



THE JACOB RADER MARCUS CENTER OF THE
AMERICAN JEWISH ARCHIVES
A DIVISION OF HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION

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

Box
8

Folder
4c

National Association of Temple Administrators, 1966-1992.

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

**NATIONAL ASSOCIATION
OF
TEMPLE
ADMINISTRATORS**

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS



CONSTITUTION

ARTICLE I - NAME

The name of this organization shall be the National Association of Temple Administrators (NATA), hereinafter referred to as the "Association."

ARTICLE II - AFFILIATION

This Association shall be an affiliate of the Union of American Hebrew Congregations, hereinafter referred to as the "Union."

ARTICLE III - PURPOSES

The purposes of the Association shall be:

- a. To foster Reform Judaism and its religious, cultural and social activities in our Reform Houses of Worship.
- b. To bring together Professional Temple Administrators of Reform Temples for such cooperative effort as may enable each member more effectively to fulfill his function in service to the temple.
- c. To disseminate administrative information and suggested procedures to its members and to the member congregations of the Union.
- d. To provide and encourage proper and adequate preparation and training of professional temple executive directors and to keep its present members abreast of modern and efficient procedures.
- e. To formulate and seek to establish professional ideals and standards.
- f. To maintain the dignity of the position of the temple executive.

ARTICLE IV - MEMBERSHIP

Section 1. There shall be four (4) classes of membership: Regular, Associate, Honorary and Ex-officio; but wherever the term "member" or "membership" is used herein it shall apply to and mean only Regular Membership unless otherwise specifically noted.

Section 2. Any professional in the employ of a congregation, who is performing an administrative management service on a full-time basis in the Reform Jewish movement, shall be eligible for and may become a Regular Member of this Association upon approval of the Membership Committee.

Section 3. Any Regular Member (Article IV, Section 2) may recommend for Associate Membership any of his assistants performing a service on a part-time or volunteer basis in the Reform Jewish movement, and such persons shall become Associate Members upon approval of the Membership Committee.

Section 4. A professional whose employment or service is related to synagogue or church administration or to the administration of synagogue or church-related institution or to the teaching of synagogue or church administration or to the administration of a communal agency and who does not meet the requirements under Sections 2, 3, 6 and 7 of this Article may be recommended for Courtesy Membership by the Membership Committee to the Executive Board. The Executive Board may grant such status, and such a person may thereupon become a Courtesy Member, upon the payment of dues as provided in Article VII.

Section 5. The Association may elect to Honorary Membership any person it sees fit to so honor. Honorary members shall have no vote in the Association and may not be named nor elected as Officers or Executive Board Members. Only Regular members may be Officers and Executive Board Members.

Section 6. All persons accepted as Regular, Associate or Courtesy Members from and after July 1, 1958 may hold such membership only so long as they continue to meet the respective qualifications set out in Sections 2, 3, 4 and 7 of this Article.

Section 7. Retired, semi-retired or emeritus Regular members may continue their membership in the Association at their option, upon payment of dues as provided for in Article VII. They shall be accorded all privileges of Regular membership so long as they are not engaged in full-time employment in another profession or field of endeavor.

Section 8. Any person holding Ex-officio membership on the Executive Board, as hereinafter provided, shall be deemed to be an Ex-officio Member of the Association with all privileges of membership including the right to serve on committees, except the right to vote or to hold office. Ex-officio Members of the Association shall not be required to pay any dues.

ARTICLE V - MEETINGS

Section 1. Meetings of the Association shall take place at least biennially in odd-numbered years; said meetings are hereinafter referred to as "Biennial (s)" or "Biennial Meeting (s)" and shall be held at such time and place as the Executive Board shall determine. In the alternate (even-numbered) years the Association shall hold Conventions and/or Workshops, hereinafter referred to as "Meeting (s)" at which all business of the Association may be conducted except that of elections (see Article VIII, Section 2; Article XIII, Section 1 and 2). Such meetings shall be held at such time and place as shall be determined by the Executive Board.

Section 2. Special meetings of the Association may be called by the President. A Special Meeting must be called by the President at the order of a majority of the Executive Board and/or if requested by registered mail by twenty-five (25) or more members in good standing

addressed to the President. The business of Special Meetings shall be limited to the purpose or purposes stated by the President in his call for the meeting and/or the purpose or purposes stated in the motion carried by the majority vote of the Executive Board and/or the purpose or purposes as contained in the request of twenty-five (25) or more members as herein provided. Notice of such Special Meetings shall be mailed to the Members within three (3) days after the President has received notice of the Executive Board vote and/or the twenty-fifth member request as herein provided. Such Special Meetings shall be scheduled for a place convenient to the greatest number of members and no sooner than fifteen (15) days nor later than forty-five (45) days from the date of issuing the call.

ARTICLE VI - VOTING

Section 1. Voting powers shall be vested in Regular Members only.

Section 2. No member whose dues are one (1) year or more in arrears may vote.

Section 3. Should a situation develop upon which the President deems it necessary to have a vote of the membership before its next meeting, he may take a vote of the membership by mail (Article VI, Sections 4, 5, 6, 7 and 8).

Section 4. The President must take a vote of the membership by mail if so requested by a majority of the Executive Board and/or if he receives such a request by registered mail from twenty-five (25) members (exception: Article XV, Section 3).

Section 5. All mail ballots shall be addressed by the President to the last known address of each member (Article XI, Section 5, 3rd sentence) with a stamped return envelope enclosed, addressed to the President; ballots shall not bear the name of the voter. All ballots must be mailed to the membership on the same day and must clearly state the question or questions to be voted upon.

Section 6. All ballots received by return mail postmarked within thirty (30) days from the postmarked date of mailing the ballots shall be counted; all returned ballots bearing a later postmarked date shall be void. The returned ballots must not be opened until the said thirty (30) day period has elapsed and must be opened within one (1) week thereafter, after which the President and/or the Administrative Committee (Article IX) and/or the Executive Board must take immediate action to implement the majority vote.

Section 7. Results of all mail ballots may be announced by mail but must be announced at the next meeting of the Association and become a part of the minutes of that meeting.

Section 8. A majority vote of the Association, either in meeting assembled or by mail, shall be final and must be so implemented and neither an Officer nor the Executive Board nor the Administrative Committee may override a majority vote of the Association.

ARTICLE VII - DUES

Section 1. Dues shall be set by the membership at each Biennial Meeting.

Section 2. Dues become payable upon election to any class of membership and the initial payment shall cover that part of the year in which the member or associate is elected. Dues will be pro rated. No resignations may be accepted unless all current and arrears dues are paid in full.

Section 3. Retired, semi-retired or emeritus Regular members shall pay either the minimum Regular membership dues, or, at their individual discretion, the Regular dues scale applicable to their respective congregations.

Section 4. "Annually" as used in this Article VII shall apply to the civil calendar year from and after January 1, 1963.

Section 5. Any member, associate member or courtesy member whose dues are one (1) year or more in arrears shall be considered to have terminated his or her membership and shall thereafter not be entitled to any privileges.

Section 6. These dues shall entitle members to a copy of all publications of the Association.

ARTICLE VIII - OFFICERS

Section 1. The Officers of this Association shall be President, First Vice-President, Second Vice-President, Administrative Secretary and Treasurer.

Section 2. All Officers shall be elected by the Association at Biennial Meetings (Article V, Section 1; Article VI, Section 1 and 2). Officers so elected shall take office immediately after said election.

Section 3. Officers shall be elected for a term of two (2) years (see Article VIII, Section 7).

Section 4. No Officer may be re-elected to the same Office more than once.

Section 5. In the event a Biennial Meeting of the Association is postponed or cancelled (Article V, Section 1) the term of Officers shall be automatically lengthened until the next Biennial Meeting.

Section 6. The term "two years" as used in Article VIII, Section 3, shall mean that period between one Biennial and the next Biennial thereafter.

ARTICLE IX - ADMINISTRATIVE COMMITTEE

The Administrative Committee shall consist of the Officers of the Association (Article VIII, Section 1), and the immediate Past President of the Association.

The Administrative Committee shall implement the decisions of the Board and/or the Association.

The President shall preside at all meetings of the Administrative Committee and shall call such meetings at his discretion.

ARTICLE X - EXECUTIVE BOARD

Section 1. The Executive Board (hereinafter referred to as the "Board") shall have charge, control, direction and management of the affairs of the Association. Actions of the Board shall be subject to review by the Association.

Section 2. The Board shall be composed of the five (5) Officers of the Association (Article VIII, Section 1), seventeen (17) members elected by the Association, in the manner hereinafter provided (Article XIII), for a period of four (4) years, Past Presidents (Article X,

Section 4), Honorary Board members (Article X, Section 9) and Ex-officio members (Article XX, Section 3).

Section 3. No Board Member who has been elected to a full term shall be eligible for re-election as a Board Member in the same year his term expires.

Section 4. At the expiration of his term or terms (Article VIII, Sections 2, 3 and 4) the outgoing President shall continue as a member of the Board, with full voting powers, for four (4) years, provided he remains as a Regular member of the Association.

Section 5. Article X, Section 3 shall not be construed as barring a Board member from being elected at any time as an Officer. If he should be elected to an Office (Article VIII, Section 1), during his term as a Board Member, that Board position must be deemed vacant and another member of the Association appointed to fill this vacancy as hereinafter provided.

Section 6. Within thirty days after being informed of any vacancy on the Executive Board (except that of a Past-President) the President must appoint a member of the Association to fill the unexpired term of the vacating member of the Board. Such interim appointment shall not count against eligibility for election under Article VIII and Article X, Section 3.

Section 7. If it is not possible for the Executive Board to meet during the interval between meetings, its business may, at the discretion of the President, be conducted by mail, a summary of this correspondence then is to become a part of the Minutes of the Board, to be read at the next Regular Meeting of the Association.

Section 8. Upon written request of a majority of the members of the Board, the President must call a meeting of the Board under the same time and place rules as provided in Article V, Section 2, last sentence. Upon written request of a majority of the Board members, the President must take a vote by mail under the same rules as apply to the membership (Article VI, Sections 4, 5, 6, 7 and 8) except that the words "Member of the Board" shall be read into every place in Article VI where the word "member" or "membership" appears.

Section 9. The Association may elect to Honorary Board membership those of its Regular members who comply with Article IV, Sections 2 and 6 of this Constitution; such Honorary Board members to have a voice and a vote on the Executive Board.

ARTICLE XI - DUTIES OF OFFICERS

Section 1. The President shall preside at all meetings of the Association, of the Board and of the Administrative Committee. He shall appoint all committees, shall call meetings and send out ballots by mail in accordance with this Constitution, and shall do all things usual and ordinary to the duties of a President. He may delegate to either of the Vice-Presidents the responsibility for the functioning of any committee of the Association.

Section 2. The First Vice-President shall perform all the duties of the President in case of the latter's absence or disability and shall assume such other functions as may be delegated to him by the President, provided such functions are not in violation of any other provision of this Constitution.

Section 3. The Second Vice-President shall perform all the duties of the President in the case of the absence or the disability of the President and the First Vice-President and shall assume such other functions as may be delegated to him by the President, provided such functions are not in violation of any other provision of this Constitution.

Section 4. Should the office of the President become vacant for any reason during his term of office, the First Vice-President shall automatically become President and assume all duties pertaining to that office; the Second Vice-President shall become First Vice-President, and they shall so remain until the next Biennial Meeting of the Association. Should the office of First Vice-President become vacant for any reason during his term of office, the second Vice-President shall automatically become First Vice-President and assume all duties pertaining to that office. Such interim periods shall not be counted as a "term" under Article VIII, Section 4.

Section 5. The Administrative Secretary shall keep the minutes of the proceedings of all meetings of the Association, the Executive Board and the Administrative Committee, and report these proceedings at the proper times. He shall keep the vital statistics, and such other documents and papers as are essential to the management of the Association. He shall conduct all the correspondence of the Association and shall notify the members of all regular and special meetings in the manner provided.

Section 6. The Treasurer shall bill and collect dues and have charge of all the funds of the Association and shall disburse them in accordance with the budget as approved by the Board. He shall furnish a financial statement to the Board and to the Association at its regular meetings, said statement to cover the period between meetings of the Association. He shall keep the membership rolls and shall submit to the President, upon request, the official roster of the membership. Any two Officers may sign checks drawn on the funds of the Association.

Section 7. Should the office of Second Vice-President, Administrative Secretary or Treasurer become vacant for any reason during their respective terms of office, the President, within thirty (30) days thereafter, shall appoint a member of the Board to fill the unexpired term. Such interim period shall not be counted as a "term" under Article VIII, Section 4.

ARTICLE XII - COMMITTEES

Section 1. The President shall appoint the committees provided for in this Constitution and such other committees as he may deem necessary, or as he may be directed by the Board.

Section 2. The Committee chairmen must be chosen from the Executive Board.

Section 3. The Standing Committees shall serve until the following biennial appointments. A report of all committees shall be rendered at each Biennial Meeting.

Section 4. The President shall be an ex-officio member of every committee, except the Nominating Committee (Article XIII, Section 1).

ARTICLE XIII - ELECTIONS

Section 1. A Nominating Committee of five (5) members must be appointed by the President not less than sixty (60) days before each Biennial. It shall be the duty of this Nominating Committee to bring in a slate of nominees for the expiring terms of Officers and Board Members. At least two (2) of the members of said Nominating Committee shall not be from the Board membership.

The recommendations of the Nominating Committee shall be communicated to every member by mail not less than thirty (30) days in advance of the Biennial. Any twenty-five (25) members may submit additional nominations to the Chairman of the Committee not less than ten (10) days in advance of the Biennial. The Nominating Committee shall report to the Biennial the names of all nominees, with its recommendations.

Section 2. The two-year term to which Officers shall be elected shall be in accordance with Article VIII, Sections 3, 4, 6 and 7 of this Constitution. As the four-year terms of Board Members (Article X, Sections 2 and 3) were staggered (nine elected at one Biennial Meeting and the other eight elected at the next Biennial) at the time of the adoption of this Constitution, this staggered method shall be continued, the proper number to be nominated and elected to fill the expiring terms at the adoption of this Constitution and the alternate numbers nominated and elected at the following Biennial.

Section 3. Interim appointment shall not make that member ineligible for election by the Association at the expiration of the interim term.

Section 4. The term "four years" as used in Article XIII, Section 2 and Article X, Section 2, shall mean that period between two Biennial Meetings occurring quadrennially.

ARTICLE XIV - REGIONAL AND METROPOLITAN CHAPTERS

Section 1. The Board shall have the power to grant to any group of three (3) or more members a charter as a Regional or Metropolitan Chapter. Each such Chapter shall abide by the following rules:

- a. Officers of a Chapter must be Regular members of the Association.
- b. Membership in a Chapter need not be limited to members of the Association.
- c. No Constitution, By-Laws, Regulations or Rules of Procedure or Operations shall be enacted by a Chapter unless and until they have been approved by the Board of the Association.
- d. Dues set by each Chapter under its approved rules shall remain the property of the Chapter. No accounting shall be required by the Board of the Association, unless a petition be filed with it by a majority of the members of the Chapter.
- e. No member or group of members may use the name "National Association of Temple Administrators," the initials "NATA" or any variant thereof, nor utilize any logotype or distinctive emblem or design in use by the Association, unless authorized so to do by the Board of the Association.

#14

f. No Chapter may adopt any policies or make any pronouncements in conflict with this Constitution and/or decisions adopted by the Association or its Board.

g. This Article shall take effect at the close of the Regular Meeting of the Association to be held in 1965.

ARTICLE XV - ORDER OF BUSINESS

The conduct of meetings and affairs of this Association shall be in accordance with good parliamentary procedure. Where no specific designation is made herein for procedure and practice, it shall be in accordance with the latest revised Robert's "Rules of Order."

ARTICLE XVI - AMENDMENTS

Section 1. This Constitution may be amended at any Regular Meeting or any Special Meeting called for the purpose, by a vote of two-thirds (2/3) of the members then attending, provided that any proposed amendment shall have been communicated to every member by mail at least thirty (30) days prior to the Meeting at which it is to be considered.

Section 2. Any member may propose an amendment which shall be submitted in writing to the Administrative Secretary in adequate time to meet the provisions of the notice set forth herein.

Section 3. No vote by mail may be taken on an amendment to this Constitution.

ARTICLE XVII - QUORUM

Section 1. For any meeting of the Association a quorum shall be composed of twenty-five (25) Members.

Section 2. A quorum of the Board shall be nine (9) members.

#15

Section 3. Should a quorum not be present at a meeting, those in attendance shall have the power to secure written proxies from absent members for voting purposes.

ARTICLE XVIII - SUSPENSION AND RESIGNATION

The Board by majority vote shall have the power to suspend from membership for nonpayment of dues or for conduct unbecoming the profession of Temple Administrator. A member may resign at any time provided his dues are paid in full, including the year in which his resignation is to take effect.

ARTICLE XIX - EFFECTIVE DATE

This Constitution shall supersede all previous Constitutions of the Association and shall become in full effect immediately after its adoption at the Regular meeting of the Association in New York in April, 1953.

ARTICLE XX - RELATIONSHIP TO UNION OF AMERICAN HEBREW CONGREGATIONS

Section 1. The Association recognizes that its primary purpose, as a National Affiliate of the Union, is to strengthen the Union and to serve the cause of Judaism.

Section 2. The Association shall not enact any rules or regulations for the administration of its affairs which are inconsistent with the Constitution of the Union or with any decision of the General Assembly of the Union.

Section 3. The Chairman of the Board of Trustees, the President, the Administrative Secretary of the Union and the Director of the Joint Union-Central Conference of American Rabbis Commission on Synagogue Administration shall be ex-officio members of the Board of the Association.

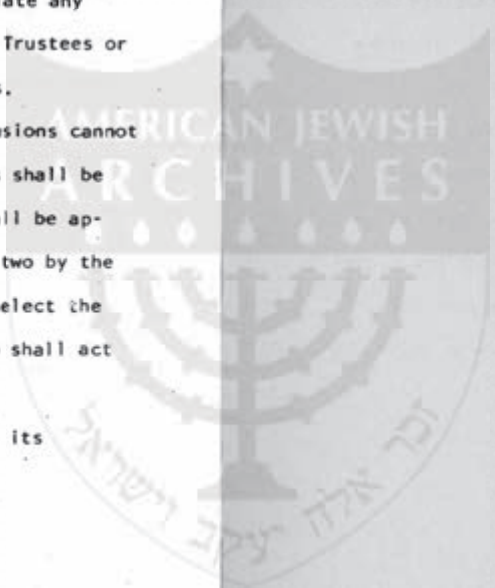
Section 4. In the event that the Association shall hereafter appoint an Executive Secretary, he shall be considered a member of the staff of the Union.

Section 5. The Association shall submit its budget to the Budget Committee of the Union for the approval of those amounts to be appropriated by the Union for the Association.

Section 6. The Association shall not adopt any resolution on a matter of general public interest or institute any new policy or initiate any project without consultation with the Chairman of the Board of Trustees or the President of the Union, or their designated representatives.

Section 7. In the event that mutually satisfactory conclusions cannot be reached as a result of the above consultations, such matters shall be referred for a decision to a committee of five, two of whom shall be appointed by the Chairman of the Board of Trustees of the Union, two by the President of the Association, and the four so appointed shall select the fifth member from among the Board of Trustees of the Union, who shall act as an impartial arbitrator.

Section 8. The Association shall make a written report of its activities to the Board of Trustees of the Union each year.



MEMORANDUM

C O N F I D E N T I A L

From Myron E. Schoen

To Rabbi Alexander M. Schindler

Copies Theodore Broido

Subject NATA's 38th Convention, Toronto 12/2 - 12/6/79

Date Dec. 19, 1979

Henry Ziegler's hospitalization put a damper on what would have been a productive and morale raising convention. While he is still hospitalized as this is prepared, I'm hoping that he'll have a full recovery and take over the reins. Should he be hors de combat, the 1st Vice-President is Ernest Abbit and he poses a problem. The only discordant note of NATA's sessions revolved around Abbit and it's the first item of my report.

