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**MS-630: Rabbi Alexander M. Schindler Digital Collection, 1961-1996.**

Series A: Union of American Hebrew Congregations, 1961-1996.

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Box  
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Folder  
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National Federation of Temple Brotherhoods, 1981-1995.

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

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NFTB

Indie

I should send  
congratulatory note  
to him + offer  
officers - also

17 Hillsdale Road  
Cedar Grove, N.J.  
November 19, 1984

Call him  
in my name  
to invite him  
to Bond Mtg.

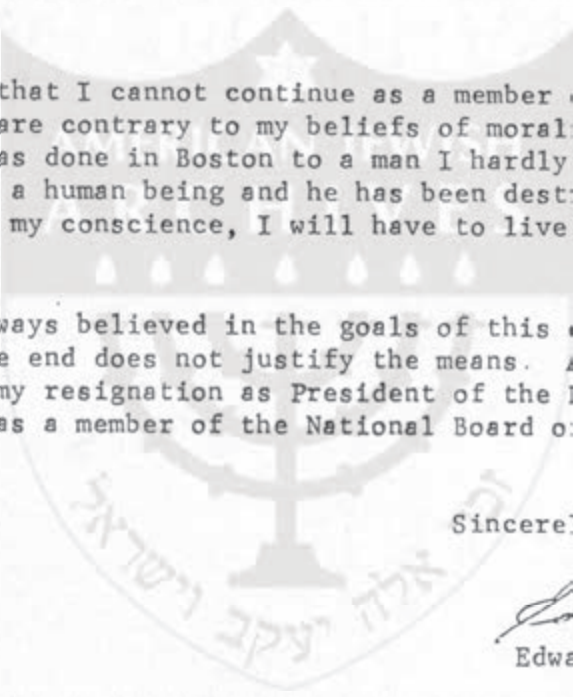
Mr Marshall Blair, President  
National Federation of Temple Brotherhoods  
838 Fifth Avenue  
New York, N.Y.

Dear Sir:

I regret that I cannot continue as a member of an organization whose actions are contrary to my beliefs of morality. I cannot condone what was done in Boston to a man I hardly know. However, Sig Warshaw is a human being and he has been destroyed. Since I must live with my conscience, I will have to live without the N.F.T.B.

I have always believed in the goals of this organization, but in my mind, the end does not justify the means. Accordingly, I hereby submit my resignation as President of the Empire Region of N.F.T.B., and as a member of the National Board of N.F.T.B.

Sincerely,

  
*Edward H. Maged*  
Edward H. Maged

AV



NFTB

November 6, 1984

Mr. Herbert Panoff, President  
NFTB  
838 Fifth Avenue  
New York, New York 10021

Dear Herb:

Since my travels will not take me to Boston for the forthcoming Biennial of the National Federation of Temple Brotherhods - Jewish Chautauqua Society, I am writing to express my good wishes to one and all. I hope you will extend my greetings and warm regards to the entire assembly.

The program for your convention looks very exciting and interesting. It is my hope your delegates will find the sessions to be meaningful, educational and inspirational. The work of the NFTB-JCS is important to our mutual sacred cause and I am certain the delegates will derive a sense of fulfillment from your deliberations, even as they do from their efforts in behalf of NFTB-JCS.

With warm regards and every good wish, I am

Sincerely,

Alexander M. Schindler

cc: Avrum Bondarin

W  
BY  
SIG WARSHAW

9/17/84

Dear Alex:

Thank you for the kind words and consideration in returning the file of letters.

I am fully aware of your position and the ticklish situation and am trying to follow the advice you gave me.

A good friend of mine the other day said to me that there will be a lot of people willing to hold my jacket while I fight.

And I will fight... for what I consider an injustice, against the collusion, distortion of facts, and misinterpretation of attempted kind deeds to make the things I believe in go forward.

I still believe that there are more good people than bad people... and above all my fight is really for the preservation of Judaism and what it stands for.

Joan of course joins me in wishing for you, Rhea and your family a very wonderful New Year.

warmly,

6  
Sig Warsaw



NFTB

September 14, 1984

Mr. Sig Warshaw  
28 Oaks Hunt Road  
Great Neck, NY 11020

Dear Sig:

I am returning herewith the file of letters which was shared with me. I have read them all with great care. You must take comfort in the knowledge that so many fine people hold you in such high regard. The commendations and words of appreciation of you in this file of letters are beautiful.

