantor Harold Brienes

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 collagues 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 plussed and disappointed to learn that Harold may have done this. But from his letter to Rabbi Pomerantz 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.

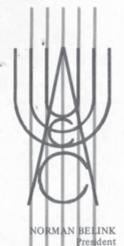
Be that as it may, for whatever his motivations, I will ask Harold to eschew this procedure in the future. You ought to know, indidentally, that Harold is very eager to attend the School of Sacred Music and get his Cantorial degree but his application has once again run up against the barrier of the 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 warmth and friendship evident in your remarks.

With warm regards from house to house, I am

Sincerely,



President RAYMOND SMOLOVER

Executive Director RAMON GILBERT President Elect STEPHEN RICHARDS

WILLIAM SHARLIN MURRAY SIMON Vice Presidents OUIS DAVIDSON Recording Secretary JONAS JAVNA

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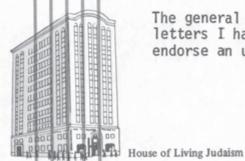
Richard Silverman Howard Stahl David Unterman

HONORARY PRESIDENT Walter A. Davidson BAST PRESIDENTS Marshall Glatzer Benjamin Grobani Gunther Hirschberg

Robert Miller Harold Orbach Ephraim Steinhauer Norman Summers George Weinflash Arthur Wolfson Alex Zimmer **EX-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,

Cantor Norman Belink

norman

NB:la

Encl. (2)

277 177

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-acertainly 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:

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:

- 1) 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
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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. Hollender

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Jacob R. Rockower
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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 American Conference of Cantors 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 Lemny 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 CANTOR HAROLD ORBACH

TEMPLE ISRAEL

Affiliated with the Union of American Hebrew Congregations



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 premised, 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,

HO/ss

Cantor Harold Orbach

love to you + Khea.

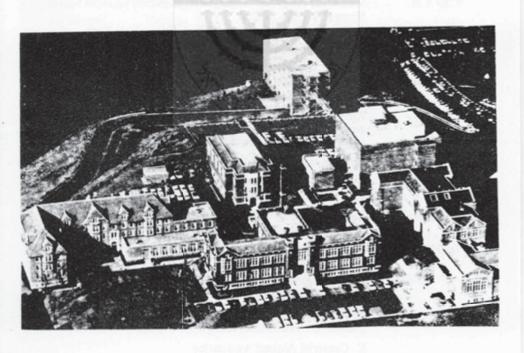
American Conference of Cantors

MID-WINTER CONCLAVE

AND THE INNAUGERAL MEETING OF

THE AMERICAN GUILD OF TEMPLE MUSICIANS

AT THE CAMPUS OF



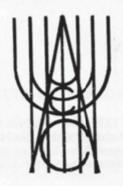
HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION CINCINNATI, OHIO – FEBRUARY 16 - 18, 1974

PROGRAM

SATURDAY, FEBRUARY 16

C: Cantorial Alumni Association Cantor Howard Stahl, Albany, New York

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; Rabbi Leonard Schoolman of the UAHC; Members of the
5:00 P.M.	Refreshments		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 Congregation; Materials suitable for the new Hymnal Shaarei Shirah. Cantor Stephen Richards, Indianapolis, Indiana Cantor Raymond Smolover, White Plains, New York	9:00 A.M.	Four Workshops in Music Programming.
			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
	Cantor Gedaliah Gertz, Akron, Ohio.		D: Utilizing Community Resources, Cantor Harold Orbach,
9:30 A.M.	SHAAREI SHIRAH: Consideration of new material for the Hymnal in open session.	10.00 1 14	Detroit, Michigan
	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."
1:30 P.M.	ACC Open Board Meeting		Cantor William Sharlin, Los Angeles, California
10.000	Cantor Harold Orbach, Detroit, Michigan	11:45 A.M.	Greetings — Rabbi Herbert Bronstein Chairman Joint Commission on Worship
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 Synagogue"
	A: Guild Of Temple Musicians Cantor Stephan Richards, Indianapolis, Indiana Cantor Raymond Smolover, White Plains, New York		at I.M Weiss Temple Dr. Herman Berlinsky, Washington Hebrew Congregation, Washington, D.C.
	B: ACC Associate Members Cantor Norman Belink, Roslyn, New York	4:00 P.M.	Committee for Publication of Shaarei Shirah.