At the opening Administrative Committee session (12/2), Abbit reported for Task Force 'A' (see copy enclosed). I had not seen it before the meeting (chairmen of Task Forces 'B' and 'C' had sent me copies of their reports). I asked that it be tabled because I found it hard to believe that the members of the committee had approved such a punitive, negative approach to membership requirements. Abbit acknowledged that he hadn't circulated it to the national committee but that it was the handiwork of himself and West Coast colleagues (the hand of Gerald Burg, Wilshire Blvd. is evident to me). He was ordered to convene his committee and do a re-write. At the closing plenary (12/6) a revised version was presented (see enclosed). While much improved, I felt it necessary to ask for its defeat on the grounds that it put up too many barriers for integration of newcomers. Since there are no training grounds for Temple Administrators and NATA is experiencing difficulty in providing experienced replacements for retirees, I felt they must invite all who assume the title to join their ranks and set in place a workable program to add to their knowledge and skills. It was not a happy moment for me to publicly oppose some of the leaders of NATA but I truly feared the consequences. Thankfully, the report was not accepted. Hopefully they will apply their energy to implement the present membership system, i.e., Regular membership open to all and Senior membership after three (3) years.



Union of American Hebrew Congregations

838 FIFTH AVENUE, NEWYORK, N.Y. 10021 (212) 249-0100

Task Force 'B' (headed by Harold Press) was not that controversial although it did call for NATA to establish "the position of Executive Director". I reminded them of Sec. XX of their Constitution and that "he shall be considered a member of the staff of the Union". It was changed to "a part-time administrative aid to the officers". I do not believe this will be implemented in the immediate future in any event.

As for other "business" aspects of NATA:

- 1) Treasurer's report shows a \$1,800 surplus in operating budget and reserves of \$26,500. They adopted a budget (balanced) equal to previous year (\$20,000) with no significant changes. Retained \$1,500 subvention of UAHC Department of Synagogue Administration.
- 2) Membership - Increase of 1 Regular and 3 Courtesy (Conservative). Three more Retired members.
- 3) Placement - I reported an unusually large number of openings and cited the difficulties in finding applicants. The increasingly aging work force plus the ever increasing number of women who are less mobile and less apt to strive for professionalization adds to the problem. Women are currently earning one-half that of men, 1978-79 survey reveals.
- 4) Elections - One new officer, Louis I. Heller, F.T.A., Congregation Solel, Highland Park, Ill. He's a good man.
- 5) NATA JOURNAL - Ernie Abbit was editor and comparatively speaking did a good job. It came out regularly and had some good articles. He won't continue now that he's First Vice-President and will host 1980 convention. Having a problem finding successor. Will ask Bob Mills, Temple Sholom, Chicago.
- 6) Certification (F.T.A.) - Only one candidate but I believe she passed.
- 7) TAAP (Temple Administration Assistance Program) - This replaces NATA's Congregational Survey Service. The addition of a "hot line" (telephone inquiries) should make service more attractive to congregations.

Here are the more substantive matters discussed:

- 1) NATA Research Studies Committee - Together with Dave Mersky and Joan Greenberg, and with complete cooperation of Henry Fruhauf and Frank Adler, got NATA to agree to attempt to get at

figures for Survey #13 on "Temple Finance" by utilizing figures provided by congregational MUM reports. If an acceptable EDP (cost and accuracy) program can be created this may make it possible to limit questionnaire required of congregations to just a few lines and make it possible to publish in 1980. Also envision the prospect of an annual or biennial up-date publication at minimum effort and cost.

- 2) In discussing memorial to Irving Katz, NATA initiated a significant step. Among the several suggestions the one that aroused the most enthusiasm was to provide funds for a new book or manual on what they temporarily dubbed "Contemporary Synagogue Administration". Julian Feldman was named chairman of committee and I've already discussed this with him and urged him to push this with the UAHC's Publications Department. Irving co-authored "Successful Synagogue Administration" with me. It is badly in need of up-dating.
- 3) I reported to the Plenary on the Commission on Synagogue Administration citing Harold Tragash as our new chairman and the emphasis we will be putting on Leadership Development; the continued growth of the EDP program and the possibility that in 1980 Tru-Check will be offering terminals (on line) to the larger congregations; our continued Membership Notification System and our concern with energy conservation. Also advised of my sabbatical and that Nat Emanuel would be "covering" the office in my absence.
- 4) As with the rabbis, older NATA members are concerned about what inflation is doing with their pensions. Henry Fruhauf is to head committee to look into Administrator's problems and Ted Broido volunteered to assist him. As for Ted, as usual, he was present at all important junctures, and made invaluable contributions and assists.
- 5) Donald Day was keynoter, speaking on "Synagogue/Federation Relations". He made an incisive presentation that couldn't help but make an impression. Alan Bregman did an excellent workshop on "Singles". Dave Mersky and Joan Greenberg hosted a luncheon and while I felt it didn't produce the type of questions that would "clear the air" with some of our foremost critics, it did have a good P.R. aspect. The session on "Endowment Programs" was disappointing with a local leader who was not too knowledgeable about the situation today in our temples. There was a well received session on "Effective Communication" by a management consultant from New York.

On balance, it was a good convention that involved most of the approximately 95 registrants.

N A T A

REPORT ON TASK FORCE A: PROFESSIONAL GROWTH
to the Plenary Session - Toronto Canada, December, 1979
Submitted by Ernest Abbit, FTA, Chairman

1. As an organization, we stand at the crossroads. We have the opportunity of
2. becoming a viable force within Reform circles and the Reform Jewish community by
3. developing desirable and attainable standards to achieve the purpose of making
4. us an organization of professionals - or - maintaining the status quo and per-
5. petuating the image that many congregations have of our vocation, namely not re-
6. quiring a particular standard of professional excellence, but merely someone
7. who is genial with a considerable amount of intelligence and not necessarily any
8. expertise, even in a related field.

9. We are alarmed and dismayed at the many recent placements made without the
10. consideration or benefit of NATA for positions vacated by respected members of
11. our Association and the type of individuals who have been placed in those posi-
12. tions.

13. In order to effect change and help bring about what ~~I personally consider~~
14. the more desirable of the two paths to follow, it will be necessary ~~for each of~~
15. ~~us in this Association~~ to become truly objective in the broadest sense, as opposed
16. to having a very narrow subjective perspective on the entire issue. It is ~~my~~ *the* c
17. firm belief and that of the members of the Task Force that the proposals that
18. are made in this paper shall not only accrue to the benefit of the Association,
19. but, more importantly, to the benefit of the present membership and those who are
20. to follow.

21. There will be some of us who will feel threatened by what is being proposed.
22. I submit in all honesty and sincerity that there is no need if each of us is will-
23. ing to put forth the effort. There is not a one of us here who will not reap many
24. rewards previously never considered possible.

25. The following proposals are made after a great deal of introspection and

1. very careful consideration, bearing in mind the goals and objections of our
2. Association.

CATEGORIES OF MEMBERSHIP

3. While one of our charges was to develop standards for the category of senior
4. membership, we felt that this was not possible unless there were several steps
5. well defined leading up to that particular category, and therefore the following
6. recommendations.

INITIATE

7. Section 2 of the Bylaws should state ^{that} any professional in the employ of a
8. Reform congregation who is performing an administrative management service on a
9. full time basis and paid a regular salary shall be eligible upon application for
10. an initiate of the Association upon approval of the Membership Committee and
11. payment of the special fee designated by the Association.

INTERIM MEMBER

12. An initiate who (a) shall have successfully completed two years as a full
13. time administrator; (b) successfully completed phase 1 of the in-service training
14. program or an acceptable substitute program; and (c) upon recommendation and ap-
15. proval by the Membership Review Committee and payment of the established fees.

REGULAR MEMBER

16. Applicants for regular membership shall have been (a) an interim member for
17. a period of ²~~three~~ years; (b) professional participation in/or contribution to the
18. field. There are three areas: (a) service on a committee/task force of the
19. Association; (b) and/or delivering a paper or participation in a panel of the
20. Association; (c) completion of phase 2 of the in-service training program; (d)
21. upon recommendation of the Membership Review Committee and payment of established
22. fees, *the applicant shall be accepted as a regular member by the Membership Com*

23. Regular members may be elected to the Executive Board.

CERTIFIED SENIOR MEMBER

24. Applicants for certified senior membership shall have been (a) a regular mem-

1. ber for a minimum of one year; (b) shall have completed phase 3 of the in-house
2. training program; (c) or shall have achieved a college degree as designated accept-
3. able in the established criteria or equivalent; (d) must be serving or shall have
4. served a congregation of at least 500 families for a minimum of two years: if
5. deemed advisable, exceptions may be made by the Membership Review Committee; (e)
6. recommendation and approval by the Membership Review Committee with final ap-
7. proval by the Board of Certification and payment of the established fees; (f)
8. certified senior members may be elected to the Executive Board and as officers
9. of the Association.

FELLOW IN TEMPLE ADMINISTRATION

10. Any certified senior member may qualify as a Fellow in Temple Administration
11. by (a) satisfactorily completing phase 4 of the in-service training program;
12. (b) satisfactorily passing a set of examinations prepared by the Board of Certi-
13. fication; (c) having actively participated in a minimum of five committees or
14. task forces of the Association; (d) having submitted an accepted thesis as speci-
15. fied by the Board of Certification; (e) having submitted at least two articles for
16. publication in the Journal; (f) having been certified and approved by the Board
17. of Certification as a Fellow in Temple Administration.

BACKGROUND

18. Discussion on this particular topic has gone on in our ranks for several
19. years now. It started with a Professional Standards Committee under the co-
20. chairmanship of Henry Fruhauf and Bob Mills and was continued through the efforts
21. of the Long Range Planning Committee under the chairmanship of Julian Feldman.
22. The underlying truth that has been stated and restated is that stature and respect-
23. ability will have to be earned by each of us. It is not something that can be
24. legislated, but each of us as part of the whole, with our expertise and profession-
25. alism, will contribute the necessary ingredients to change the image and character
26. of our organization, whose accumulated knowledge, training and expertise will be

1. in demand. Upon evaluation of our present circumstances, we are aware of the
2. fact that in many instances people are brought into our ranks from completely un-
3. related fields, and there are those with very limited knowledge who are given
4. major responsibility for major positions. We are also aware that new things are
5. occurring in the field of administration constantly, and therefore, all of us
6. need updating and further instruction.

7. What we have proposed heretofore are steps for personal growth and achieve-
8. ment. We are painfully aware of the dearth of dedicated people coming into our
9. ranks from the fields of management, administration in the business world with a
10. commitment to the synagogue.

11. It has been suggested by some that good temple administration is not learned
12. in special sessions or from books, but can only be learned in the field. I dis-
13. agree totally. I feel that there has to be a good mix of both and one is of little
14. value without the other. We are also certain that there is no advanced Jewish
15. center of learning in this country which deals with temple or institutional admin-
16. istration.

STRUCTURE AND ORGANIZATION

17. In order to effectively implement the foregoing recommendations, it will be
18. necessary to develop certain committees:

1. Professional Standards and Training Committee

19. It is recommended that this committee be comprised of nine persons from
20. within our ranks, three to be elected each year at our National Conventions. It
21. is important that this be an arm of the Association at its Convention rather than
22. an arm of the Executive Board, for the authority of this committee to make deci-
23. sions both now and in the future must be mandated by the Convention. The chairman
24. of this committee should be a member of the Executive Board. It should be the
25. responsibility of this committee (a) to establish criteria and standards for each
26. of the categories of membership starting with the initiate and leading up to the

1. Fellow in Temple Administration with an annual review and subsequent recommendations;
2. (b) to establish an in-service home study course in four phases, inclusive of a
3. carefully selected bibliography; (c) to organize and develop mobile seminars to
4. provide on the spot instruction by experts in areas related to the subject matter
5. of the home study courses. This will be explained in detail under "Procedures";
6. (d) to develop proper examining procedures as well as the examinations themselves
7. for each of the four phases of study; (e) to maintain open lines of communication
8. with our fellow organizations of NACBA and NASA for the purposes of developing
9. curricula which shall be the optimum in the educational process for administration;
10. (f) to develop instruction and training sessions as part of the Annual Convention
11. of our organization.

2. Membership Committee

12. It is recommended that a Membership Committee of six members be established
13. in the same manner as the Professional Standards and Training Committee. The
14. chairman should also be a member of the Executive Board, but should not be an
15. officer of the Association. It should be the responsibility of the Membership
16. Committee to (a) design new application forms in keeping with the new categories
17. of membership; (b) develop a proper membership brochure of our Association; (c)
18. make contact with membership prospects; (d) upon recommendation from the Membership
19. Review Committee to approve applications for membership and award the designation
20. and certification.

3. Membership Review Committee

21. The Membership Review Committee should be comprised of three members, pre-
22. ferably past presidents of the Association. They should be elected annually at
23. the National Convention. It should be the responsibility of this committee to
24. (a) review the credentials of all applicants; (b) assist in determining whether
25. the applicant meets the necessary criteria for any particular category of member-
26. ship; (c) set up a suitable questionnaire for each category of membership and
27. conduct interviews with each of the applicants; (d) make recommendations to the

1. Membership Committee.

PROCEDURES

2. 1. The initiate shall make direct application for membership to the Member-
3. ship Committee with an attached letter from the president or vice president of
4. the congregation attesting to the fact that he/she is a full time administrator
5. of their congregation.

6. 2. A curriculum and guideline shall be sent to each of the initiates out-
7. lining phase 1 of the correspondence and home study course together with the
8. appropriate bibliography.

9. 3. At the end of the second year they will be required to take a set of
10. examinations dealing with the required courses to qualify for interim member
11. status.

12. 4. At this time, they will be presented with the curriculum for phase 2
13. of the in-service training program accompanied by the appropriate bibliography.

14. 5. Upon completion of three years as an interim member, they will have
15. the opportunity of fulfilling the requirements for regular membership by satis-
16. factorily completing an appropriate set of examinations as well as an oral inter-
17. view with the Membership Review Committee.

18. 6. Successful candidates will be given the curriculum for phase 3 and
19. appropriate bibliography as well as a suggested list of themes for a paper or
20. thesis.

21. 7. After completion of one year as a regular member, they will be examined
22. both on a written and oral basis.

23. 8. All examinations, both written and oral, shall be conducted during the
24. National Conventions of our Association. In cases where this is impossible, re-
25. quests may be made of the Membership Review Committee for alternate arrangements.
26. The Board of Certification in conjunction with the Membership Review Committee
27. will make recommendations for certification as a senior member.

1. 9. Procedures for Fellow in Temple Administration should be as outlined
2. and continue in the format as they have in the past. However, in view of the
3. suggestion for new membership categories, it would be suggested that phase 4 of
4. the in-service training program be conducted on an even higher level and provide
5. the experienced administrator with new insights into his role and responsibilities.
6. 10. An alternate to the correspondence or home study course would be the
7. mobile seminar series. This would involve hiring two instructors who would
8. travel across country and conduct two day seminars in each of the major centers.
9. This could be conducted as an alternate or in conjunction with the home study
10. course. The instructors should be recommended by the Professional Standards and
11. Training Committee for approval by the Administrative Committee.
12. 11. Appropriate certificates and awards should be prepared for each of the
13. membership levels to be presented at the National Conventions.

FURTHER RECOMMENDATIONS

14. In recognizing the inherent problems of the "grandfather group", we would
15. make the following suggestions:

16. 1. Those who were members prior to December 1, 1978, be given the oppor-
17. tunity of completing the examinations and other requirements for a regular mem-
18. ber. Those who have served in the field for seven years or more be given the
19. opportunity to complete the examinations and fulfill other requirements for a
20. certified senior member, or the alternative is to just award these designations
21. without examination to each of these groups.

22. It will be necessary to appoint a sub-committee or engage professionals,
23. or a combination of both, to develop the proper curriculum and necessary materials
24. for all of the phases of the in-service training program.

25. It will also be necessary for this group to develop an appropriate set of
26. examinations each year.

SUMMARY AND CONCLUSIONS

1. We are certain that this program is being developed without any intent what-
2. soever to undermine the FTA program, but rather to enhance it and develop it on
3. a level which it deserves.

4. It is time that we got our fixation and expectation that everyone must
5. accept us and regard us as an organization of super professionals, which we are
6. not. We must develop our organization from within, each one of us striving to
7. improve him or herself so that they can perform in the most professional manner
8. possible. It is the intent of this total program to prepare academically what
9. each of us will be required to put into practice.

10. I wish to express my gratitude and appreciation to a special group of people
11. that met with me during a very busy time in Los Angeles to discuss these details:
12. Helene Medoff, Bernard Lepoff, Betty Sheiner, Melvin Harris, Louis Kotzen, and
13. Gerald Burg.

14. I would also like to express my appreciation to those members of my committee
15. who actively worked with me in responding to the surveys and helping to develop
16. some of the thoughts expressed herein. I refer specifically to Melvin Harris,
17. Bernard Lepoff, Gerald Burg, Henry Fruhauf, Vigdor Kavalier, Frank Simons, Melville
18. Olsberg, Julian Feldman, David Stuart, Walter Baron, Frank Adler, the late Irving
19. Katz, Betty Sheiner and Ilene Herst.

NATIONAL ASSOCIATION OF TEMPLE ADMINISTRATORS

REPORT ON TASK FORCE 'A': PROFESSIONAL GROWTH
to the Plenary Session - Toronto Canada, December, 1979

Submitted by Ernest Abbit, FTA, Chairman

INTRODUCTION AND BACKGROUND

The National Association of Temple Administrators, as the pioneer organization in the field of religious institutional management, has always placed great emphasis on the establishment and continuous elevation of the professional standards toward which our members strive.

Over the past 37 years we have attempted to set rules and procedures for our Association and its members, designed to advance our professional status. However, we are all aware that the drive for professionalism must go beyond legislation. It must provide opportunities for development of administrative skills. Each of us, as individuals must be in a position to contribute to the field of Temple Administration our accumulated knowledge, training and expertise.

This proposal offers a framework for personal growth and achievement. Temple Administration cannot be learned only from books and seminars. Some skills and background can only be acquired and perfected on the job. Both elements are essential to personal growth in this field and one is of little value without the other. We are also aware that no Jewish Center of higher education deals specifically with the field of Temple Administration. The opportunities for professional development that we establish for ourselves can provide fundamental benefits not only for each of us, but for the Reform Movement as a whole.

The following proposals are made after a great deal of introspection and very careful consideration bearing in mind the goals and objectives of our Association.

CATEGORIES OF MEMBERSHIP

While one of the charges to this Task Force was to develop standards for the category of senior membership, we felt that this was not possible without clarifying and defining the steps which could lead to that particular category hence the following recommendations.

Regular Member I:

A person in the employ of a Reform congregation who is performing an administrative management service on a full time basis and paid a regular salary shall be eligible upon application for the category of Regular Member I of the Association upon approval of the Membership Committee and payment of the required dues.

Regular Member II:

(a) This membership category may be attained by any Regular Member I, who shall have successfully completed one year as a full time administrator;

(b) successfully completed Phase I of the in-service training program or an acceptable substitute program; and

(c) upon approval by the Membership Committee and payment of the established fees.

Regular Member III:

Regular Member III, (a) shall have been a Regular Member II for a period of one year;

(b) participated professionally in/or contributed to the field of Temple Administration in one or more of the following three areas:

- (1) Service on a committee/task force of the Association;
- (2) delivery of a paper or participation in a panel of a conference of the Association;
- (3) completion of Phase 2 of the in-service training program.

Their application must be recommended by the Membership Committee and accompanied by payment of established fees

Regular Members III are eligible for election to the Executive Board.

Senior Member:

Senior Members shall have been (a) a Regular Member III for a minimum of one year;

(b) shall have completed Phase 3 of the in-service training program, or shall have achieved a college degree as designated acceptable in the established criteria;

(c) approval by the Membership Committee and payment of the established fees.

Senior Members may be elected to the Executive Board, and as Officers of the Association.