Rhea joins me in sending fondest regards to you and Joan and best wishes for the New Year.

Sincerely,

Alexander M. Schindler

NFTB

Rabbi Alexander M. Schindler

January 18, 1984

Rabbi Leonard A. Schoolman

Sig Warsaw

REGIONAL REPRESENTATION/NFTB

The enclosed correspondence is self-explanatory. If I'm not mistaken, the suggestion to have the regional NFTB presidents sit on our Regional Boards was made at one time. But I do not know whether it was universally heeded. Please check with our directors and effect it where this procedure is not already followed.

There might be a problem in that some regional NFTB may not coincide with ours. In such situation I suppose we would have to have the national president of NFTB determine who should or should not sit on a regional board. If you have any trouble on this score, please consult with Sig or Av.





January 18, 1984

Mr. Sig Warshaw  
3051 North Course Drive  
Pompano Beach, FL 33060

Dear Sig:

Thanks for sharing the correspondence between you and Lawrence Gelb.

The best way to implement this matter is to work through the director of regional directors, Rabbi Leonard A. Schoolman. As you can see, I have taken the initiative of beginning the process.

Hope you're enjoying the sun and warm(er) weather...it's been rough up North!

With warm regards and all good wishes, I am

Sincerely,

Alexander M. Schindler

Encl.



Founded 1893 by Rabbi Henry Berkowitz

838 FIFTH AVENUE, NEW YORK, N. Y. 10021  
Telephone: (212) 570-0707

UNDERSTANDING THROUGH EDUCATION

SIG WARSHAW

28 Oaks Hunt Road  
Great Neck, N.Y. 11020  
(516) 487-2762

3051 North Course Drive  
Pompano Beach, FL 33060  
(305) 974-7765

January 17, 1984

Rabbi Alexander M. Schindler  
Union of American Hebrew Congregations  
838 5th Avenue  
New York, N.Y. 10021

Dear Alex:

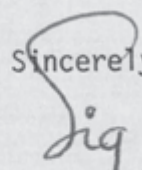
The enclosed letter from Lawrence Gelb and my reply are self-explanatory.

What suggestions would you have on how to implement Larry's important suggestion? Last summer our office wrote to the UAHC regional directors requesting that the NFTB Board members, including our regional presidents, be invited to sit on your regional boards.

I would love to hear from you.

Best wishes for a happy new year,

Sincerely yours,

  
Sig Warshaw  
Chancellor

P.S. I will be at my Florida residence until April 10.

Enc.  
SW:d1

President: HERBERT PANOFF, Boston • Chancellor: SIG WARSHAW, Great Neck, NY • Honorary President: S. HERBERT KAUFMAN, Baltimore • Honorary Chancellor: CHARLES FRIEDMAN, Paradise Valley • Vice Presidents: RICHARD N. ADELSHEIM, Pittsburgh • SOL APPELBAUM, Chicago • CARL J. BURKONS, Cleveland • RICHARD D. KARFUNKLE, Wilmington • FREDRIC SILVER, Dallas • Secretary: F. JAY WINHELD, Philadelphia • Treasurer: MARSHALL BLAIR, Tarzana • Assistant Secretaries: AARON L. KAHN, Oak Park, MI • BLAKE M. MYERS, Canton • Assistant Treasurers: HARRY H. DAVIDSON, West Hartford • OWEN L. WYMAN, Hollywood, FL • Executive Director: AV BONDARIN, New York • Assistant Executive Director: ROBERT E. SWIRE, New York.

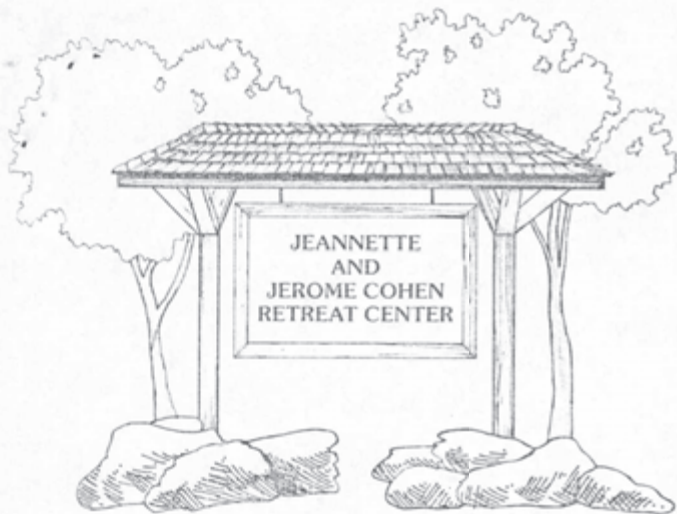




- HONORARY

Honorary Chancellor: Charles Friedman, *Paradise Valley*

- \* Regional Associate  
\*\* Council President  
x Regional President  
† Past President