HAROLD ORBACH

RAYMOND SMOLOVER Executive Director

NORMAN BELINK President Elect

RAMON GILBERT WILLIAM SHARLIN MURRAY SIMON Vice Presidents

JONAS JAVNA Recording Secretary

LOUIS DAVIDSON

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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.

me for felow in series

MEMORANDUM

FROM:		DATE: February 6, 1969		
	David Lesser Caplan			
TO:	Rabbi Alexander M. Schindler	and the state of the state of		
COPY FOR	INFORMATION:			
SLIB IECT.	Selective Service Letter Conce	rning 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,

THE UNION OF AMERICAN HEBREY CONGREGATIONS

590 No. Yermont Avel, Los Angeles 4 Colif.

Telephone Normandy 4-2113



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 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.

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 Rabbi Alexander M. Schindler

David Lesser Caplan

Be: all

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 Tennenwald. 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.

To: Cantor Raymond Smolover

Thanks so much for your helpfulness in the matter of Cantors and Selective Service.

Alex

AMERICAN JEWISH A R C H I V E S

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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.

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THE CANTORS ASSEMBLY OF AMERICA

THE JEWISH THEOLOGICAL SEMINARY OF AMERICA 3080 BROADWAY, NEW YORK 10027

663-8881

749-8000

ARTHUR S. KORET, PRESIDENT DAVID J. LEON, VICE PRESIDENT MORRIS SCHORR, VICE PRESIDENT YEMUDAM L. MANDEL, TREASURER SOLOMON MENDELSON, SECRETARY

SAMUEL ROSENBAUM EXECUTIVE VICE PRESIDENT

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.

AMERICAN IEWISH

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,

Samuel Rosenbaum, Hazzan

SR:SD. Encs.

FEDDER AND GARTEN
ATTORNEYS AT LAW
TWENTY-FIRST FLOOR
ONE CHARLES CENTER
BALTIMORE, MARYLAND 21201

Cantors Assembly of America Broadway York, New York 10027

November 24, 1967

AMERICAN JEWISH

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tal 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 Patition 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 motion 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 lew York, New York: 10027

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November 24, 1967

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FEDDER AND GARTEN ATTORNEYS AT LAW ALTIMORE, MARYLAND 21201

MEMORANDUM

FROM:		DATE:_	March 14, 1969	
	David Lesser Caplan			
TO:	Rabbi Alexander M. Schindler			
COPY FOR	INFORMATION: Al Vorspan			
SLIB IECT.	Selective Service Letter Conc	erning Cant	ors	

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.



THE UNION OF AMERICAN HEBREW CONGREGATIONS

590 No. Vermont Avel, Los Angeles 4, Cd if.

Telephone Normandy 4-2113



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

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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 shut-

The strike involved the predominantly Negro Ocean Hill-Brownsville experimental school district and the United Federation of Teachers whose leadership and membership are largely Jewis 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 attitudes 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 Community 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 ing moderating effort on the civil rights effort could lead to a dangerous. He said, The absence of a cont 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 ughettoes. "It is imperative for the Orthodox community to actively concern itself with the plight of ghetto dweller," he said.

Abie Nathan On Brooklyn Dock As Freighter Salls To Biafra With Food He Helped Get

NEW YORK, Jan. 14 (JTA) -- Abic 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 restaurateur who been an international figure by virtue of his two private "peace flights" to Egypt, has been in the forefree of efforts to aid the starving, disease-ridden civilian population of Biafra, the secessionist eastern province of Nigeria. He said a week-lone food drive is a large with the secessionist castern but who have now turned to their immediate past.