Fellow in Temple Administration

Any Certified Senior Member may qualify as a Fellow in Temple Administration, in accordance with Article XIX of the Constitution.

STRUCTURE AND ORGANIZATION

In order to effectively implement the foregoing recommendations it will be necessary to develop certain committees:

I Professional Standards and Training Committee

It is recommended that this committee be comprised of six Senior Members to be appointed by the President with staggered terms determined by lot.

It should be the responsibility of this committee (a) to establish criteria and standards for each of the categories of membership, with an annual review and subsequent recommendations to the Executive Board;

(b) to develop and establish an in-service home study course and bibliography in three phases;

(c) to develop examinations and examining procedures for each of the three phases of study;

(d) to develop instruction and training sessions as part of the annual conventions of our Association; and

(e) to develop such other opportunities for group instruction as may be possible.

II Membership Committee

It is our recommendation that the Membership Committee be reconstituted to be comprised of three members who shall have the responsibility to:

(a) receive and review the credentials of all applicants;

(b) assist in determining whether the applicant meets the necessary criteria for any particular category of membership;

(c) set up a suitable questionnaire for each category of membership and conduct interviews with each of the applicants;

(d) act upon recommendations and approvals of the Professional Standards Committee with respect to professional advancement; and

(e) arrange for development of recruitment literature and programs.

PROCEDURES

1. Applicant for Regular Member I shall make direct application to the Membership Committee, with an attached letter from the President or Vice-President of the congregation attesting to the fact that he/she is a full time administrator of their congregation.

2. A curriculum and guideline shall be sent to each accepted applicant outlining Phase I of the correspondence and home study course together with the appropriate bibliography.

3. Regular Members I are eligible to apply at the end of the twelfth month to take the examinations dealing with the required courses to qualify for Regular Member II status.

4. Upon acceptance for Regular Member II, applicants will be presented with the curriculum for Phase 2 of the in-service training program and bibliography.

5. Any Regular Member II may apply for examination for the status of Regular Member III. This examination series shall include an oral interview with the Membership Committee.

6. Upon attainment of the status of Regular Member II a member will be given the curriculum and bibliography for Phase 3 of the in-service training program, as well as a suggested list of themes for a paper or thesis and an outline of the criteria to be used in evaluating same.
7. All examinations, both written and oral should be conducted whenever practical during the national convention of our Association. Where this is impossible, requests may be made of the Membership Committee for alternate arrangements.
8. Appropriate documents or awards testifying to individual achievement in the above program shall be developed by the Professional Standards Committee.

The Task Force believes that the above program provides a workable outline for the continued enhancement of the professional status of both our individual members and our Association.

Respectfully Submitted,

ERNEST ABBIT F.T.A., Chairman.





Edwin
National Association of Temple Administrators

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS



Nata *- absent*
OFFICERS

President:

WALTER C. BARON, F.T.A.
2324 Emerson Avenue South
Minneapolis, Minn. 55405

First Vice President:

HENRY E. ZIEGLER, F.T.A.
30 West 68th Street
New York, N.Y. 10023

Second Vice President:

ERNEST ABBIT
1511 East Pike Street
Seattle, Wash. 98122

Treasurer:

SHIRLEY CHERNELA, F.T.A.
250 East 79th Street
New York, N.Y. 10021

Administrative Secretary:

HAROLD PRESS, F.T.A.
1000 Pinebrook Blvd.
New Rochelle, N.Y. 10804

Honorary President:

IRVING I. KATZ, F.T.A.
7400 Telegraph Road
Birmingham, Mich. 48010

Immediate Past President:

MELVIN S. HARRIS, F.T.A.
1300 N. Sepulveda Blvd.
Los Angeles, Calif. 90049

October 16, 1979

Answer
Rabbi Alexander Schindler, President
UNION OF AMERICAN HEBREW CONGREGATIONS
838 Fifth Avenue
New York, NY 10021

Dear Alex:

I am so very grateful for that excellent article you wrote for the NATA Journal. It was a most meaningful piece and I only wish it were possible for the world to be able to read it. It tells it like it is and in a way that people can understand and appreciate. I know how busy you are, and therefore, my appreciation is all the greater.

I look forward to greeting you personally in Toronto.
With every good wish, I am

Cordially,

Ernest
Ernest Abbit, FTA
2nd Vice President

EA:jdH



National Association of Temple Administrators

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS



OFFICERS

President:

BERNARD LEPOFF, F.T.A.
7300 Hollywood Blvd.
Hollywood, Calif. 90046

First Vice-President:

DAVID I. MITCHELL, F.T.A.
Old York Road & Township Line
Elkins Park, Philadelphia, Pa. 19117

Second Vice-President:

FRANK L. SIMONS, F.T.A.
17400 Manderson Road
Detroit, Mich. 48203

Treasurer:

WALTER C. BARON, F.T.A.
8610 Niles Center Road
Skokie, Illinois 60076

Administrative Secretary:

MELVIN S. HARRIS, F.T.A.
1300 N. Sepulveda Blvd.
Los Angeles, Calif. 90049

Honorary President:

IRVING I. KATZ, F.T.A.
8801 Woodward Avenue
Detroit, Mich. 48202

245

October 20, 1970

Dear Colleague:

Our 1970 NATA Convention shapes up as one of our most exciting with the innovation of a scientific, nationally standardized management characteristics test being administered to all member registrants. I look forward to greeting you in St. Louis.

In April your officers met and agreed that the revised Code of Ethics should be prepared in proper format and distributed to NATA members and by our Placement Service when dealing with congregations seeking an administrator. The enclosed copy is being mailed to you prior to the 1970 Convention because there is to be a major workshop on personnel practices and it would be well for us to be familiar with our own recommendations before then. Please make the following corrections on your copy:

- 1) Page 10, Number 6 - The opening sentence should read, "The primary duty of the Administrator is to his Congregation."
- 2) Page 13, Number 9 - The second sentence should read, "It should be the aim of every congregation to assure its Temple Administrator,"

If you haven't already registered for the convention please act fast so that the test materials can be sent to you, returned and scored in advance.

Best wishes to you and yours for the New Year,

Sincerely,

BERNARD LEPOFF, F.T.A.
President

EXECUTIVE BOARD

LEO S. BAMBERGER, F.T.A., Cleveland, Ohio
HERBERT BARTON, New Orleans, La.
GERALD WM. BURG, Los Angeles, Calif.
RALPH G. DAITZ, F.T.A., Great Neck, N.Y.
GILBERT R. DAVIS, F.T.A., Washington, D.C.
DR. BERT S. GERARD, F.T.A., Scarsdale, N.Y.
VIGDOR W. KAVALER, Pittsburgh, Pa.
BARRY E. KUGEL, New York, N.Y.
GUY LANDSBERG, San Mateo, Calif.
NORMAN PAUL, Albany, N.Y.
SIDNEY L. SCHER, F.T.A., Baltimore, Md.
DIANA SCHNEIDER, Montreal, Quebec, Canada
G. MARVIN SCHOENBERG, San Francisco, Calif.
RICHARD J. WEINSTEIN, St. Louis, Mo.
AARON WEISS, North Hollywood, Calif.
MANDEL S. WINTER, Denver, Colo.
HENRY E. ZIEGLER, F.T.A., New York, N.Y.

PAST PRESIDENTS

JULIAN FELDMAN, F.T.A., New York, N.Y.†
LOUIS J. FREEHOF, San Francisco, Calif.†
HENRY FRUHAUF, F.T.A., New York, N.Y.
HENRY S. JACOBS, New Orleans, La.**

†Honorary Member
**Deceased

HONORARY BOARD MEMBERS

FRANK J. ADLER, F.T.A., Kansas City, Mo.
CHESTER G. BANDMAN, Pittsburgh, Pa.
NATHAN EMANUEL, F.T.A., New Rochelle, N.Y.
DR. MAX FEDER, F.T.A., New York, N.Y.
BERNARD I. PINCUS, F.T.A., Boston, Mass.
JACOB A. WEISS, Brooklyn, N.Y.

EX-OFFICIO

DR. MAURICE N. EISENDRATH, President, UAHC
EARL MORSE, Chairman, Board of Trustees, UAHC
MYRON E. SCHOEN, F.T.A., Director, Commission on
Synagogue Administration, UAHC-CCAR
THEODORE S. BROIDO, Director of Administration, UAHC



CODE OF STANDARDS AND ETHICS FOR TEMPLE ADMINISTRATORS

AND RECOMMENDED GUIDELINES FOR
ADMINISTRATOR-CONGREGATIONAL
RELATIONSHIPS

ADOPTED AT 26TH ANNUAL CONVENTION
OF THE
NATIONAL ASSOCIATION OF TEMPLE ADMINISTRATORS
NOVEMBER 10, 1967

AND
COMMENDED TO UAHC CONGREGATIONS
BY THE
UAHC-CCAR
COMMISSION ON SYNAGOGUE ADMINISTRATION
AT ITS ANNUAL MEETING ON
APRIL 24, 1968



Introduction

The Code of Standards and Ethics for the profession of temple administration was first adopted by the NATA in 1959, and has since been amended on several occasions. The purpose of this document is to strengthen the congregations we serve by setting forth basic guidelines and suggesting just and practical solutions to the problems which may arise from time to time.

As time passes no doubt it will become necessary to amend this document, as constant evaluation and re-evaluation in light of changing conditions is essential to the well-being of all institutions, as well as individuals.

Our educational program—workshops, conferences, self-study—is a continuous one and has provided a rich harvest of

professional accomplishment and prestige. The introduction of the Certification Program in 1963, leading to the conferring of the title of Fellow in Temple Administration on those persons who successfully passed rigorous examinations, was a giant step toward further professionalization of the field. Our members serve their congregations with devotion and distinction. We play an active and important role in the program of the Union of American Hebrew Congregations by participating in leadership institutes throughout the country, in conducting incisive research studies of important areas of synagogue activity and procedure and in our program of providing qualified members of NATA to conduct congregational management surveys when so requested.

In looking to the future of our profession, the following matters bear careful attention and consideration:

- A. It is a source of deep concern to the leadership of NATA that in the past few years some of our eminently qualified members have left the field for more lucrative positions. Personnel employment standards should be sufficiently high to encourage our colleagues to remain in the field of synagogue administration.
- B. Standards of personnel practice should be observed which will give the Temple Administrator a sense of dignity and security so that he can devote himself wholeheartedly and

enthusiastically to the challenging and demanding role which is his.

- C. As American Reform Judaism continues to grow, there will be increased demand for qualified Temple Administrators. The NATA Placement Service seeks to fill this need with highly qualified people. High personnel and employment standards will help us achieve this most important objective.
- D. The leadership of NATA is concerned with the rate of serious illness and death within our Association, so often affecting colleagues who are still in the prime of life. We believe that long hours and work tensions are contributing factors; that congregations should be made aware of this and that corrective measures be taken by both the congregations and the administrators themselves to alleviate this serious and too often tragic problem.

It is our belief that the Code of Standards and Ethics of our profession can be most helpful in guiding all those concerned to purposeful results.

**CODE OF
STANDARDS AND ETHICS
FOR TEMPLE ADMINISTRATORS**

and

Recommended Guidelines
For Administrator—Congregational
Relationships

A. Personnel Standards

Recognizing that the profession of Temple Administrator requires certain unique experience and qualifications so as to enable him to fulfill adequately the challenges of a position which is becoming increasingly important in the conduct of the affairs of the modern Temple, we recommend the following background and training for the position of Temple Administrator. We wish to stress our deep convictions as to the equality of women in function and financial remuneration and wherever administrator or professional appears, this term is to be construed to mean both women and men.

The Temple Administrator should have:

1. A Jewish background and a positive attitude toward Jewish life and problems adequate to enable him to understand the work of the Temple, its aims, purposes, high ideals and goals.
2. A gracious, stable and cheerful disposition in meeting with congregants, colleagues and community in the course of his work.

3. The gift of motivating all individuals and groups with whom he deals so as to develop the fullest utilization of the physical and human resources of the Temple and the greatest cooperation of his constituents.
4. A practical knowledge of, and experience in, office and building administration, both based on sound educational training so that he can best conduct the details of institutional management.
5. Effective knowledge of, and experience in, institutional finance, and especially of the principles of successful Temple financing.
6. An insight into and appreciation of sound public relations and publicity procedures.
7. A knowledge of the personnel and functions of local and national agencies, and the relationship of the Temple to these institutions.

In summation, strength of character and personality, fortified by education in Jewish group work, personnel work, publicity, public relations, accounting, institutional maintenance, and office management, are essential. Where the Administrator needs strengthening in any of these educational areas, it is recommended that he utilize the academic resources in his community to prepare himself better for the challenge of his profession.

The National Association of Temple Administrators offers the finest opportunities to keep abreast of the times. Through sectional meetings in metropolitan areas, annual workshop conferences, its publication, "The Quarterly," and special research and survey projects, the Administrator is afforded the means of exchanging ideas and techniques with his colleagues. An extensive library of publications and articles on every phase of temple administration (published by the UAHC) is available at the Union House of Living Judaism, 838 Fifth Avenue in New York City.

Equal in importance with personality and skills is the Code of Ethics which provides the milieu and climate in which the professional worker functions.

B. Code of Ethics

1. The bonds between an Administrator and his Congregation are of a character somewhat different from, and on a higher level than, those of the ordinary contractual relations of the business world. Like the Rabbi, Cantor or Educational Director, the Administrator is a responsible co-worker in the American Reform Temple. He is at all times vitally concerned with the high and sacred purposes of the synagogue and dedicated to the welfare of the members of a Jewish congregation. Therefore, the relationship between the Administrator, the Rabbi, the Officers, Board of Trustees, as well as other synagogue

professionals and between him and his fellow Administrators should be one of mutual respect, confidence and esteem, expressing itself in amicable cooperation.

2. In applying for a congregational position, the Administrator should give all pertinent information as to his qualifications and adhere with integrity to all phases of his contractual or oral agreement.
3. No Administrator shall in any way negotiate for a congregational position that is still occupied. If formally invited to allow his name to be considered, he should first assure himself that the relations between the incumbent and the Congregation have been resolved in a manner satisfactory to both.
4. Whenever an Administrator is consulted concerning the qualifications of a colleague or is impelled to recommend a colleague to a Congregation, he should be mindful of the high responsibility he is assuming and should put such recommendation on the basis solely of character, personality, background and general ability.
5. The Administrator should assume the responsibility of contributing to the professional growth of his colleagues and the NATA by making available to the national office of NATA all administrative methods, techniques and literature utilized by him in the congregation.

6. The primary duty of the Administrator is to be his Congregation. However, as a professional he also owes a responsibility to his community, the Reform Jewish movement and Jewish life in general.

Recommended Employment Policies and Practices

In the spirit of the most enlightened mutual self-interest, we proffer the following employment policies and practices which we urge be adopted by Reform synagogues in relation to their Administrators:

1. **PLACEMENT:** It is recommended that congregations use the NATA Placement Service. This service accepts, after careful screening, applications of men and women who possess the requisite experience and background to meet the requirements of Temple Administrator. Its work is conducted in the strictest of confidence. Its services are at the disposal of all UAHC congregations which wish to establish the position of Temple Administrator or have a vacancy to fill. The Placement Service also serves the Administrator who desires to make a change. Where a congregation is considering the application of an Administrator not in the field or not recommended by NATA, NATA will, upon request, provide the candidate and/or the congregation with all available

educational material to assist in the proper orientation and training of the candidate.

2. **SALARIES:** It is recommended that the size and program activity of the congregation, its budget, the functions of the administrator, the educational background, training and experience of the Administrator in his prior employment, his individual talents and performance, and relationship to the Temple be factors in determining salaries. Equal pay for equal function by men and women should be a basic principle to be applied here. The NATA undertakes periodic surveys of prevailing salaries and working conditions, information on which is available on request to the NATA Placement Service, 838 Fifth Avenue, New York, N.Y. 10021
3. **INCREMENTS:** It is recommended that, where a Temple Administrator serves his congregation with devotion and ability, a program of merit increments over and above cost-of-living adjustments be adopted within budgetary potentials.
4. **MOVING EXPENSES:** It is recommended that the expense of relocating the Administrator's household to a new location be assumed by the hiring congregation in accordance with the established custom governing this situation.

5. ***TENURE:** It is recommended that, when a congregation engages an Administrator who has had no prior synagogue experience, there be a probationary period of one year. Upon the satisfactory completion of this period, there should be a renewal for three years or longer.

When an experienced synagogue Administrator is engaged, it is recommended that the initial agreement be for at least a two-year period, with an automatic extension for three or more years upon satisfactory completion of the initial period.

When an Administrator has completed fifteen (15) years of service, in order to give him the necessary security he deserves, he shall be deemed to have tenure with the congregation.

6. **TIME-OFF:** It is recommended that congregations establish regular and adequate time off during each week. The nature of his position and responsibilities and the unusual hours of his working day place a strain upon the energies and health of the Temple Administrator.

*Used in the sense of an employee whose employment may not be severed except for just cause and not without impartial hearing.

7. **VACATION:** It is recommended that the Temple Administrator receive an annual vacation of a minimum of one (1) month.

8. **ILLNESS:** It is recommended that congregations provide group health plans which furnish all their employees with medical and hospital care at no cost to the individual. Further, salary shall not be interrupted for a reasonable period of time.

9. **PENSION AND INSURANCE:** It is recommended that congregations provide for the security of their Temple Administrator by enrolling him in the Pension Plan of the NATA (administered by the CCAR-UAHC's Rabbinical Pension Board) or such pension and group insurance plans as the congregation may establish which are of comparable nature. It should be the aim of every congregation to assure their Temple Administrator, upon retirement, an income equivalent to no less than 50 per cent of his maximum annual salary in addition to his United States Social Security payments.

It is assumed that the congregation will also enroll the Administrator either in the NATA Group Medical Plan or in group hospitalization and other insurance plans which it has established to protect the congregational staff against the normal vicissitudes of life.

10. **PROFESSIONAL ADVANCEMENT:** It is recommended that the congregation assist in the education and experience of their Administrator by meeting the expense of his membership in the NATA and other professional associations, for study courses, subscriptions to periodicals dealing with his position and attendance at regional and national conferences of the NATA and the UAHC.

The Congregation should be informed that its Administrator may take the examination to acquire certification as a *Fellow in Temple Administration* from the UAHC-NATA-CCAR Board of Certification for Temple Administrators when he qualifies by virtue of experience and background.

11. **TERMINATION:** It is recommended that, if either the congregation or the Administrator does not wish to enter into an extension or renewal of an existing employment agreement, written or oral, the party so deciding should inform the other of his or its decision at least six (6) months before the expiration of the current agreement, unless otherwise mutually agreed upon.
12. **SEVERANCE:** It is recommended that severance pay shall be reasonable and adequate based upon length of service of the Administrator, in keeping with prevailing

practices of comparable professions. It is suggested that at least one month's salary be granted for each year of service to the congregation.

MEMORANDUM

Date March 23, 1971From Myron E. SchoenTo Rabbi Alexander SchindlerCopy for information of Rabbi Maurice N. EisendrathSubject NATA Administrative Committee Meeting

All of the officers of NATA (with the exception of Henry Fruhauf, who became indisposed at the last moment) met in Chicago on March 20 and 21 for our annual between-conventions meeting and I want to inform you of what transpired, as well as pose a question or two that require your direction or the UAHC's decision. First, a couple of personal items that may be of interest:

- 1) David Mitchell, K.I., Phila., who will undoubtedly be nominated and elected president of NATA in Los Angeles, told us that he will be divorced from his wife Lois within a month. Difficulties between them were rumored during the last year and it has obviously interfered with Dave's attention to NATA matters. Things should improve now that this has been settled.
- 2) Dave Mitchell's rabbi, Dr. Bertram Korn, has remarried. Dave reports that he is very happy and that his new wife is getting ready acceptance from the congregation.
- 3) Irv Katz revealed that Beth El, Detroit, has adopted a very generous retirement arrangement for him (and protection for his wife upon his demise), which can go into effect after 1972. I only mention this because Irv is obviously showing his age and reacting to the pace and pressures of Beth El's pending move and building fund drive. Twice during the course of our many hours of meeting, he fell fast asleep in his chair.