**Congregation B'nai Jehudah  
BROTHERHOOD**

**712 EAST 69th STREET  
KANSAS CITY, MISSOURI 64131**

January 3, 1984

Dear Sig:

The minutes of the Executive Meetings came at the perfect time of the year. Printing business is slow (bad) and I had five days off (good). So I had the time to read them.

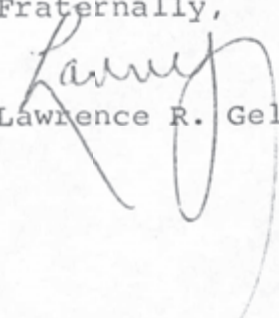
The one thing I would like to comment on came out of your report to the executive board. You commented that you attended a session on JCS-NFTB at a UAHC meeting and that it was the first you can remember.

One of your greatest contacts with the UAHC is through your Regional Presidents. In my case when I was Midwest Region president, I was a member of the UAHC Regional Board. I attended two meetings a year and gave a report. Instead of dwelling only on regional activities, I always used to pick some national program such as the College Program, Chautauqua etc. and enlighten the board members about these important programs. They seemed much more impressionable when they knew they were national programs.

If all regional presidents are not members of regional UAHC boards, we should be pushing for that. And once they are, they should be educating UAHC what Brotherhood and Chautauqua are all about.

Happy new year to you and yours,

Fraternally,

  
Lawrence R. Gelb





Auspices of THE NATIONAL FEDERATION OF TEMPLE BROTHERHOODS  
An affiliate of THE UNION of AMERICAN HEBREW CONGREGATIONS

Founded 1893 by Rabbi Henry Berkowitz

838 FIFTH AVENUE, NEW YORK, N. Y. 10021  
Telephone: (212) 570-0707



SIG WARSHAW

28 Oaks Hunt Road  
Great Neck, N.Y. 11020  
(516) 487-2762

3051 North Course Drive  
Pompano Beach, FL 33060  
(305) 974-7765

1/11/84

Dear Larry...

I am sorry that the graphic arts industry is a little slow.... but I am glad that I am out of it... although it enabled me to retire... but then I am probably a good deal older than you.

Thank you for the note and I am going to act on your suggestion. We are making some inroads slowly as to UAHC recognition, and that is because I have pushed for it as an important part of our Temple existence.

I do not know the full involvement on a Regional scale that our brotherhood representatives have with UAHC... frankly, they do not report it to us.

However, since my report in November, there have been one or two reminders that we do have representation.

You can rest assured that I will push for further representation on regional UAHC Boards and make my position clear.

Thank you again... and a belated Happy New Year to you.

warm regards...

Sig

President: HERBERT PANOFF, Boston • Chancellor: SIG WARSHAW, Great Neck, NY • Honorary President: S. HERBERT KAUFMAN, Baltimore • Honorary Chancellor: CHARLES FRIEDMAN, Paradise Valley • Vice Presidents: RICHARD N. ADELSHEIM, Pittsburgh • CARL J. BURKONS, Cleveland • HERBERT P. FEIBELMAN, JR., Mobile • RICHARD D. KARFUNKLE, Wilmington • FREDRIC SILVER, Dallas • Secretary: SOL APPELBAUM, Chicago • Treasurer: MARSHALL BLAIR, Tarzana • Assistant Secretaries: BLAKE M. MYERS, Canton • F. JAY WINHELD, Philadelphia • Assistant Treasurers: HARRY H. DAVIDSON, West Hartford • OWEN L. WYMAN, Hollywood, FL • Executive Director: AV BONDARIN, New York • Assistant Executive Director: ROBERT E. SWIRE, New York.



NFTB

January 11, 1988

Mr. Herbert Panoff  
President, NFTB  
39 Forbes Hill Road  
Wollaston, MA 02170

Handwritten initials or signature.

Dear Herb:

As you know, Chuck Rothschild is in the process of constituting the various Board Committees. As a member of the Board you received a memo from him a few weeks ago, together with a list of standing UAHC committees, and a request that you indicate your special areas of interest. I do hope that you have responded and you may be certain we will seek to assign you to the committee(s) of your choice.