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 the 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 congregation 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 Jewa when Los Angeles was a small village and California was recovering from the "gold rush" fever. Its first rabbi was Joseph Newmark who volunteered his services. Dr. Georg Piness, president of the Temple, presided at the anniversary celebrations.

tion 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. no Street

2. Pension:

- a) Could they retain their own pension plan with complete autonomy? The
- b) If they choose, upon further investigation, could they change to our Union pension plan? The until >
- c) Would the Union Pension Board be willing to help them make this determination? I smuld think - yes.
- 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? you - within alasm
- Jarallel to NATE? Howh it shouldn'y 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? I don't think on

MEMORANDUM

Date April 10, 1968

	Date
romRab	bi Alexander M. Schindler
ГоR	tabbi Maurice N. Eisendrath (page 2)
Copy for infe	ormation of
ubject	
6.	Is there any per capita tax placed upon their organization by the Union? I down the
7.	
	What physical facilities (office space, desks, typewriters, etc.) can they expect in the immediate future and the more distant future? A neal quest. Any answer?
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? Your wenters the became a
10.	What committees and/or commissions will the ACC be invited bong fide to participate in? Three germane
11.	The position of their name on the Union stationery in relation to the other affiliated organizations?
12.	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? The wellens the beamer will the ACC be invited to participate in? The garment. The position of their name on the Union stationery in relation to the other affiliated organizations? 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? Broad Trustee.

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):

- 1. 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?
- 3. Placement: Could they retain their own authomous 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?

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?
- 8. 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?

hinks

a Roland,

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 again.

In your judgment, ought we to inform the CCAR officially? If so, at what point?

Copiler to Epope Their require to 25875, not an acceptance or ender their obsession of the constitution constitution

National Assessment

- CIND

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

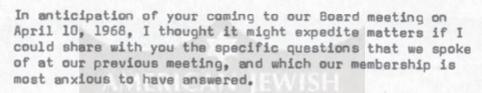
Alex Zimmer
President
Nathaniel H. Schwartz
Executive Director
Raymond Smolover
1st Vice President
Norman Summers
2nd Vice President
Ephraim Steinhauer
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Rabbi Alexander M. Schindler Vice President of the U.A.H.C. 838 Fifth Avenue New York, N. Y. 10021





1. 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?

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CONCERT

6. Is there any per capita tax placed upon our organization by the Union? $\ensuremath{\mathsf{N}}$

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?

CONGREGATION (POSTMONT COL

8. What physical facilities (office space, desks, typewriters, etc.) can we expect in the immediate future and the more distant future?

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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?

10. What committees and/or commissions will the A.C.C. be invited to participate in?

WORSHIP

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- ll. The position of our name on the Union stationery in relation to the other affiliated organizations?
- 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.

Cantor Alex Zimmer President, A.C.C.

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ON STROOK ON THE Schindler

Date_ January 13, 1965

From Rabbi Joseph	B. Glaser		-		
То					
Copy for information of					
Subject STATUS	OF CANTORS:	PARSONAGE ETC			

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 cantors but on a national scale.

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 self-interest. 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 prepatives 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

	May 28, 1904
From Arthur T. Jacobs	
To Rabbi Maurice N. Eisendrath, Rabbi Jay Kaufman	
Copy for information of Rabbi Erwin L. Herman, Rabbi Al	Lexander 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.

MEMORANDUM

From Rabbi Jay Kaufi	main
ToCantors Marsha	11 Glatzer, Robert Harmon & George Weinflash
Copy for information of_	Rabbi Alexander M. Schindler & Mr. Myron E. Schoon bcc: Rabbis Maurice N. Eisendrath & Erwin L. Herman; Dr. Arthur Jacobs
Subject	

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 UAMC. 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, I will summarize the essence of our discussion. If it is not in accord with your recollection, please let me know immediately.

- # 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 UANC 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. Centor 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 UANC 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.