Now to the more substantive matters. First, the two questions involving the UAHC that were raised:

- 1) In consideration of the UAHC's need for meeting rooms in Los Angeles, NATA has arranged that its convention program on Thursday, November 4, be held at Camp Hess-Kramer from early A.M. through

dinner. Gerald Bubis of the HUC School of Jewish Communal Service will conduct a day of mini-classes on the American-Jewish Scene. November 4 is the day for the UAHC's Presidents Conference. The question raised was whether we want or would like some of the temple administrators to be present at the Presidents Conference?

2) The National Conference of Jewish Communal Service has made overtures to NATA to join its ranks as a constituent organization. Henry Fruhauf and I met with a NCJCS representative, Samuel Katz of the American Jewish Committee, to better ascertain what such an affiliation would entail and what benefits would accrue to NATA and its members. Enclosed is a copy of Henry's report to the NATA Administrative Committee. The overture was received favorably, but cautiously by NATA's officers. As the next step, I was asked to inquire whether the UAHC would look with favor on such an affiliation?

I would therefore like to meet with you at your convenience, to discuss this more fully. If you wish, I can ask Henry Fruhauf to join us.

As to the balance of the agenda, the following was discussed:

- a) Program for NATA Convention in L.A. - They are on a "how to" kick, so the sessions will not be heavy but adequate.
- b) NATA Budget - Their income has been maintaining itself and they are keeping expenditures in line except for the NATA Quarterly. However, the publication has improved so much under Mark Finer's editorship, both in content and appearance, that they are not disturbed. In addition, I got them a two-page ad for the last issue, which brought in some income.
- c) The Los Angeles Chapter of NATA, which holds joint monthly meetings with their Conservative and Orthodox counterparts, came in with a resolution that "our national organizations give immediate consideration to the possibility of combining operations in whatever activity may be feasible and expeditious" and that "our national organizations give consideration to the possibility of both completely uniting into one national organization of temple and synagogue administrators ... " I readily convinced them that they had best leave this top-level matter to the top-level of the Reform and Conservative movements and stick to their own lasts.

- d) Future Conventions - A poll of the membership turned down holding the 1972 gathering in Israel. It will remain in New Orleans. There is the possibility of 1974 in Jerusalem.
- e) International Conference of Jewish Communal Service - I advised them that I would be conducting the workshop in Jerusalem August 15-20 and that Edward Cohen of Miami will also be participating. They voted, subject to a poll of the Executive Board, to send the president of NATA, Bernard Lepoff. They would accomplish this financially by having David Mitchell or Henry Fruhauf represent NATA at UAHC Board meetings and thereby save \$500 per trip. No great loss, since Bernie is no heavy weight.
- f) Membership - Remains about same (153). They are launching effort to add "Courtesy Members" from related ranks, per recent change in constitution.
- g) Placement - I reported that compared to past years, things are tight. Only two openings this year, so far.
- h) Salary Survey - They will undertake a survey of current earnings of NATA members and hopefully it will be reported on in L.A.
- i) Nominations - Bernie Lepoff will be stepping down. Nominating Committee has been appointed, headed by Nat Emanuel. Dave Mitchell will undoubtedly get nod for president and everyone will move up one place. If they get a capable Administrative Secretary to fill the open spot, we'll have a pretty good team to work with.



Memorandum of Meeting on March 12, 1971 between Messrs. Samuel Katz, Myron E. Schoen and Henry Fruhauf.

Mr. Katz indicated that as his letter to Bernie Lepoff had stated, the Executive Committee of the National Conference on Jewish Communal Service approved a suggestion of exploring the possibility of having the various associations of Synagogue Executives become affiliated with NCJCS. He indicated that subsequent to such authorization he had satisfactory conversations with Howard Danzig of NASA and a Mr. Whitehead of NAOSA. Both groups apparently are interested in pursuing the subject.

At the present time the following organizations belong to the NCJCS: Association of Jewish Center Workers, National Association of Jewish Homes for the Aged, National Association of Jewish Family, Children & Health Services, Association of Jewish Community Relations Workers, National Council on Jewish Education and the National Association of Jewish Community Organization Professionals.

Their annual Conference has three simultaneous aspects:

- 1) Each constituent organization (see above) runs its own conference; 2) There are inter-disciplinary sessions of a substantive nature, several running concurrently; and 3) There are plenary sessions of the NCJCS.

A study of their By-laws shows that there are both individual members and organization members; an individual member is entitled to cast one vote at the business session and for elections and organization members are each entitled to one vote which shall be cast by a designated representative of the organization. (I have not studied the Constitution, By-laws and Procedures too carefully, but I do note an apparent discrepancy between the section which refers to organization members and a subsequent article which refers to Associate Groups; apparently they are the same and are interchangeable terms.)

Article IX of the By-laws spells out the three kinds of resolutions on which the Conference may act at its Annual Meeting or at special meetings; (a) Business Resolutions, (b) Courtesy Resolutions and (c) Opinion and Action Resolutions. Business Resolutions are defined as those required to carry on the necessary administrative and business functions of the Conference; they may be initiated by any member present and shall be dealt with according to Roberts and approved by a majority of those present and voting. Courtesy Resolutions are defined as those which express appreciation and approval of the Conference; there are mechanics for introducing them and they too require a majority vote of the members present and voting. Resolutions of Opinion and Action are defined as those by which the Conference may take an official position (defined in the Constitution as possible on matters within the general scope of the purposes of the organization when there is broad unanimity of opinion among the membership); such Resolutions may be proposed by the Committee on Public Issues, with the approval of the Executive Committee, to be accepted or rejected by majority vote of the members voting; on the floor suggestions of substance or language cannot be adopted, but can only be

transmitted without action to the Committee on Public Issues. There is almost a page and-a-half single-spaced in the By-laws concerning the procedures to be followed by the Committee on Public Issues; I quote only one: "Article IX Section 5 f) Those Resolutions approved by the Annual Meeting, edited as may in the judgment of the Committee on Public Issues be necessary, shall be widely disseminated. All Associate Groups and the Committee on Local Conference Activities shall be requested to devote major attention to consideration of such Resolutions as part of their program activities."

The Committee on Public Issues is to be composed of ten members appointed by the President of NCJCS, selected on the basis of their interest in and their knowledge of public issues and with intent to assure the widest variety of responsible points of view and two members designated by each of the Associate Groups of the Conference.

The Executive Committee of the Conference consists of five officers, twelve individual members of the Conference (here is a case in point where we are a little confused as to whether these individual members could possibly come from the Associate Groups, or whether they are just some individuals who belong to the Conference without belonging to any of the affiliates), 1. Former presidents who serve for three years following their term of office, 2. Two individual members appointed annually for a one-year-term (the twelve members referred to above serve for three-year-terms) these latter two to be appointed in order to get adequate representation for the various fields of communal service, geographic areas and different levels of practice; the presidents of the Associate Groups are ex-officio members of the Executive Committee.

Dues to the NCJCS are \$5.00 per member (this does not mean \$5.00 for NATA, but \$5.00 for each member of NATA). The dues includes a subscription to the Journal, and in all likelihood the proceedings of their Annual Meeting. There are also a great number of fringe benefits available through the NCJCS, but from our exploratory meetings they do not include anything which is not currently available to NATA members through the Rabbinical Pension Board.

Sam Katz emphasized the philosophical frame of reference in which this matter should be considered; all of us are really employed by "the Jewish Community" and therefore it is his feeling and that of some of his colleagues, that there should be developed a generic approach to Jewish communal work. There is a "pecking order" in existence now among communal workers and it is his feeling that such a "pecking order" should be inter-disciplinary.

At the present time the major categories of Jewish "Communal Workers" not included in the Conference are Rabbis, Cantors and Synagogue Administrators. For obvious reasons the first two do not seem to be logical prospects for membership in the NCJCS at this time.

Sam Katz also pointed out that the Conference is really a loose organization and in passing he mentioned that most of the members are not social workers and they do not have the MSW degree.

He also mentioned the fact that there is a special committee now functioning, headed by Dr. Walter Levy, to investigate the concept of creating a Federation rather than a Conference. This committee has not been able to bring out any kind of report as yet, but it is possible that in the near future it will and Mr. Katz's feeling was that if NATA were in the NCJCS at this time or in the very near future, then it would be in on the ground floor of any such concept as might arise out of the current study.



Nata

September 20, 1978

Mr. Walter C. Baron, F.T.A.
Temple Israel
2324 Emerson Avenue South
Minneapolis, Minnesota 55405

Dear Walter:

Lillian Maltzer expressed it publicly at our Commission meeting, but I want to add my personal appreciation for NATA's subvention of my department in the amount of \$1,000.00.

Your words about my efforts as Placement Administrator and "executive" for NATA's national services and needs were overly generous. I know that Lillian Maltzer and Alex Schindler share my feelings that NATA's members give of themselves and do amply for the Reform movement and we are the ones who should give thanks.

I hope Toby's health will improve steadily and that both of you will enjoy a year of good health and happiness.

Sincerely,

MYRON E. SCHOEN, F.T.A.

CC: Lillian Maltzer
Rabbi Schindler ✓

MES:dj

MEMORANDUM

To FRED COHEN From MYRON E. SCHOEN Date 9/20/78

CC: Mrs. Lillian Maltzer & Rabbi Alexander Schindler ✓

RE: CHECK FROM NATA

Enclosed please find check #1031, in the amount of \$1,000.00,
payable to the UAHC.

This is a subvention from NATA for the operation of the office
of the Department of Synagogue Administration for the 1978-79
budgetary year.

Will you please apply the entire amount to "Travel & Meetings"
#426.

MES:dj



FOR YOUR INFORMATION

National Association of Temple Administrators

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS



838 Fifth Ave., N.Y., N.Y. 10021

(212) 249-0100

OFFICERS

President:
WALTER C. BARON, F.T.A.
2324 Emerson Avenue South
Minneapolis, Minn. 55405

First Vice President:
HENRY E. ZIEGLER, F.T.A.
30 West 68th Street
New York, N.Y. 10023

Second Vice President:
ERNEST ABBIT
1511 East Pike Street
Seattle, Wash. 98122

Treasurer:
SHIRLEY CHERNELA, F.T.A.
250 East 79th Street
New York, N.Y. 10021

Administrative Secretary:
HAROLD PRESS, F.T.A.
1000 Pinebrook Blvd.
New Rochelle, N.Y. 10804

Honorary President:
IRVING I. KATZ, F.T.A.
7400 Telegraph Road
Birmingham, Mich. 48010

Immediate Past President:
MELVIN S. HARRIS, F.T.A.
1300 N. Sepulveda Blvd.
Los Angeles, Calif. 90049

June 8, 1978

To: Administrative Committee

From: Myron E. Schoen, F.T.A.

Subject: Placement Committee Activities, November 1977
to June 1978

A. Placements Completed

1. S. Bernard Lieberman at Cong. Emanu-El B'ne Jeshurun, Milwaukee, Wisconsin. (Lillian Friedman retiring 7-1-78)
2. Jonathan Kollin at Jacksonville (Fla.) Jewish Center-Conservative synagogue. He was assistant at Cong. Emanu-El, New York City
3. William Ferstenfeld, F.T.A. at Keneseth Israel, Elkins Park, Pennsylvania (successor to David Mitchell as of 8-1-78)
4. Howard Lazar, F.T.A. at Temple Shearith Israel, San Francisco, California (Sidney Kluger retired 4-1-78)

B. Congregations Currently Panelled

1. The Temple, Cleveland, Ohio-Successor for Leo Bamberger, (retiring)
2. Cong. Emanu-El, New York City-Assistant to replace Jonathan Kollin (see A2)
3. Temple Israel, New York City-Successor to William Ferstenfeld (see A3)
4. Westchester Reform Temple, Scarsdale, New York

Memo to Administrative Committee

5. Temple Israel, Boston, Massachusetts-Bernie Pincus-
(retiring 11-1-78)
6. Temple Emanu-El, Providence, Rhode Island (Conservative)
7. Temple Israel, New Rochelle, New York-Successor to Harold Press
8. Temple Beth Hillel, No. Hollywood, California-Successor to Irving Simon

C. Unsuccessful Efforts

1. Temple Jeremiah, Northfield, Illinois-Congregation chose Ms. Estelle Gordon from UAHC's Chicago office.
2. Temple Oheb Shalom, Baltimore, Maryland-Congregation chose Murray Knopf, from Conservative ranks, Annapolis, Maryland.
3. Har Sinai, Baltimore, Maryland-Congregation does not seem to have engaged anyone.
4. Isaac M. Wise Temple, Cincinnati, Ohio-Engaged local man, Louis Peerless.

D. Other Activities

1. Union Temple, Brooklyn, New York-Assisted in engaging Activities Director.
2. Park Avenue Synagogue, New York City-(Conservative) Consultation re successor to Martin Leichtling. Engaged Andrew Braun.
3. Cong. Adath Israel-Brith Sholom, Louisville, Kentucky-Merged 900 member congregation. Considering Temple Administrator.
4. American Jewish Committee-Submitted names for Director of Boston office.

These statistics and names hardly reveal the extensive correspondence, telephone calls and face-to-face meetings in which I am involved. I am grateful to the NATA's Chairman, Henry E. Ziegler, F.T.A., Bernard Lepoff, F.T.A., West Coast representative and to NATA's President, Walter C. Baron, F.T.A. for their wise counsel and assistance, particularly during my brief absence because of illness.

NATA

September 30, 1983

Ms. Shirley Chernela, FTA
Shaaray Tefila Congregation
230 East 79th Street
New York, N.Y. 10021

Dear Shirley:

The continued support of the National Association of Temple Administrators means much to all of us of the UNION. And you support us in so many ways! Myron has just told me of the NATA subvention to the UAHC for the Department of Synagogue Administration for 1983-84 and I am deeply grateful. This gift of \$3,000. truly helps and I thank you.

We are also, of course, counting on the members of NATA to assume some of the special responsibilities they always do in connection with the forthcoming Biennial, and most especially at Plenary Sessions. In advance, I write to note my gratitude for the spirit of cooperation.

Looking forward to seeing you in Houston, if not sooner, I am

Sincerely,

Alexander M. Schindler

Shirley
Frank Shirley
in Union
beliefs
Cher

September 28, 1983

Mrs. Shirley Chernela, FTA
Shearay Tefila Congregation
250 E. 79th St.
New York, N.Y. 10021

Dear Shirley:

I want to thank you for the \$3,000.00 check representing NATA's subvention of the UAHC's Department of Synagogue Administration during the 1983-84 congregational year.

NATA's relationship to the Reform movement is a valued one on many levels. We are deeply in debt to you and your colleagues for your continued support. In turn, let me assure you that my department will do everything possible to continue to assist NATA in all of its worthy endeavors.

Sincerely,

Myron E. Schoen, FTA

CC: Dr. Harold J. Tragash
Rabbi Alexander M. Schindler

NATA

MEMORANDUM

From Myron E Schoen

Date
December 2, 1982

To Rabbi Alexander M Schindler

Copies T. Broido

Subject NATA's 41st Annual Workshop Conference 11/7-11/11/82

This NATA convention had two unusual aspects. The positive one was the unusually large attendance for a non-Biennial year. This was due to the location, Los Angeles, and the presence of so many Administrators from Conservative congregations (more about this later). The negative aspect was the weather. Pouring rain and overcast which probably led to fine attendance at all workshops.

I'll deal with NATA's "business" first:

1. They ran a small surplus for '81-'82 and hence the Administrative Committee revised the projection of expenses for '82-'83. The plenary approved a mid-year meeting of the Executive Board, a request that has been long pending and they upped the subvention for my department from \$2,500 to \$3,000. They have close to \$22,000 in a special fund for the publication of the Temple Management Manual (more later) and some \$30,000 invested in Dreyfus, Treasury bills and Israel Bonds.
2. Membership stands at its highest point, 222. The Regular members (those who work for UAHC congregations) number 150. There are 41 Conservative colleagues (Courtesy) and 18 Retired members. Almost 50% of the new members are women. Many are primarily office managers of smaller congregations who have "asserted" themselves and seek equal pay, fringe benefits and recognition. The Conservatives obviously feel that their own organization (NASA) does not provide for their needs adequately.
3. Attached is a copy of my placement report. Percentage-wise it is a duplicate of the one I rendered a year ago. Congregations are turning to local sources thus saving on moving expenses, salaries and fringe benefits.
4. I have officially become part of the "troika" working on the Temple Management Manual and have had two all day sessions with Julian Feldman and Henry Fruhauf at my home since August, resulting in some significant progress. I believe, as Julian reported, that there is a good prospect that this publication will be ready before Houston.



Rabbi Alexander Schindler
NATA's 41st Annual Workshop Conference
December 2, 1982
page two

5. NATA's constitution was amended to cut the size of the Executive Board from 17 to 14. This will reduce the cost of mid-year meetings. However, an amendment to strip the Honorary members of the Board (past presidents) of the vote was tabled. There are so many living past-presidents (7) that it was felt they could technically control the Board.

6. They have booked their hotel for Houston in '83. The plenary approved a joint convention with NASA in December or early January, 1985. This is the culmination of many years of urging upon the part of Conservative colleagues. It was twice defeated in the past but at this convention there were only two nay votes. It is understood that this is only a one-time decision (an experiment) and that each organization will hold its own plenary. Workshops will be joint; Kashruth will be observed at any meals and head covering will be the individual's decision. No discussion of the daily minyan. Interestingly, there was a daily worship service in L.A. I attended three of four and they were well attended.

7 Ted Broido spoke to the assemblage twice. At the plenary session he effectively explained the problem confronting the RPB in relation to health coverage and eased many minds. His luncheon address was not only effective but inspiring as he covered the challenges facing the Reform movement and its synagogues.

8. I reported to the plenary on the progress being made in Research Survey #13 (Temple Finance), the Leadership Development program and the more recent program of the Task Force on the Disabled.

9. Because of the absence of Robert Mills, editor of NATA's JOURNAL there was no floor discussion of their quarterly. At the Administrative Committee session it was acknowledged that it continues to be an attractive piece that has gained a remarkable degree of recognition. However, there was a feeling, that I shared, that it has failed to carry enough informative and innovative managerial articles. Attempts will be made to correct this in the year ahead.

10. Other items covered were the F.T.A. program, the TAAP service and NATA's salary survey. As Secretary of the Board of Certification, I "invested" three new F.T.A.'s. There were two people who took the 1982 exams in L.A. As for TAAP, their "hot line" has been fairly active but only two administrative surveys in the past year. The salary survey, initiated right after the Boston convention, unfortunately must be abandoned. The responses were turned over to Henry Ziegler. As of this date we have not been able to locate them. Only a few tables have been uncovered. A new survey will be undertaken with the analysis to be done by Joe Boston.

Rabbi Alexander Schindler
NATA's 41st Annual Workshop Conference
December 2, 1982
page three

As for the workshops and speeches, here were the highlights:

- a. Gerry Bubis gave the Max Feder memorial lecture and held the group spell-bound with his vision of a future Jewish community more mobile and more spread-out than before. He sees blurring of the distinction between Conservative and Reform synagogues and the evolving synagogues becoming more like Federations in offering a broad range of services to the entire Jewish community. His presentation was recorded and it will be interesting to read it and see if it was as "profound" as it appeared on hearing it.
- b. The next session that seemed to attract most attention was the one titled "Negotiating a Contract". The presentation was made by Ed London and I served as resource person. We had talked several times before hand and he came well prepared. This was a verboten topic for public discussion in the past and there were mild objections from the southern "old boy" contingent (Joe Boston and Herb Barton) but even Henry Fruhauf who previously objected, participated enthusiastically in what was obviously a learning experience for the overwhelming majority.
- c. Jack Dauber did a masterful job with an all day session devoted to a "Workshop on Relationships". The morning session was well attended but unfortunately 50% defected in the P.M. It confirms my finding that it is very difficult to hold a group for the entire day. I know that they do it in business-sponsored management sessions but in a convention we lack the monetary and self-interest pressure.
- d. A workshop on fundraising was not only well attended but well prepared by Bob Cohen, Temple Emanu-El, Westfield, NJ. He made it a "show and tell" with a half-dozen colleagues displaying remarkable results.
- e. The session on "Stress Management" was the usual routine as far as I am concerned but that and "Time Management" are a popular craze these days.
- f. Rabbi Zeldin spoke at one of the dinners. It was a long, rambling address, in which he made clear that he and his congregation had found the answer to the needs of the Jewish community and expressed surprise that his colleagues and their congregations had not seen the light and followed in his path.
- g. On the closing day we had a tour of Jewish L.A., the highlight of which was the visit to the HUC-JIR building and a guided tour of the Skirball Museum. Docents took small groups through the exhibits. I pointed out that two loan exhibits were products of the UAHC's efforts.

Rabbi Alexander Schindler
December 2, 1982
page four

I helped arrange for the Hana Geber silver and sculpture. She's a long-standing member of the UAHC's Accredited List of Synagogue Artists and Craftspeople. And there was the Polish exhibit and I pointed out your role and that of Phil Hiatt.

It was a good convention and I ended my trip to the west coast by going up for a luncheon meeting with the Board of Temple Sinai, Oakland, and bringing greetings from the UAHC at the Shabbat service.





National Association of Temple Administrators

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS
838 Fifth Avenue, New York, NY 10021 (212) 249-0100



OFFICERS

October 1982

President: 1979-1982
HENRY E. ZIEGLER, F.T.A.

President:
SHIRLEY CHERNELA, F.T.A.
250 East 79th Street
New York, N.Y. 10021

First Vice President:
HAROLD PRESS, F.T.A.
280 May Street
Worcester, Mass. 01602

Second Vice President
NORMAN FOGEL, F.T.A.
Longwood Avenue at Plymouth Street
Boston, Mass. 02215

Treasurer:
ILENE HERST, F.T.A.
1100 East Park Blvd.
Cincago, Ill. 60615

Administrative Secretary:
WILLIAM FERSTENFELD, F.T.A.
York Road & Township Line
Elkins Park, Pa. 19117

Immediate Past President:
WALTER C. BARON, F.T.A.
13018 Skyview Drive
Sun City West, Ariz. 85375

TO: Members of NATA

FROM: Myron E. Schoen, F.T.A.
Administrator, NATA Placement Service

SUBJECT: Report covering December 1981 to November 1, 1982

A. Placements Completed

1. Francis Lee, F.T.A. - Temple Sinai, Tenafly, NJ
2. Richard Frohman - Temple Judea Mizpah, Skokie, IL
3. Albert Welland - Temple Israel Center (Conservative)
White Plains, NY
4. Amy Madden - Stephen Wise Free Synagogue, NYC
5. Rabbinical Pension Board - Vivian Mendeles

B. Positions Filled from other Sources

1. The Temple, Cleveland, OH - Marvin H Linder
2. Har Sinai Temple, Baltimore, MD, Fred Goldman
3. Temple Isaiah, Los Angeles, Alan Karpel
4. Temple Israel, Dayton, OH - Robert M. Rosensweet
5. Cong. Shaare Emeth, St. Louis, MO, William Gordon
6. Temple Beth Israel, Phoenix, AZ - Mel Weisblatt
7. B'nai Israel, (Conservative) Rockville, MD -
Herbert Schieber
8. Cong. Beth Israel, W. Hartford, CT - Katherine Lavitt
9. Cong. Anshei Israel (Conservative), Tucson, AZ
10. Beth El Hebrew Cong, Alexandria VA, - Alvin Ungerleider
11. Temple Israel, Columbus, OH - Barbara Soloway

C. Congregations Currently Paneled

1. Temple Emanu-El, Tucson, AZ
2. Stephen S Wise Temple, Los Angeles, CA



temple sholom

3480 N. LAKE SHORE DRIVE • CHICAGO, ILL. 60657 • TELEPHONE (312) 525-4707

Rabbis

FREDERICK SCHWARTZ, D.H.L., D.D.
ERIC FRIEDLAND, D.D., Emeritus
DAVID W. WEISS, M.H.L.
DONALD B. ROSSOFF, M.A.H.E., M.A.H.L.

President

DONALD KAUFMAN

Vice-Presidents

HARRY BRICKMAN, JR.
FREDERIC S. LANE
ALLEN H. MEYER

Secretary

IRVING UNGAR

Treasurer

MANDEL GOMBERG

Executive Director

ROBERT MILLS, M.A.

Principal, Religious School

MRS. SIDNEY GROSS

Music Director

IAN GELLER, Ph.D.

Directors

LEONARD A. ASH
GERALD F. BAYER
SEYMOUR ELLISON
NORMAN FIELDS
EDMOND FRANK
SIDNEY FRIEDLAND
GUSTAV GEISEL
HERMAN GRANT
MRS. SHIRLEE G. HERZOG
MRS. IRVING E. HOLLOBOW
SAM HOROWITZ
LAURENCE KAUFMAN
STUART KAUFMAN
EDWARD F. LEVIN
LEON W. LEVY
HERBERT G. LOWINGER
ROBERT MENDELSON
MADELINE MICHAELS
DAVID MILSK
ROBERT REICH
JOANNE H. SAUNDERS
MAX R. SCHRAYER
MRS. TED R. SCHWARTZ
MORRIS R. SHAPIRO
HAROLD L. SHERMAN
DAVID SILVERMAN
BEVERLY SONTZ
MICHAEL STEIN
MARSHALL A. WARSHAUER
EUGENE WIEDER

Honorary Directors

JOHANN S. ACKERMAN*
KENNETH M. CAHN
LOUIS D. COWEN
GEORGE M. EISENBERG*
LOUIS FRANKEL
JOSEPH S. GRANT
S. H. HARRIS, JR.
JOSEPH B. HELLER*
RALPH HELPERIN
SAMUEL C. HORWITZ*
ERWIN D. HYMAN*
HAROLD I. KAUFMAN*
HAROLD E. KUTTNER*
JOSEPH H. LEVY
JOSEPH B. MANASSE*
NORMAN H. NACHMAN*
HARRY R. POSNER*
SIDNEY H. RAVID
BURTON RUBLOFF
EDWARD P. SALTIEL
BERNARD A. SCHAFER
CHESTER H. SCHULTZ
MRS. LESTER L. STERN
LESTER STONE*
WALTER TINTNER
BURT ZOLLO*

Past Presidents*

April 9, 1982

NATA

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

Dear Rabbi Schindler:

Thank you for your prompt answer to my request for an article. We shall use your address of February 10, 1982.

As you know, we will begin to put the JOURNAL together in July, 1982. If you wish to make alterations as the world situation alters, please let me know. Otherwise we will use the article as it stands.

I would also appreciate a picture.

With kindest regards, I am

Sincerely,

Robert Mills
Executive Director

see note

RM:b

sent photo
4/15/82

April 2, 1982

Mr. Robert Mills
Executive Director
Temple Sholom
3480 M. Lake Shore Drive
Chicago, IL 60657

Dear Bob:

Thank you for the advance copy of the Spring edition of the NATA JOURNAL. I look forward to perusing its pages -- but a quick glance tells me it is an interesting and informative issue.

My travel schedule during the coming months is extremely heavy and I simply don't have the time to write an article. If you wish, you might consider re-printing or adapting the enclosed address. It is on the theme requested and perhaps it will fill the bill. If you do adapt, I would appreciate having an opportunity to review the text. If you can't use the paper in any way I will certainly understand.

With appreciation and every good wish for a sweet and lovely Pesach, I am

Sincerely,

Alexander M. Schindler

Encl.



temple sholom

3480 N. LAKE SHORE DRIVE • CHICAGO, ILL. 60657 • TELEPHONE (312) 525-4707

March 30, 1982

Rabbis

FREDERICK SCHWARTZ, D.H.L., D.D.
ERIC FRIEDLAND, D.D., Emeritus
DAVID W. WEISS, M.H.L.
DONALD B. ROSSOFF, M.A.H.E., M.A.H.L.

President

DONALD KAUFMAN

Vice-Presidents

HARRY BRICKMAN, JR.
FREDERIC S. LANE
ALLEN H. MEYER

Secretary

IRVING UNGAR

Treasurer

MANDEL GOMBERG

Executive Director

ROBERT MILLS, M.A.

Principal, Religious School

MRS. SIDNEY GROSS

Music Director

IAN GELLER, Ph.D.

Directors

LEONARD A. ASH
GERALD F. BAYER
SEYMOUR ELLISON
NORMAN FIELDS
EDMOND FRANK
SIDNEY FRIEDLAND
GUSTAV GEISEL
HERMAN GRANT
MRS. SHIRLEE G. HERZOG
MRS. IRVING E. HOLLOBOW
SAM HOROWITZ
LAURENCE KAUFMAN
STUART KAUFMAN
EDWARD F. LEVIN
LEON W. LEVY
HERBERT G. LOWINGER
MADELEINE MICHAELS
DAVID MILSK
ROBERT REICH
JOANNE H. SAUNDERS
MAX R. SCHRAYER
MRS. TED R. SCHWARTZ
MORRIS R. SHAPIRO
HAROLD L. SHERMAN
DAVID SILVERMAN
BEVERLY SONTZ
MICHAEL STEIN
MARSHALL A. WARSHAUER
EUGENE WIEDER

Honorary Directors

JOHANN S. ACKERMAN*
KENNETH M. CAHN
LOUIS D. COWEN
GEORGE M. EISENBERG*
LOUIS FRANKEL
JOSEPH S. GRANT
S. H. HARRIS, JR.
JOSEPH B. HELLER*
RALPH HELPERIN
SAMUEL C. HORWITZ*
ERWIN D. HYMAN*
HAROLD I. KAUFMAN*
HAROLD E. KUTTNER*
JOSEPH H. LEVY
JOSEPH B. MANASSE*
NORMAN H. NACHMAN*
HARRY R. POSNER*
SIDNEY H. RAVID
BURTON RUBLOFF
EDWARD P. SALTIEL
BERNARD A. SCHAFFER
CHESTER H. SCHULTZ
MRS. LESTER L. STERN
LESTER STONE*
WALTER TINTNER
BURT ZOLLO*

Past Presidents*

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


Dear Rabbi Schindler:

I enclose an advance copy of the current NATA JOURNAL, and ask that you consider giving us an article for the Fall issue.

I believe it would be most appropriate for you to be included as a lead article in the next issue. I am personally inclined to an article relating to the Jewish moral position on nuclear warfare. Would you be interested in giving us such an article of about 2000 words, and have it in our hands by July 15, 1982?

Many thanks.

Sincerely,


Robert Mills
Executive Director

RM:b

Encl.

Wm Cant
so per
Wm
ol

MEMORANDUM

From

Myron E Schoen

Date

November 11, 1981

To

Rabbi Alexander M. Schindler

Copies

Henry E Ziegler, FTA

Subject

"Treatment of Young, Single Career People"

Relative to your memo of 10/22/81 in regard to the above, Henry and I had a brief exchange. We recognize the problem. NATA conventions have frequently staged socio-dramas to dramatize the proper handling of all who come in contact with the synagogue staff.

At the coming NATA convention there will be an afternoon devoted to a "Problem Solving Clinic". This should afford us an opportunity to raise the issues you cite and to seek a way of better educating the staff to its human relations

AMERICAN JEWISH
ARCHIVES



cc: TKH



אחדות
ליהדות
ממקדמות

Union of American Hebrew Congregations

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

Rabbi Alexander M. Schindler

10/22/81

Myron E. Schoen

Henry E. Ziegler, President, NATA

During my absence some complaints have come in regarding the treatment of young, single career people by our congregations. I know that very often it is not a matter of congregational policy which creates the problem but the person responding to the query, be it a temple staff member, professional, or a lay leader carrying out the policy of the congregation.

In one instance the caller could not get information on High Holyday services because she indicated she was not a member. The telephone operator was abrupt, not helpful and, in fact, downright nasty. She did not even transfer the caller to a staff person. In another situation, two young career women, new to the community, brought up in a Reform congregation, were told that the contribution for membership was a certain amount and if they couldn't afford to pay that was that!!

Both of you know these stories can be multiplied...alas... and while we cannot instruct our congregations as to how they should handle such young people, we must seek to sensitize them and try to have them become aware of the problem.

I am eager to have the problem brought to the attention of NATA and our Commission on Synagogue Administration so we can try to find a remedy. May I count on the two of you to look into this matter.



COPY temple sholom

3480 N. LAKE SHORE DRIVE • CHICAGO, ILL. 60657 • TELEPHONE (312) 525-4707

October 16, 1981

Rabbis

FREDERICK SCHWARTZ, D.H.L., D.D.
ERIC FRIEDLAND, D.D., Emeritus
DAVID W. WEISS, M.H.L.
DONALD B. ROSOFF, M.A.H.E., M.A.H.L.

President

DONALD KAUFMAN

Vice-Presidents

HARRY BRICKMAN, JR.
FREDERIC S. LANE
ALLEN H. MEYER

Secretary

IRVING UNGAR

Treasurer

MANDEL GOMBERG

Executive Director

ROBERT MILLS, M.A.

Principal, Religious School

MRS. SIDNEY GROSS

Music Director

IAN GELLER, Ph.D.

Directors

LEONARD A. ASH
GERALD F. BAYER
SEYMOUR ELLISON
NORMAN FIELDS
EDMOND FRANK
SIDNEY FRIEDLAND
GUSTAV GEISEL
HERMAN GRANT
MRS. SHIRLEE G. HERZOG
MRS. IRVING E. HOLLOBOW
SAM HOROWITZ
LAURENCE KAUFMAN
STUART KAUFMAN
EDWARD F. LEVIN
LEON W. LEVY
HERBERT G. LOWINGER
ROBERT MENDELSON
MADELEINE MICHAELS
DAVID MILSK
ROBERT REICH
JOANNE H. SAUNDERS
MAX R. SCHRAYER
MRS. TED R. SCHWARTZ
MORRIS R. SHAPIRO
HAROLD L. SHERMAN
DAVID SILVERMAN
BEVERLY SONTZ
MICHAEL STEIN
MARSHALL A. WARSHAUER
EUGENE WIEDER

Honorary Directors

JOHANN S. ACKERMAN*
KENNETH M. CAHN
LOUIS D. COWEN
GEORGE M. EISENBERG*
LOUIS FRANKEL
JOSEPH S. GRANT
S. H. HARRIS, JR.
JOSEPH B. HELLER*
RALPH HELPERIN
SAMUEL C. HORWITZ*
ERWIN D. HYMAN*
HAROLD I. KAUFMAN*
HAROLD E. KUTTNER*
JOSEPH H. LEVY
JOSEPH B. MANASSE*
NORMAN H. NACHMAN*
HARRY R. POSNER*
SIDNEY H. RAVID
BURTON RUBLOFF
EDWARD P. SALTIEL
BERNARD A. SCHAFER
CHESTER H. SCHULTZ
MRS. LESTER L. STERN
LESTER STONE*
WALTER TINTNER
BURT ZOLLO*

*Past Presidents**

Ms. Lori R. Dickerman
607 W. Wrightwood #513
Chicago, Illinois 60614

Dear Ms. Dickerman:

I have your letter of October 13, 1981 and wish to respond.

If our switchboard operator was rude, I do apologize. There are times when the board and the duties of that person cause a great deal of stress. The holiday period is one which is fraught with difficulties and I can understand how a person in that position becomes impatient. However, rudeness is not excusable and I shall do what I can to rectify the matter.

I am anxious that you should know the congregation distributed 200 free tickets at a regularly scheduled time preceding by one week the Rosh Hashana services. Perhaps you were not able to make your request until the day of the Erev Yom Kippur. However, properly satisfying all of our constituents is only possible when time is available to handle the matters. This is not a matter of generosity or lack of generosity. All we ask is to be given the opportunity to handle the problems people face in a professional manner.

I am also anxious that you should know we do have many members who are unable to pay prescribed dues. We have, in a regularized manner, established dues changes compatible with their needs. Certainly we would be willing to do this in your case. All we need is for you to give us the opportunity.

Your concluding paragraph indicates that you are anxious to establish ethnic and religious roots in a strange city. Will you let us help you?

Sincerely,

Robert Mills
Executive Director

RM:b

cc: Rabbi Frederick C. Schwartz
Rabbi Alexander M. Schindler ✓
Mr. Donald Kaufman

October 21, 1981

Ms. Lori R. Dickerman
607 W. Wrightwood #513
Chicago, IL 60614

Dear Ms. Dickerman:

As Rabbi Schindler is out-of-the-country, I am writing to acknowledge receipt of your letter of the 21st. I know he will be grateful to you for having shared a copy of your letter to Mr. Mills of Temple Sholom, even as I know he will be distressed to learn of the treatment you received when you called the congregations for High Holyday information.

The UAHC can seek to sensitize congregations to problems in communicating with people who call for information, but each congregation must make certain that callers are treated with respect and understanding. I would hope that Mr. Mills will take your letter to heart and seek to avoid similar situations at his congregation in the future.

With kindest greetings, I am

Sincerely,

Edith J. Miller
Assistant to the President

607 W. Wrightwood #513
Chicago, Ill. 60614

October 13, 1981

Mr. Robert Mills
Executive Director
Temple Sholom
3480 North Lake Shore Dr.
Chicago, Ill. 60657

Dear Mr. Mills:

I am a young, single, working woman who has lived in Chicago, 2000 miles from my family, for 2½ years. Due to financial constraints, I have been unable to join your congregation, and could not purchase High Holy Day tickets this year. In the past, however, I have been allowed to attend services elsewhere during the holidays, and in hopes of continuing to do so, I called the Temple on the day of Erev Yom Kippur to find out the schedule of services. The woman who answered immediately asked if I am a member, and when I said I am not, she said I would not be able to attend and she would not give me the schedule. I asked again, and she grudgingly gave me the morning times, saying perhaps I could find a seat in the chapel. She would not, however, tell me the afternoon schedule, and when I asked a third time, she abruptly ended the conversation with the excuse that the switchboard was very busy.

While this woman's rudeness is inexcusable, that is not the reason for this letter. The significance of this matter lies in the refusal of a large, influential religious organization to allow one to join in the practice of that religion simply on a financial basis. Please note that such refusal was not presented to me in terms of lack of space. Nothing was said about my possibly coming to the Temple to see if seats would be available--indeed, I could not even find out when to come, in the event there was room. (Through the generosity and menschlichkeit of one Temple member, I did end up attending Erev services, and was surprised at the number of empty seats. Clearly space was not the issue.)

I have attended services at Temple Sholom many times, and have found it quite meaningful. What has particularly impressed me is the emphasis on education, carrying on Jewish tradition and identity, and maintaining support for the Jewish people from within the Jewish community. But the Temple's policy, as evidenced by my phone conversation, makes it clear that the fruits of these teachings, so integral to the continuation of Judaism as a living religion and culture, are only for those who can pay for them. And this travesty, which so directly contradicts so much of

our religion, does immeasurably more damage than if there were no teaching at all. Your attitude teaches your children hypocrisy: a lesson far more impressive and lasting than all the rest. It teaches that the words are no more than that, and that all that is required to be a Jew, to be a mensch, is lip-service to some very lofty ideas. In addition, it serves to reinforce the words of our detractors, handing them a perfect opportunity to point to the Temple Sholom's of the world and sneer, "See, money-grubbing Jews."

Coming from a small, often struggling congregation, I understand very well the importance of money in maintaining a synagogue. But the synagogue becomes superfluous absent a strong, cohesive community behind it. Temple Sholom, for all its good works and active congregation, substantially undermines rather than supports that community every time it closes its doors, metaphorically or literally, to anyone, but especially to a young person struggling to establish ethnic and religious roots in a strange city.

Thank you for your attention.

Very truly yours,

Lori R. Dickerman

cc: Rabbi Frederick C. Schwartz
Rabbi Alexander M. Schindler
Mr. Donald Kaufman

October 22, 1981

Mr. Richard B. Matassarini
Insurance Management Associates, Inc.
714 Union Center
Wichita, Kansas 67202

Dear Richard:

I just returned from Australia and saw the file of correspondence between you and Edie. Needless to say, I, too, am concerned about the insensitivities which our congregations often manifest. Although, I must tell you that more often than not, once I investigate the sporadic complaints which I receive, I find that it is not so much the policy of the congregation which is at fault but rather the thoughtlessness and insensitivity of an individual, sometimes a professional, more often lay leaders who carry out these policies.

Be that as it may, I am going to send a letter to the Department of Synagogue Administration, as well as the leadership of NATA, calling their attention to the problem raised by you and by several other recent incidents which have been called to my attention, in the hope that they can deal with this collectively and perhaps find some way toward a remedy. Obviously, I will not go into details with names and places, merely situations.

With warmest regards to you and Nancy, in which Rhea joins, I am

Sincerely,

Alexander M. Schindler

October 21, 1981

Mr. Richard B. Matassarini
Insurance Management Associates, Inc.
714 Union Center
Wichita, Kansas 67202

Dear Richard:

Many thanks for your letter. I appreciate your having shared your thoughts and concerns with me.

We're really both on the same wave length. My concern is for the Reform Movement and the manner in which young, single, working men and women are treated by some of our people. Only today we had a letter from a young woman in Chicago who had called a temple for information on the High Holydays and was treated badly when the person she spoke with learned she was not a member of the congregation.

When I spoke of discussing situations similar to that in which your daughters were involved with temple presidents and members of NATA I was not thinking in terms of a task force. Rather, I believe we have to sensitize leaders of our congregations - presidents, rabbis, administrators, etc. - to the needs and the problems of young career people. And, of course, some of our older people have similar problems in terms of ability to meet the financial requirements for temple membership. I am particularly concerned about the younger population for they represent our future and if we turn them off because they cannot afford to join congregations at a higher monetary contribution we are likely to lose them. My own congregation has a Fair Share Membership Plan and we have found that as our younger members move up on the financial scale they improve their monetary contributions to the temple.

At any rate, Alex is due back from his trip to New Zealand and Australia this week and your letter will be brought to his attention.

With warmest regards to you and Nancy, I am

Sincerely,

Edith J. Miller
Assistant to the President



INSURANCE
MANAGEMENT
ASSOCIATES, INC.
714 UNION CENTER
WICHITA, KANSAS 67202

316-267-9221
TWX 910-741-6997

October 15, 1981

Ms. Edith J. Miller
Assistant to the President
Union American Hebrew Congregation
838 Fifth Avenue
New York, NY 10021

Dear Edie:

L'Shanah Tovah!

I appreciate your immediate response and hope that all is well with you and Alex and our Union. I originally intended not to send you the correspondence file on my daughters as that was not the reason I was writing Alex. However, Ted felt that I should include it so you could get the overall view, which I did.

Please do not misconstrue my reasons nor my main point. I am not out to make an example of Temple Solel which is why I did not want to send you the file. My daughters will handle their situation in their best interests whether it be with Solel or some other congregation. But it must be their choice. In my opinion, it is not in the best interests of our UAHC for anyone to contact them on this matter.

My point was that too many member congregations unknowingly or otherwise practice varying degrees of discrimination; some examples of which I attempted to point out in my letter. If this assumption is correct, then I feel that our UAHC should make an attempt to alleviate the situation. If my assumption is incorrect, then we should forget it.

I do not feel that NATA is the proper organization for the task force as too many of our congregations do not have administrators and are not affiliated with that organization, but they should be represented as should all of our affiliates. I realize my judgement is based on very limited knowledge, far exceeded by you at 838, so I will abide by your decision. Your concern regarding my daughters' experience is certainly appreciated, but it is not my reason for writing Alex. My main concern is reformed Judaism and are we practicing discrimination?

Thanks for everything.

Best regards,

Richard B. Matassarini

RBM:gh - 4/b15

October 6, 1981

Mr. Richard B. Matassarini
Insurance Management Associates, Inc.
714 Union Center
Wichita, Kansas 67202

Dear Richard:

As you may know, Alex is visiting our Liberal congregations in Australia and New Zealand during the High Holyday period. Thus, I hasten to acknowledge your letter of October 1 and to let you know that it will be brought to his attention immediately upon his return two weeks hence.

Needless to note, the experience of your daughters is most distressing and the kind of situation our congregations should seek to avoid. I've talked with Ted Broido about it and we both feel it would be important to have the National Association of Temple Administrators discuss this subject, after all, the Temple Administrator works closely with the Membership Committee. It might also be important to have this subject discussed at the Biennial Leaders Institute for Presidents of our congregations. I do want to assure you of our concern and our gratitude to you for bringing the experience of your daughters to our attention.

With warmest regards to you and Nancy and best wishes for a healthy, happy and fulfilling New Year, I am

Sincerely,

Edith J. Miller
Assistant to the President

cc: Theodore K. Broido



INSURANCE
MANAGEMENT
ASSOCIATES, INC.
714 UNION CENTER
WICHITA, KANSAS 67202

316-267-9221
TWX 910-741-6997

October 1, 1981

Rabbi Alexander Schindler, President
UNION OF AMERICAN HEBREW CONGREGATIONS
838 Fifth Avenue
New York, NY 10021

Dear Alex:

La Shanna Tova!

Recently two of my daughters had a very negative experience when they applied for membership in one of our member congregations. This vividly brought to mind a problem that I'm afraid is much more prevalent than I originally anticipated, and needs to be addressed by our Union. Since becoming active on the Regional and National levels, I have been aware that some of our congregations operate with quota systems; are closed to new membership; have exorbitant minimum dues structures; and a few even operate like country clubs, interrogating prospective members, making sure they "fit in" with their interpretation of Judaism. All of these are counterproductive to Reform Judaism, especially since it primarily effects our young and elderly.

If our history has not taught us anything else, surely we must have learned that; "quota systems" are detrimental to any society; that "closed congregations" tend to be only closed to those who do not have inside assistance; that "minimum dues structures" are usually invoked against those who honestly cannot afford it; and that no one has the right to question another on their personal practice of Judaism. These practices seem to be more prevalent in larger communities where there are more than one Reform congregation, and I'm certain they feel justified because the individuals, if turned down, have other congregations to approach. This is a "cop out", for we are doing to each other what none of us would sit still for if it were happening to us by either Orthodox, Conservative or even non-Jewish groups. How can we allow this to happen in "God's name" to one another when we've fought this kind of treatment throughout our history?

Alex, I understand that our member congregations are autonomous, and that's as it should be, but do not we have an obligation, especially through our Outreach Program, to make an effort to correct these inequities? After all, Justice and Mercy are just as much watchwords of our Faith as the Shema, especially to our Reform Movement. Accordingly, I would ask you to consider forming

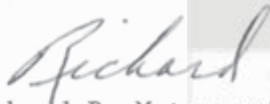
Rabbi Alexander Schindler
October 1, 1981
Page 2

a task force to study this area and how it effects our young adults and elderly. Should these problems actually exist, and I feel certain they do, then I believe we have a moral obligation to not only make our member congregations aware, but to suggest guidelines to alleviate these situations. Since we have Rabbinical/Congregational guidelines and panels, why not one for individuals/congregations on a strictly voluntary basis. It could even be composed of the Regional Presidents and Directors, since they are closest to the individual situations.

I'm sorry to trouble you, as I realize you are extremely busy, but I feel that Justice and Mercy are being abused and that unknowingly, our Union is a part of that abuse. We might not be able to solve it, but we should at least make an honest effort.

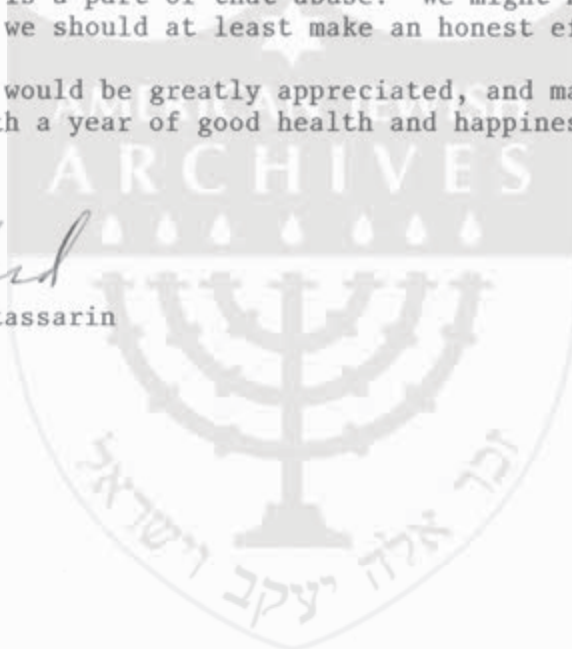
Your comments would be greatly appreciated, and may you and yours be blessed with a year of good health and happiness.

Todah Raba.



Richard B. Matassarini

RBM:ml-4/M1



September 18, 1981

Rabbi Maynard W. Bell
TEMPLE SOLEL
6805 East McDonald Drive
Scottsdale, AZ 85253

Dear Rabbi Bell:

I write this with a very heavy heart, as in a short period of time a member of your congregation made an attempt to completely destroy what has taken my wife and I 25 years to build. I refer specifically to the treatment two of my daughters received when applying for membership in your congregation.

It is difficult in a small, isolated Jewish community to instill a sense of Jewishness to our children. My wife and I had been successful in that all three of our children have a sincere commitment to Judaism, with a deep desire to affiliate with a congregation and people of the Jewish faith.

When Lynn and Dorothy moved to the Phoenix area, one of the reasons was the large Jewish population. At our suggestion, they visited each Reformed congregation before making a decision as to which Temple to join, and unfortunately they chose Temple Solel. I say unfortunately, because whomever they met with from your congregation not only treated them in a shabby manner, but ridiculed them because they could not afford to pay the dues requested. No one should be laughed at (especially to their face) when they make an honest attempt to pay whatever they can afford in the way of dues to a congregation, and surely no congregation has so many affluent members that people who must pay on a monthly basis should be turned away, nor should they be told to put it on a Master Charge. Certainly a congregation should understand that people have more to offer than just financial support, and are willing to put in extra effort, knowing they cannot afford a higher dues level. Both Lynn and Dorothy have college degrees in education, as well as experience in NFPY and BBYO and our UAHC camps, as well as the religious school, but were never given the opportunity to tell that they were willing to give of themselves in lieu of higher dues which they could not afford.

How often are you approached by two young, single adults just getting started in the business world who want to join your congregation? My wife and I both have been active in our Union, and we

Rabbi Maynard W. Bell
September 18, 1981
Page 2

are well aware that one of the most important problems facing Judaism is the loss of our young adults who do not want to affiliate with our congregations. I'll bet one of the reasons is because in the first place, they are not made welcome when they visit, and then are turned off by some self-righteous Finance Chairman.

I am writing this for two reasons: The first reason is because we're deeply hurt, and frankly upset, that two fine, young adults who felt a deep desire to affiliate with our people now have doubts, as well as fears of approaching any congregation. They are proud ladies; they wanted to join and be a part of - they were not asking for charity, and they will survive as Jews in spite of the humiliation inflicted upon them. The second reason is that I want you to be aware of what happened, so if you and your congregation desire, steps may be taken so that others are not embarrassed or ridiculed when applying for membership in your congregation.

Sincerely,

Richard and Nancy Matassarini

R-NM:ml-5/Q2

cc: Steve Gubin/TEMPLE SOLEL
Mr. Ted Broido/UNION OF AMERICAN HEBREW CONGREGATIONS



Temple Solel

6805 EAST MAC DONALD DRIVE

PARADISE VALLEY, ARIZONA 85253

PHONE: 991-7414

MAYNARD W. BELL, RABBI
TERI BERMAN, EDUCATION DIRECTOR

STEVE GUBIN
President

ROBERT FELDMAN
Vice President

KEN SHAFMAN
Vice President

LEWIS PERLMUTTER
Treasurer

SHARON DEUTSCH
Secretary

IRIS MACHIZ
Immediate-Past President

TRUSTEES — 1981 - 1982

ARNOLD ALPERT
TED BANTIT
MARSHALL BLOCK
FRED BROWNFELD
RICK FRANKEL
HARRY HIGGINS
KURT ISENBERG
COOKIE KAPLAN
BRIAN KAVEN
JACKIE KRANZBERG
FRED LINN
JEFF MILLSTEIN
LYNNE RIGBERG
ARNOLD SILVERS
RICHARD SPIEGEL
PHYLLIS WYMAN
LARRY ZONIS

MERLE WEINER
VICKI ZONIS
*Co-Presidents,
Chavivah Women's Group*

JAY SHAPIRO
*President,
TSTY (Youth Group)*

BARBARA ROBSON
Executive Secretary



איחוד
ליהדות
מתקדמת
באמריקה

Affiliated with
Union of American
Hebrew Congregations

September 24, 1981

Mr. and Mrs. Richard Matassarini
64 Saint Cloud Place
Wichita, Kansas 67230

Dear Mr. and Mrs. Matassarini:

I have received your recent letter and regret your distress.

Knowing the philosophy of our Temple and the character of our finance committee members, I can only assume that the impression which your daughters took away from their encounter with us is the result of some misunderstanding or of inference.

Many of our members pay significantly reduced dues. Adjustments are always made on the basis of need (but not necessarily on the basis of personal preference).

Perhaps, in the chemistry of our new member coffee, where a person's attentions can be easily divided, this was not properly communicated.

I sincerely hope that Lynn and Dorothy will have a positive experience in our area and find a synagogue affiliation that meets their needs.

I am sure that a member of our finance committee would be happy to enter into a new discussion of dues, under less pressured circumstances, if Lynn and Dorothy desire an affiliation with Solel.

Please accept my good wishes for the New Year.

Shalom,

Rabbi Maynard W. Bell

MWB:bn

NATA
Myron E. Schoen

April 6, 1981

Theodore Broido

Rabbi Alexander Broido

NATA Administrative Committee Meeting, 4/4 - 4/5/81

All six of NATA's officers were on hand and I was present at all sessions and three meals. In Henry Ziegler's call for this early meeting (it's usually held after Shavuoth) I believe he had two major objectives. He referred to "The need to discuss matters pertaining to proposed plenary action at the Boston convention makes the early scheduling of this meeting important", in his memo. One was the status of NATA's first Vice-President, Ernie Abbit (not cited in the memo) and for "closer cooperation and dialogue" with the National Association of Synagogue Administrators. Nothing definitive was done with either matter for the following reasons:

1. Ernie Abbit was present throughout the two days. I think Henry believed he would not attend in light of the fact that he has not been employed since January 1 and according to my "intelligence" has little prospect for employment. However, Ernie thinks that he is in line for Shearith Israel, S.F. When I took Henry aside and pointed out that when Lou Heller left his congregational post he was immediately replaced by Bill Ferstenfeld, Henry said that the situation would be taken care of by NATA's Nominating Committee (chaired by Henry Fruhauf). Obviously, whether Ernie has a job or no, he will not be renominated.

2. NASA's president was expected to drop by but didn't so the discussion, as in the past, was unilateral and about the possibility of a joint, non-Biennial year, workshop convention. Both NASA and NATA have set plans through 1982, so the earliest it could take place is 1984. No need to be concerned at this time.

Enclosed is a copy of the agenda and I'll comment on what I believe were the important actions and discussions:

a. They affirmed Henry's recommendation to send a letter to NATA members about supporting ARZA's request to be put on congregation billings with slight modification of the proposed draft.

b. They approved NATA's Research Studies Committee alignment with MUM and the Commission on Synagogue Administration as the best and quickest way to produce a survey on temple finance, but not without some comments about MUM becoming the purveyor of advice on congregational finance in particular and synagogue administration in general.

c. Under "other business", they sanctioned my suggestion that there be another mailing to congregational presidents of the TAAP (Temple Administrators Assistance Program) brochures after some revisions including additional NATA volunteers to assure at least one in each UAHC Region.

d. Enclosed is a copy of my NATA Placement report. As you can see there have been and still are an extraordinary number of openings. Unfortunately congregations are turning to local sources which invariably means a lower salary, no moving expenses and few if any fringe benefits provided under NATA's pension plan. I anticipate that five of the "Currently Panned" will be filled by the end of April and hopefully three will be "Placements Completed" by NATA.

e. The Management Manual is making editorial progress under Henry Fruhauf and Julian Feldman. The fundraising from Administrators and Rabbis is in progress (about \$3,000 in hand). Disappointing is the role of Bob Canvasser who promised NATA and my Commission to raise money from IIK's friends in the Detroit area.

f. Chapter Development came up for a lengthy discussion because under Ilene Herst's urging new Chapters (Southern Florida and Cleveland for example) have come into existence. However, since the NATA members are few they've invited Conservative and Orthodox Administrators to join. NATA's constitution ok's non-Reform members in chapters but prohibits their becoming officers. Now our Chicago (CATA) chapter has more Conservative members than Reform. I urged them to stand with the current constitutional requirement since several of the chapters are adjuncts of our Council offices and get much logistical support from our Directors. They agreed.

The balance of the agenda was routine. The atmosphere was easy and friendly and I would classify the entire meeting as "good".



National Association of Temple Administrators

AN AFFILIATE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS
838 Fifth Avenue, New York, NY 10021 (212) 249-0100



OFFICERS

President:
HENRY E. ZIEGLER, F.T.A.
30 West 68th Street
New York, N.Y. 10023

First Vice President:
ERNEST ABBIT, F.T.A.
1511 East Pike Street
Seattle, Wash. 98122

Second Vice President:
SHIRLEY CHERNELA, F.T.A.
250 East 79th Street
New York, N.Y. 10021

Treasurer:
HAROLD PRESS, F.T.A.
280 May Street
Worcester, Mass. 01602

Administrative Secretary:
LOUIS I. HELLER, F.T.A.
1301 Clavey Road
Highland Park, Ill. 60035

Immediate Past President:
WALTER C. BARON, F.T.A.
2324 Emerson Avenue South
Minneapolis, Minn. 55405

TO: NATA Administrative Committee

FROM: Myron E. Schoen, FTA
Administrator, Placement Service

SUBJECT: Placement Committee Activities, 11/1/80-4/3/81

A. Placements Completed

1. Lee Gleicher, Temple Isaiah, Los Angeles, CA.
formerly Temple Emanuel, Rye, NY
2. Hilary Kohen, Assistant Administrator,
Temple Emanu-El, NYC

B. Positions Filled From Other Sources

1. Robert Shwedich, Temple Beth Israel,
Phoenix, AZ-NASA member-result of
convention in that city.
2. Samuel Goldstein, Temple Beth El, Boca Raton,
Fl-from Conservative temple in area.
3. Malcolm Hellman, Baltimore Hebrew Congregation.
Local man. Federal government retiree.
4. Richard Hunder, Temple Beth El, San Antonio,
TX. Local choice
5. Robert Cohen, Temple Emanu-El, Westfield, NJ-
was assistant at Rodeph Sholom, NYC.
Resides in Jersey. Saw ad in newspaper.
6. Jesse Rosten, Mt. Zion Temple, St. Paul, MN.
Local non-profit executive.

C. Congregations Currently Paneled

1. Temple Shearith Israel, San Francisco, CA
2. Rodeph Sholom Congregation, Philadelphia, PA
3. Temple Israel, Miami, FL
4. Cong. Rodeph Sholom, NYC, Assistant
5. Temple Isaiah, Lafayette, CA
6. Temple Emanuel, Westwood, NJ-Conservative
7. Temple Kol Ami, Plantation, FL
8. Herzl Ner Tamid Cong., Mercer Island, WA-Con-
servative.

D. Other Activities

1. Met with Board at Beth-El Congregation,
Ft. Worth, TX
2. Discussions with Temple Beth Israel, Houston, TX
3. Worked with Congregation Emanu-El,
San Francisco, CA, Schoenberg will remain for another year.



NATIONAL ASSOCIATION OF TEMPLE ADMINISTRATORS

Administrative Committee
Meeting of April 4/5, 1981

A G E N D A

1. President's Report

NATAGRAM
ARZA

2. Report by Treasurer and Membership Chairman

3. Placement

4. 1981 Biennial - Boston

Anniversary celebration
Max Feder lecture
1982 Convention - Los Angeles

5. NATA Journal

6. Research survey 1981 NATA/MUM

7. Management Manual

8. Certification

9. Chapter Development

10. NATA/NASA Joint Planning

Other business

MEMORANDUM

NATA

From Myron E. Schoen,
To Rabbi Alexander M. Schindler
Copies Rabbi David Hachen , Theodore Broido
Subject NATA Members and Their Attitude to UAHC

Date
December 16, 1980

My first reaction to Dave's lament and Ted's response is the punch line from the Chassidic story "You are right and you are right". When it comes to MUM matters, many (but not quite all, thank God) NATA members have adopted the stance of their lay leadership. It's not adversary relationship. It's more like the typical American's approach to IRS and his income tax return.

Everyone thinks he's paying too much and his neighbor is getting away with murder. Therefore, they either complain they are paying too much or brag about how they manage to get away with paying less. In turn, I can confirm what Ted advised you. In Denver there was an unusual degree of cordiality to and appreciation for what the UAHC is doing for their congregations and for the individual administrators.

One of the major problems we face is the declining number of real "professional" administrators. Cleveland is an example. All of the major congregations now have "locals" as administrators. They came from the congregation or the community. They have no thought of professional advancement by seeking a better post or salary through NATA Placement. So, their primary concern is to please their own leadership. In the whole state of Ohio there is but two out of eleven administrators that are not "locals". And seven of the eleven are women, five married, which compounds the problem.

What can we do to "build a strong base of support among the administrators"? Constant attention and recognition will help. More frequent reference to individuals and NATA in UAHC publications and at regional and national gatherings. Henry Ziegler is disturbed at this very moment at the omission of NATA in the UAHC's annual report. Strengthening and expanding the UAHC's Department of Synagogue Administration would help, too.

ME S. - Lu. (dictated - not read)



אחדות
ליהדות
מחברות
באמריקה

Union of American Hebrew Congregations

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

MEMORANDUM

From Mr. Theodore K. Broido
To Rabbi Alexander M. Schindler
Copies Mr. Myron Schoen
Subject

Date December 11, 1980

Share with David H.

I have read David Hachen's memorandum of December 5th concerning NATA. I must say that I did not get that impression when I was at the NATA meeting. I don't think the temple administrators are being "any more anti-union" than they have been in the past. It is an ongoing problem and Myron and I are working with them as best we can. I'm not sure that there is very much that can be done. I don't view the problem as negatively as David does, nor do I think that there is very much we can do to change whatever negative attitudes exist. It's part of, as David correctly says, the position they find themselves in.



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

NATA

October 21, 1980

Mr. Henry E. Ziegler, F.T.A.
Stephen Wise Free Synagogue
30 West 68 Street
New York, N.Y. 10023

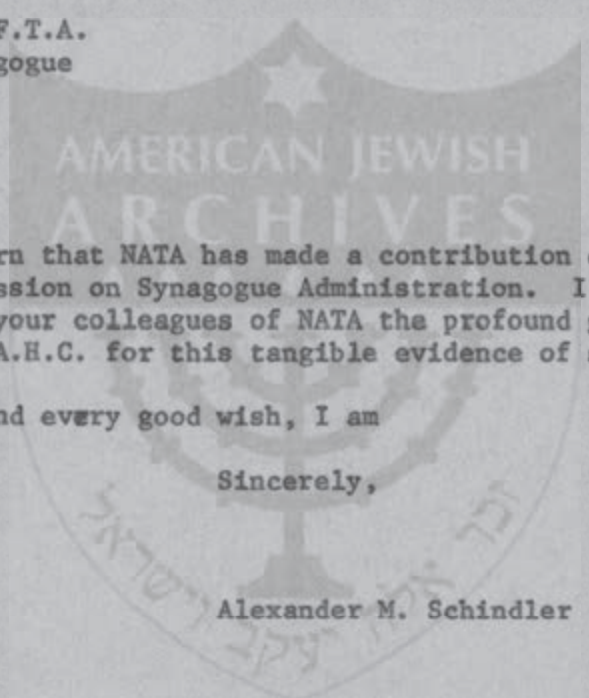
Dear Henry:

I was delighted to learn that NATA has made a contribution of \$1,500.00 to the Commission on Synagogue Administration. I want to express to you and your colleagues of NATA the profound gratitude of all of us of the U.A.H.C. for this tangible evidence of support.

With warmest regards and every good wish, I am

Sincerely,

Alexander M. Schindler



PROHIBIT
COPY
OCT 21 1980

October 20, 1980

Mr. Henry E. Ziegler, F.T.A.
Stephen Wise Free Synagogue
30 West 68 Street
New York, NY 10023

Dear Henry:

Harold has asked me to write to you on behalf of the Commission and through you to express our thanks to the officers and members of NATA for the \$1,500.00 you presented to us at the Commission meeting on the 16th.

This subvention to the Commission's 1980-81 budget will be helpful in carrying out the work of the NATA Placement Service. In addition it reflects the continued partnership of NATA and the Commission in serving the Reform movement.

Sincerely,

MYRON E. SCHOEN, F.T.A.

MES:pz

cc: ✓ Rabbi Alexander M. Schindler
Dr. Harold J. Tragash

PROHIBIT
COPY
OCT 21 1980

CHANGES TO BE RECORDED IN 1966-67 NATA ROSTER

ADDITIONS:

- R Mrs. Earl Carroll
Temple Micah
195 So. Monaco Parkway
Denver, Colorado 80222
- R Mr. Charles J. Cohen
B'nai Zion Congregation
175 Southfield Road
Shreveport, Louisiana 71105
- A Mrs. Shirley M. Finn
Wilshire Blvd. Temple
3663 Wilshire Blvd.
Los Angeles, California 90005
- R Mrs. Jean Grubstein
Temple Beth Jacob
Gidney at Fullerton Avenue
Newburgh, New York 12550
- R Mr. Harry Haimowitz
Progressive Synagogue
1395 Ocean Avenue
Brooklyn, New York 11230
- R Mrs. Milton Halpern
Temple Emanu-El
2710 Genessee Street
Utica, New York 13502
- R Mrs. Lotte Marshall
Congregation Habonim
44 West 66th Street
New York, N. Y. 10023
- R Mrs. Irving Sambor
Free Synagogue of Westchester
500 North Columbus Avenue
Mt. Vernon, New York 10552
- R Mr. Myron Shapiro
Mt. Zion Temple
1300 Summit Street
St. Paul, Minnesota 55105

DELETIONS:

Morton Robins
Reuben Shavit

CHANGES:

Address for Mr. Frank J. Adler should
be changed from 721 to 712

Affiliation for James L. Deutsch
is now:
North Shore Congregation Israel
840 Vernon Avenue
Glencoe, Illinois 60022

Affiliation for MRS. Rose Halpern
is now "Associate" at:
Congregation Habonim
44 West 66th Street
New York, N. Y. 10023

Change Zip Code for Louis I. Heller
from 60039 to 60035

Change name of Mrs. Betty M. Hirsch
to Mrs. Stanley H. Hirsch

Address for Mr. Sam L. Kasimov
should be changed from 787 to 805

Change Mrs. Milton Rosenberg to
Mrs. Allen Alpert (remarriage)


Change telephone number for Mr. Myron
E. Schoen to 212 249-0100

Change name of Mr. Sol Schulman to
Mr. Saul S. Schulman

Re Mr. Albert Vorspan:
Change category to ExO
Change title to Admin. Secy. Pro-tem
Add (Board)

Address for Mrs. Gertrude Kellin
should be changed to:
5249 So. Sepulveda Blvd.
Culver City, Calif. 90230

**NATIONAL ASSOCIATION
OF
TEMPLE
ADMINISTRATORS**



MEMBERSHIP ROSTER
AND
GEOGRAPHICAL
CROSS-REFERENCE

1966 - 1967

LEGEND

- R - Regular Member
A - Associate Member
H - Honorary Life Member
ExO - Ex-Officio Member of Board
G - Not Formally Affiliated
Receives all Communications

- R Mr. Ernie Abbit
Temple De Hirsch
1511 East Pike Street
Seattle, Washington 98122
- R Mr. Frank J. Adler, F.T.A. (Past President)
Cong. B'nai Jedudah (Board)
721 East 69th Street
Kansas City, Missouri 64131
- R Mr. Martin M. Alsher
Cong. Rodeph Shalom
615 North Broad Street
Philadelphia, Pennsylvania 19123
- R Miss Alfreda J. Anker
The Village Temple
33 East 12th Street
New York, New York 10003
- R Mr. Jules Ansis
Temple Beth Emeth of Flatbush
83 Marlborough Road
Brooklyn, New York 11226
- R Mr. Philip Aronson, F.T.A.
Temple Emanu-El
306 Rumsey Road
Yonkers, New York 10705
- R Mr. Leo S. Bamberger, F.T.A. (Treasurer)
The Temple 216 791-7755
University Circle & Silver Park
Cleveland, Ohio 44106
- A Mr. Chester G. Bandman (Hon. Board)
Park Plaza Apartments
128 North Craig Street
Pittsburgh, Pennsylvania 15213

R Mr. Chester G. Bandman, Jr.
Temple Israel
5419 E. Broad Street
Columbus, Ohio 43213

R Mr. Walter C. Baron
K.A.M. Temple
930 East 50th Street
Chicago, Illinois 60615

R Mr. Herbert Barton
Temple Sinai
6227 St. Charles Avenue
New Orleans, Louisiana 70118

A Mr. Samuel Berliner, Jr.
Cong. Emanu-El
1 East 65th Street
New York, New York 10021

A Miss Henrietta E. Blatner
Temple Beth Emeth
100 Academy Road
Albany, New York 12208

R Mrs. Helen R. Bloch
Temple Sharey Tefilo
57 Prospect Street
East Orange, New Jersey 07012

A Mr. Norman Block
Temple Oheb Shalom
7310 Park Heights Avenue
Baltimore, Maryland 21208

R Mr. Reuben M. Blumberg
Temple Beth El
211 Belknap Place
San Antonio, Texas 78212

R Miss Sadye M. Bobrof
Temple Israel
333 - 25th Street, N.W.
Canton, Ohio 44709

R Mr. Joseph W. Boston (Board)
Temple Israel
1255 Poplar Street
Memphis, Tennessee 38104

R Mr. Andrew Braun
Har Sinai Congregation
6300 Park Heights Avenue
Baltimore, Maryland 21215

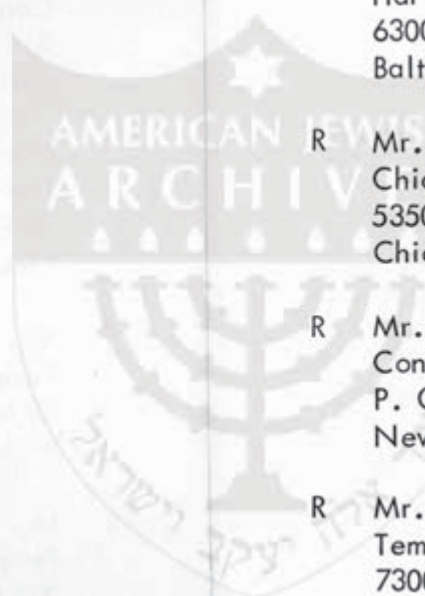
R Mr. Phillip L. Brin
Chicago Sinai Cong.
5350 South Shore Drive
Chicago, Illinois 60615

R Mr. Leonard S. Bronik
Congregation Gates of Prayer
P. O. Box 5274
New Orleans, Louisiana 70115

R Mr. Samuel H. Bucholtz
Temple Israel of Hollywood
7300 Hollywood Avenue
Los Angeles, California 90046

R Mrs. Hannah Buckman
Temple Beth Miriam
Lincoln Avenue
Elberon, New Jersey 07741

R Mr. Gerald Wm. Burg (Board)
Wilshire Boulevard Temple
Wilshire & Hobart Blvds.
Los Angeles, California 90005



R Mrs. Edward Chernela, F.T.A. (Board)
Temple Emanuel of Great Neck
150 Hicks Lane
Great Neck, New York 11024

R Mr. Irving M. Coburn (Board)
Temple Sholom
3480 Lake Shore Drive
Chicago, Illinois 60613

R Mrs. Raymond Cogan
Ohel Sholom Temple
Raleigh Avenue at Stockley Gardens
Norfolk, Virginia 23507

R Mr. Edward Cohen (Board)
Temple Israel of Greater Miami
137 N.E. 19th Street
Miami, Florida 33132

R Miss Rose Cohen
Temple Emanu-El
4100 Sherbrooke Street, West
Westmount, Montreal 6, Quebec,

R Mr. David Cohn
Touro Synagogue
P. O. Box 5186, Station B
New Orleans, Louisiana 70115

R Mr. E. Theodore Cohn
Cong. Ahavath Chesed
1708 Mallory Street
Jacksonville, Florida 32205

R Mrs. Dorothy G. Cutler
Temple Beth El
Old Mill Road
Great Neck, New York 11023

R Mr. Ralph G. Daitz, F.T.A.
Temple Shaaray Tefila
250 E. 79th Street
New York, New York 10021

R Mr. Gilbert R. Davis, F.T.A.
Temple Shaare Emeth
560 Trinity Street
St. Louis, Missouri 63130

G Mrs. Jeanette S. Decker
2919 W. Morse Avenue
Chicago, Illinois 60645

R Mr. James L. Deutsch
Temple Isaiah
10345 W. Pico Blvd.
Los Angeles, California 90064

R Mr. Wilfred E. Diamond (Board)
Cong. Beth Israel
701 Farmington Avenue
West Hartford, Connecticut 06119

R Mr. Zola Dockman
Temple Israel
2324 Emerson Avenue, South
Minneapolis, Minnesota 55405

ExO Rabbi Maurice N. Eisendrath (Board)
Union of American Hebrew Congregations
838 Fifth Avenue
New York, New York 10021

R Mr. Nathan Emanuel, F.T.A. (Past President)
Temple Israel (Hon. Board)
456 Webster Avenue
New Rochelle, New York 10801

R Mrs. Jacob Enkelis
Cong. Beth Israel
1931 N.W. Flanders Street
Portland, Oregon 97209

A Mr. Abraham Epstein
3600 Labyrinth Road
Baltimore, Maryland 21215

R Mr. Michael Fadem
10675 Ladue Road
St. Louis, Missouri 63141

ExO Mr. Irvin Fane (Board)
1000 Power & Light Building
Kansas City, Missouri 64105

R Dr. Max Feder, F.T.A. (Past President)
Cong. Rodeph Sholom (Hon. Board)
7 West 83rd Street
New York, New York 10024

R Mr. Julian Feldman, F.T.A. (1st Vice President)
Wash. Hebrew Congregation 202 362-7100
3935 Macomb Street, N.W.
Washington, D.C. 20016

R Mr. Mark J. Finer
Temple Emanuel
Chandler & May Streets
Worcester, Massachusetts 01602

R Mr. Norman Fogel
Cong. Beth Israel
2512 Third Avenue
San Diego, California 92103

R Mr. Frank N. Fosman
Temple Beth-El
1351 South 14th Avenue
Hollywood, Florida 33023

H Mr. Louis J. Freehof (Past President)
Sinai Memorial Chapel
Geary & Divisadero
San Francisco, California 94118

R Mr. Harold H. Friedman, F.T.A. (2nd Vice-President)
Temple Emanuel Center 213 274-6388
8844 Burton Way
Beverly Hills, California 90211

R Miss Lillian Friedman
Cong. Emanuel B'nai Jeshurun
2419 East Kenwood Blvd.
Milwaukee, Wisconsin 53211

R Mr. Max Frosch (Board)
Cong. Emanu-El
1500 Sunset Blvd.
Houston, Texas 77005

R Mr. Henry Fruhauf, F.T.A. (President)
Cong. Emanu-El 212 744-1400
1 East 65th Street
New York, New York 10021

R Dr. Bert S. Gerard
Westchester Reform Temple
255 Mamaroneck Road
Scarsdale, New York 10585

R Mr. William S. Gibberman
Temple Emanuel
2200 South Green Road
Cleveland, Ohio 44121

R Mr. Samuel Gladstone
Temple Israel
3538 East Third Street
Long Beach, California 90814

R Mr. Arnold J. Glass
Beth Emet-Free Synagogue
Ridge & Dempster
Evanston, Illinois 60202

R Mr. Leonard Gold
Cong. Beth Israel
3517 Austin
Houston, Texas 77004

R Miss Barbara Goldstein
Temple Israel
140 Central Avenue
Lawrence, New York 11559

R Mr. Jerome B. Gordon
Temple Brith Kodesh
2131 Elmwood Avenue
Rochester, New York 14618

R Mrs. Sadie Gorin
Rodef Sholom Cong.
1717 N. 41st Street
Waco, Texas 76707

R Mr. Sumner Greenberg
Central Synagogue of Nassau County
430 De Mott Avenue
Rockville Centre, New York 11570

R Mrs. Sylvia Greenberg
Temple Beth-El of Chicago
3050 W. Touhy Avenue
Chicago, Illinois 60645

G Mr. J. Grinblat
Temple Beth Israel
82 Alma Road
St. Kilda
Melbourne, Victoria, Australia

R Miss Rose Halpern
Sinai Congregation of the Bronx
2011 Grand Concourse
Bronx, New York 10453

A Mr. Bernard Handwerker
Cong. Rodeph Sholom
7 West 83rd Street
New York, New York 10024

R Mr. Melvin S. Harris (Board)
Leo Baeck Temple
1300 N. Sepulveda Blvd.
Los Angeles, California 90049

R Mr. Nathan P. Harris
Temple Ohabei Shalom
1187 Beacon Street
Brookline, Massachusetts 02146

R Mr. Louis I. Heller
Cong. Solel
1301 Clavey Road
Highland Park, Illinois 60039

R Mr. Morris Henerson
Temple Sinai
2808 Summit Street
Oakland, California 94609

R Mrs. Betty M. Hirsch
The Community Synagogue
150 Middle Neck Road
Port Washington, New York 11050

R Mrs. Estelle Hirsch
Riverdale Temple
4545 Independence Avenue
Riverdale, New York 10471

- R Mr. Irving Jacobson
Temple Beth Am
5950 North Kendall Drive
Miami, Florida 33156
- A Dr. Clifford R. Josephson
1643 S.W. 12th Avenue
Portland, Oregon 97201
- R Mr. Joseph W. Kahn, F.T.A. (Board)
Union of American Hebrew Congregations
703 Market Street - Suite 705
San Francisco, California 94103
- A Mrs. Gertrude L. Kallin
5520 West Olympic Blvd.
Los Angeles, California 90036
- R Mr. Hy Kanter
Temple Emanu-El
8500 Hillcrest Road
Dallas, Texas 75225
- R Mrs. Sylvia Kaplan
Temple Beth Israel
4850 N. Bernard St.
Chicago, Illinois 60625
- R Mr. Israel Kartin
Temple Beth El
70 Orchard Avenue
Providence, Rhode Island 02906
- R Mr. Samuel L. Kasimov
Temple Beth Zion
787 Delaware Avenue
Buffalo, New York 14209
- R Mr. Irving I. Katz, F.T.A. (Hon. President)
Temple Beth El (Board)
8801 Woodward Avenue
Detroit, Michigan 48202

- R Mr. Daniel Kaufman, F.T.A.
Beth Torah Cong.
9200 S. Vanderpoel Avenue
Chicago, Illinois 60620
- R Mr. Vigdor W. Kavalier
Rodef Shalom Cong.
4905 - 5th Avenue
Pittsburgh, Pennsylvania 15213
- R Mr. Jerome Kleinberg, F.T.A.
Metropolitan Synagogue
10 Park Avenue
New York, New York 10016
- R Mr. Sidney Kluger
Temple Sherith Israel
2266 California Street
San Francisco, California 94115
- R Mrs. Eleanor Knight
Cong. Beth Shalom
1 Dogwood
Park Forest, Illinois 60466
- R Mr. Edwin A. Kohen
Temple Sinai
425 Roslyn Road
Roslyn Heights, New York 11577
- R Mr. Albert J. Koosed, F.T.A.
Fairmount Temple
23737 Fairmount Blvd.
Cleveland, Ohio 44121
- R Mr. Barry Kugel
Temple Israel
432 Scotland Road
South Orange, New Jersey 07079

R Mr. Milton Kulick, F.T.A. (Admin. Secretary)
Central Synagogue 212 838-5122
128 East 55th Street
New York, New York 10022

R Mr. Guy Landsberg
Peninsula Temple Beth El
1700 Alameda Delas Pulgas
San Mateo, California 94402

R Mr. Bernard Lepoff, F.T.A.
Temple Judea of Niles Township
8610 Niles Center Road
Skokie, Illinois 60077

R Mr. S. Bernard Lieberman
Temple Israel
1821 Emerson Avenue
Dayton, Ohio 45406

H Rabbi Eugene J. Lipman
Temple Sinai
3100 Military Road
Washington, D.C. 20015

R Mrs. Minnie L. Litman
Temple Sinai
5505 Forbes Avenue
Pittsburgh, Pennsylvania 15217

R Mrs. Rita Litman
Temple Isaiah
75-24 Grand Central Parkway
Forest Hills, New York 11375

G Mr. Alfred Mackler, Business Manager
Union of American Hebrew Congregations
838 Fifth Avenue
New York, New York 10021

R Mrs. Milton S. Malakoff
Temple Beth Shalom
4144 Chase Avenue
Miami Beach, Florida 33139

R Mr. Bertram R. Martinson (Board)
Temple Shalom of Newton
175 Temple Street
West Newton, Massachusetts 02165

H Mr. Lewis L. Martinson
218 South Reeves Drive
Beverly Hills, California 90212

R Mr. Robert Mills
Emanuel Congregation
5959 N. Sheridan Road
Chicago, Illinois 60640

R Mr. David I. Mitchell, F.T.A. (Board)
Reform Cong. Keneseth Israel
York Road & Township Line
Elkins Park, Pennsylvania 19117

A Mr. Albert Moses
Cong. Aaron
P.O. Box 753
Trinidad, Colorado 81012

R Mr. Seymour Myerson
Cong. Mishkan Israel
785 Ridge Road
New Haven, Connecticut 06517

R Mr. Norman Paul
Temple Beth Emeth
100 Academy Road
Albany, New York 12208

R Mr. Bernard I. Pincus, F.T.A. (Past President)
Temple Israel (Hon. Board)
Longwood at Plymouth
Boston, Massachusetts 02215

R Mr. Eli H. Pinerman
Baltimore Hebrew Cong.
7401 Park Heights Avenue
Baltimore, Maryland 21208

R Mr. Harold Press
South Shore Temple
7215 Jeffrey Avenue
Chicago, Illinois 60649

R Mrs. Sidney Resnick
Temple Emanu-El
14450 West Ten Mile Road
Oak Park, Michigan 48237

R Mr. Sid Rheuban
The Suburban Temple
22401 Chagrin Blvd.
Cleveland, Ohio 44122

R Mr. Morton Robins
Temple Beth Sholom
13031 Tustin Avenue
Santa Ana, California 92705

R Mrs. Milton Rosenberg
Temple Menorah
2800 West Sherwin
Chicago, Illinois 60645

R Mrs. Mark Rubenstein
Isaac M. Wise Center
Reading Avenue & North Crescent
Cincinnati, Ohio 45229

R Mrs. Dorothy Saltman
Temple Emanu-El of Long Beach
455 Neptune Blvd.
Long Beach, New York 11561

R Mr. Jacob W. Salz, F.T.A. (Board)
Jewish Community Center
252 Soundview Avenue
White Plains, New York 10606

R Mr. Sanford H. Samuels
The Suburban Temple
2900 Jerusalem Avenue
Wantagh, New York 11794

R Mr. Sidney L. Scher, F.T.A. (Board)
Cong. Oheb Shalom
7310 Park Heights Avenue
Baltimore, Maryland 21208

R Mrs. Barbara Schiller
Temple Sinai
131 Washington Avenue
Lawrence, New York 11559

R Mrs. Jack Schneider
Temple Beth Sholom
6666 Terrebonne Street
Montreal, Quebec, Canada

A Miss Lenny Schnitman
140 Linwood Avenue
Buffalo, New York 14209

ExO Mr. Myron E. Schoen, F.T.A. (Board)
Union of Amer. Heb. Cong. 212 RE 7-8200
838 Fifth Avenue
New York, New York 10021



R Mr. G. Marvin Schoenberg
Cong. Emanu-El
Arguello Blvd. & Lake Street
San Francisco, California 94118

R Mr. A. Jerome Schreiber
Temple Emanuel
10101 Connecticut Avenue
Kensington, Maryland 20795

R Mr. Sol Schulman
Temple Israel of Jamaica
188th Street & Grand Central Parkway
Holliswood, New York 11423

R Mrs. Norma S. Schwartz
Temple Mount Sinai
4408 North Stanton
El Paso, Texas 79902

H Mr. S. D. Schwartz
Chicago Sinai Cong.
5350 South Shore Drive
Chicago, Illinois 60615

R Miss Judy Selkowitz
Temple B'nai Israel
3317 Freeland Avenue
McKeesport, Pennsylvania 15132

A Mr. Lionel Semiatin
Temple Israel Center
280 Old Mamaroneck Road
White Plains, New York 10605

A Miss Anne Shapiro
202 Sherman Avenue
New Haven, Connecticut 06511

R Mr. Reuben Shavit
University Synagogue
11960 Sunset Blvd.
Los Angeles, California 90049

R Mrs. Sam Sheiner
Temple Judea of the West San Fernando Valley
P. O. Box 136
Tarzana, California 91356

R Mrs. Abe Shurgin
The Temple
1589 Peachtree Street, N.E.
Atlanta, Georgia 30309

R Mr. Milton Sicherman, F.T.A.
Temple Emanu-El
1010 University Avenue
San Jose, California 95126

R Mr. Jerome Siegel
Union Temple of Brooklyn
17 Eastern Parkway
Brooklyn, New York 11238

R Mrs. Mary Sigman
Collingwood Avenue Temple
2335 Collingwood Avenue
Toledo, Ohio 43620

A Mr. Harry Silverman
1 Court Street
Boston, Massachusetts 02108

R Miss Nettie Simon
Rodef Sholem Cong.
Elm & Woodbine
Youngstown, Ohio 44505

AMERICAN JEWISH
ARCHIVE



R Mr. Frank L. Simons (Board)
Temple Israel
17400 Manderson Road
Detroit, Michigan 48203

R Mrs. Ruth M. Slobin
Temple Emanu-El
Ross Plaza
Lynbrook, New York 11563

R Mr. Martin Sobotker
Cong. Habonim, Inc.
44 West 66th Street
New York, New York 10023

R Mrs. Emanuel H. Sonnenreich
Temple Israel
12 East 86th Street
New York, New York 10028

R Mr. Nelson Spector
Temple Sinai Cong. of Toronto
210 Wilson Avenue
Toronto 12, Ontario, Canada

A Miss Ruth Stootman
Box 1672
New Haven, Connecticut 06507

R Mr. Herman Straus
Temple Adath Israel
124 North Ashland Avenue
Lexington, Kentucky 40502

R Miss Shirley M. Straver
Cong. B'nai Jeshurun
474 Centre Street
South Orange, New Jersey 07079

R Mr. Lester C. Sugarman (Board)
Holy Blossom Temple
Bathurst Street & Ava Road
Toronto, Ontario

R Mrs. Milton J. Tigar
Beth El Temple Center
2 Concord Avenue
Belmont, Massachusetts 02178

R Mrs. Mary Vertrees
Cong. B'nai Israel
421 Broadway
Little Rock, Arkansas 72201

G Mr. Albert Vorspan, Director of Program
Union of American Hebrew Congregations
New York, New York 10021

R Mrs. Joseph Walzer (Sally)
Temple Isaiah Israel
1100 Hyde Park Blvd
Chicago, Illinois 60615

R Mrs. Betty S. Ward
Cong. Keneseth Israel
2227 Chew Street
Allentown, Pennsylvania 18104

R Mr. Otto D. Weill, F.T.A. (Board)
Temple Sinai
3100 Military Road, N.W.
Washington, D.C. 20015

R Mr. Richard J. Weinstein
United Hebrew Temple
225 S. Skinker Blvd.
St. Louis, Missouri 63105

AMERICAN JEWISH
ARCHIVES



- R Mr. Aaron Weiss
Temple Beth Hillel
12326 Riverside Drive
North Hollywood, California 91607
- R Mr. Calvin R. Weiss
Temple Ahavath Sholom
1609 Avenue R
Brooklyn, New York 11229
- A Mr. Jacob A. Weiss
Temple Beth Emeth of Flatbush
83 Marlborough Road
Brooklyn, New York 11226
- (Hon. Board)
- R Mr. Mandell S. Winter
Congregation Emanuel
51 Grape Street
Denver, Colorado 80220
- R Miss Rose Wolf
Temple - Beth Am
971 Old York Road
Arlington, Pennsylvania 19001
- R Mr. Jack W. Young
Indianapolis Hebrew Cong.
6501 N. Meridian Street
Indianapolis, Indiana 46220
- R Mr. Henry Ziegler, F.T.A.
Stephen Wise Free Synagogue
30 West 68th Street
New York, New York 10023

(Editor-NATA Quarterly)
(Board)

INDEX BY GEOGRAPHICAL LOCATION

ARKANSAS

Little Rock

CALIFORNIA

Beverly Hills
Hollywood
Long Beach
Los Angeles

North Hollywood
Oakland
San Diego
San Francisco

San Jose
San Mateo
Santa Ana
Tarzana

COLORADO

Denver
Trinidad

Congregation B'nai Israel

Temple Emanuel
Temple Israel
Temple Israel
Temple Isaiah
Leo Baeck Temple
University Synagogue

Wilshire Boulevard Temple
Temple Beth Hillel
Temple Sinai
Temple Beth Israel
Temple Emanuel
Temple Sherith Israel
U. A. H. C.
Temple Emanu-El
Peninsula Temple Beth El
Temple Beth Sholom
Temple Judea

Congregation Emanuel
Congregation Aaron

Mrs. Mary Vertrees

Harold H. Friedman, F.T.A.
Samuel H. Bucholtz
Samuel Gladstone
James L. Deutsch
Melvin S. Harris
Reuben Shavit
Gertrude Kallin (A)
Gerald Wm. Burg
Aaron Weiss
Morris Henerson
Norman Fogel
G. Marvin Schoenberg
Sidney Kluger
Joseph W. Kahn, F.T.A.
Milton Sicherman, F.T.A.
Guy Landsberg
Morton Robins
Mrs. Sam Sheiner

Mandell S. Winter
Albert Moses (A)

INDEX BY GEOGRAPHICAL LOCATION (Continued)

CONNECTICUT

Hamden
West Hartford

Congregation Mishkan Israel
Temple Beth Israel

Seymour Myerson
Wilfred E. Diamond

DISTRICT OF COLUMBIA

Washington

Temple Sinai
Washington Hebrew Congregation

Otto D. Weill, F.T.A.
Julian Feldman, F.T.A.

FLORIDA

Hollywood
Jacksonville
Miami

Temple Beth El
Congregation Ahavath Chesed
Temple Israel of Greater Miami
Temple Sinai
Temple Beth Sholom

Frank N. Fosman
E. Theodore Cohn
Edward Cohen
Irving Jacobson
Mrs. Milton S. Malakoff

Miami Beach

GEORGIA

Atlanta

The Temple

Mrs. Abe Shurgin

ILLINOIS

Chicago

Congregation Beth Torah
K. A. M. Temple
South Shore Temple
Temple Beth El
Temple Beth Israel
Temple Emanuel

Daniel Kaufman, F.T.A.
Walter C. Baron
Harold Press
Mrs. Sylvia Greenberg
Mrs. Sylvia Kaplan
Robert Mills

Evanston
Highland Park
Park Forest
Skokie

Temple Isaiah Israel
Temple Menorah
Temple Sholom
Temple Sinai
Beth Emet, The Free Synagogue
Congregation Solel
Congregation Beth Sholom
Temple Judea

Mrs. Joseph Walzer
Mrs. Milton Rosenberg
Irving M. Coburn
Phillip L. Brin
Arnold J. Glass
Louis I. Heller
Mrs. Eleanor Knight
Bernard Lepoff, F.T.A.

INDIANA

Indianapolis

Indianapolis Hebrew Congregation

Jack W. Young

KENTUCKY

Lexington

Temple Adath Israel

Herman Straus

LOUISIANA

New Orleans

Congregation Gates of Prayer
Temple Sinai
Touro Synagogue

Leonard S. Bronik
Herbert Barton
David Cohn

MARYLAND

Baltimore

Baltimore Hebrew Congregation
Har Sinai Congregation
Temple Oheb Shalom

Eli H. Pinerman
Andrew Braun
Sidney L. Scher, F.T.A.
Norman Block (A)
A. Jerome Schreiber

Kensington

Temple Emanuel

INDEX BY GEOGRAPHICAL LOCATION (Continued)

MASSACHUSETTS

Belmont
Boston
Brookline
West Newton
Worcester

Beth El Temple Center
Temple Israel
Temple Ohabei Shalom
Temple Shalom of Newton
Temple Emanuel

Mrs. Milton J. Tigar
Bernard I. Pincus, F.T.A.
Nathan P. Harris
Bertram R. Martinson
Mark J. Finer

MICHIGAN

Detroit

Oak Park

Temple Beth El
Temple Israel
Temple Emanu-El

Irving I. Katz, F.T.A.
Frank L. Simons
Mrs. Sidney Resnick

MINNESOTA

Minneapolis

Temple Israel

Zola Dockman

MISSOURI

Kansas City
St. Louis

Temple B'nai Jehudah
Congregation Shaare Emeth
Temple Israel
United Hebrew Congregation

Frank J. Adler, F.T.A.
Gilbert R. Davis, F.T.A.
Michael Fadem
Richard J. Weinstein

NEW JERSEY

East Orange
Elberon
South Orange

Temple Sharey Tefilo
Temple Beth Miriam
Temple Israel

Mrs. Helen R. Bloch
Mrs. Hannah Buckman
Barry Kugel

NEW YORK

Albany

Bronx

Brooklyn

Buffalo
Forest Hills
Great Neck

Holliswood
Lawrence

Long Beach
Lynbrook
New Rochelle
New York

Congregation B'nai Jeshurun

Temple Beth Emeth

Riverdale Temple
Sinai Congregation of The Bronx
Temple Ahavath Sholom of Flatbush
Temple Beth Emeth of Flatbush
Union Temple
Temple Beth Zion
Temple Isaiah
Temple Beth-El
Temple Emanuel of Great Neck
Temple Israel of Jamaica
Temple Israel
Temple Sinai
Temple Emanu-El of Long Beach
Temple Emanu-El
Temple Israel
Congregation Habonim
Central Synagogue
Metropolitan Synagogue
Rodeph Sholom Congregation
Stephen Wise Free Synagogue

Miss Shirley M. Straver

Norman Paul
Miss Henrietta E. Blatner (A)
Mrs. Estelle Hirsch
Miss Rose Halpern
Calvin S. Weiss
Jules Ansis
Jerome Siegel
Samuel L. Kasimov
Mrs. Rita Litman
Mrs. Dorothy G. Cutler
Mrs. Edward Chernela, F.T.A.
Sol Schulman
Miss Barbara Goldstein
Mrs. Barbara Schiller
Mrs. Dorothy Saltman
Mrs. Ruth Slobin
Nathan Emanuel, F.T.A.
Martin Sobotker
Milton Kulick, F.T.A.
Jerome Kleinberg, F.T.A.
Dr. Max Feder, F.T.A.
Bernard Handwerker (A)
Henry E. Ziegler, F.T.A.

INDEX BY GEOGRAPHICAL LOCATION

(Continued)

NEW YORK (continued)

New York (continued)

Port Washington
Rochester
Rockville Centre
Roslyn Heights
Scarsdale
Wantagh
White Plains
Yonkers

Temple Emanu-El

Temple Israel
Temple Shaaray Tefila
U. A. H. C.
Village Temple
Community Synagogue
Temple B'rith Kodesh
Central Synagogue of Nassau County
Temple Sinai
Westchester Reform Temple
Surburban Temple
Jewish Community Center
Temple Emanu-El

Henry Fruhauf, F.T.A.
Samuel Berliner, Jr. (A)
Mrs. E. H. Sonnenreich
Ralph G. Daitz, F.T.A.
Myron E. Schoen, F.T.A.
Miss Alfreda Anker
Mrs. Betty M. Hirsch
Jerome B. Gordon
Sumner Greenberg
Edwin A. Kohen
Dr. Bert S. Gerard
Sanford H. Samuels
Jacob W. Salz, F.T.A.
Philip Aronson, F.T.A.

OHIO

Canton
Cincinnati
Cleveland

Temple Israel
Isaac M. Wise Center
Fairmount Temple
Suburban Temple
Temple Emanuel
The Temple

Miss Sadye N. Bobrof
Mrs. Mark Rubenstein
Albert J. Koosed, F.T.A.
Sid Rheuban
William S. Gibberman
Leo S. Bamberger, F.T.A.

Columbus
Dayton
Toledo
Youngstown

Temple Israel
Temple Israel
Collingwood Avenue Temple
Congregation Rodef Sholem

Chester G. Bandman, Jr.
S. Bernard Lieberman
Mrs. Mary Sigman
Miss Nettie Simon

OREGON

Portland

Temple Beth Israel

Mrs. Jacob J. Enkelis

PENNSYLVANIA

Abington
Allentown
Elkins Park
McKeesport
Philadelphia
Pittsburgh

Old York Road Temple Beth Am
Keneseth Israel Congregation
Reform Congregation Keneseth Israel
Temple B'nai Israel
Congregation Rodeph Shalom
Rodef Shalom
Temple Sinai

Mrs. Rose B. Wolf
Mrs. Betty S. Ward
David I. Mitchell, F.T.A.
Miss G. J. Selkowitz
Martin M. Alsher
Vigdor W. Kavalier
Mrs. Minnie L. Litman

RHODE ISLAND

Providence

Temple Beth El

Israel Kartin

TENNESSEE

Memphis

Temple Israel

Joseph W. Boston

TEXAS

Dallas
El Paso
Houston

Temple Emanu-El
Temple Mount Sinai
Congregation Emanu-El
Congregation Beth Israel

Hy Kanter
Mrs. Norma S. Schwartz
Max Frosch
Leonard Gold

INDEX BY GEOGRAPHICAL LOCAL (Continued)

TEXAS (continued)

San Antonio
Waco

Temple Beth El
Congregation Rodef Sholom

Reuben M. Blumberg
Mrs. Sadie Gorin

VIRGINIA

Norfolk

Ohef Sholom Temple

Mrs. Raymond Cogan

WASHINGTON

Seattle

Temple De Hirsch

Ernie Abbit

WISCONSIN

Milwaukee

Congregation Emanuel B'nai Jeshurun

Miss Lillian Friedman

CANADA

ONTARIO

Toronto

Holy Blossom Temple
Temple Sinai

Lester C. Sugarman
Nelson Spector

QUEBEC

Montreal

Temple Beth Sholom
Temple Emanu-El

Mrs. Jack Schneider
Miss Rose Cohen

The following are special associate members, honorary members,
ex-officio members or other as indicated in the alphabetical roster:

Chester G. Bandman
Mrs. Jeanette S. Decker
Rabbi Maurice N. Eisendrath
Abraham Epstein
Irvin Fane
Louis J. Freehof
J. Grinblat
Dr. Clifford R. Josephson
Rabbi Eugene J. Lipman

Lewis L. Martinson
Miss Lenny Schnitman
S. D. Schwartz
Lionel Semiatin
Miss Anne Shapiro
Harry Silverman
Miss Ruth Stootman
Albert Vorspan
Jacob A. Weiss