I write now to ask that you give thought to NFTB representation on some of these committees. We are eager to deepen the ties between the UAHC and the NFTB and by having representatives of NFTB on our committees we can enhance our efforts and create proper liaison and communication in many areas of concern. While all of our committees do not require such representation, many do. Therefore, I am enclosing a list of our Committees of the Board and placing an X next to those which I believe should have NFTB representation. Please give serious consideration to this request and let me have your suggestions as soon as possible. Chuck and I hope to get together in about two weeks to work out committee membership appointments.

With appreciation in advance for your efforts and with warmest regards,  
I am

Sincerely,

Alexander M. Schindler

ccEncl. Av Bondarin  
Mr. C. J. Rothschild, Jr.



Rabbi Alexander M. Schindler

December 19, 1983

Avrum Bondarin

Albert Vorspan; Rabbi Leonard A. Schoolman

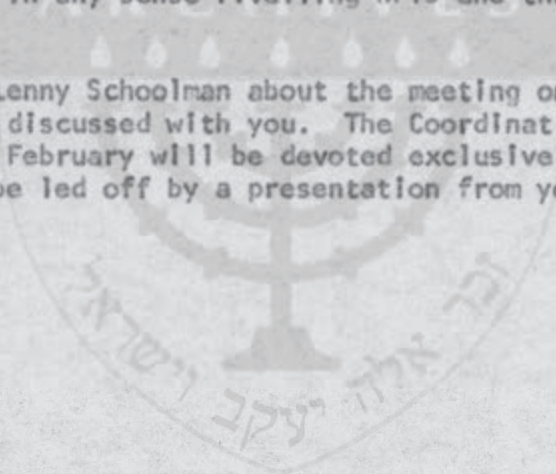
NFTS

Thank you for sending me a copy of the minutes relating to the issues I discussed with you.

I'm very much reassured by the comments made by Sig Warshaw at the November 16 meeting in which he confirms the fact that the "intent of the resolution is not to develop another formal organization."

I hope that you will keep this in mind and make certain that as this structure unfolds, nothing whatsoever is done to make this into a national organization in any sense rivalling NFTS and their fund-raising efforts.

I spoke to Ellie and Lenny Schoolman about the meeting on the affiliates which I also discussed with you. The Coordinating Committee meeting in January<sup>or</sup> February will be devoted exclusively to this subject, and it will be led off by a presentation from you and Ellie.



1/5/84

Staff

from - Av Bondarin, Executive Director  
Robert E. Swire, Assistant Executive Director  
Margery Winer, JCS Program Administrator  
Dora Lee, Administrative Secretary

Guests

Arthur Lustgarten, St. Louis  
Milton A. Friedman, Greensboro

Wednesday, November 16

X The morning was devoted to committee meetings.

In the afternoon, the Executive Board met as a Committee-On-The-Whole to discuss the proposition of establishing a JCS Women's Committee (Women for JCS). Sig Warshaw, JCS Chancellor, presided. Doris Panoff and Sol Appelbaum were resource panelists.

Mrs. Panoff, paying tribute to Herbert P. Feibelman, Jr., who made many significant contributions toward laying the groundwork for establishing the JCS Women's Committee, read a proposed resolution.

She emphasized the fact that as long as the JCS women are a committee and not an organization with elected officers, we are acting within the limits of the NFTB constitution and by-laws. Mrs. Panoff further emphasized that in Chapter IV of the NFTB By-Laws, dealing with JCS dues, there is no statement that the member must be a man. And, according to Mr. Feibelman's early analysis of Section 3 of Article II of the JCS By-Laws, "that it is contemplated that some of the members [Executive Board] could be female." Furthermore, Article IV of the JCS By-Laws states that "The Chancellor, with the approval of the president, shall appoint such committees as may be necessary to carry out the aims and purposes of the Society."

A motion to adopt the resolution was duly seconded. During the lengthy discussion that ensued, amendments to the resolution were submitted and accepted. The amended resolution is as follows:

Whereas, we consider the wives of the members of the Board of the Jewish Chautauqua Society a powerful asset to the strength of the organization and

Whereas, a majority of said wives are already Life Members or annual supporters of the Jewish Chautauqua Society; therefore, be it

Resolved, that it is a growing sense among the members of JCS that a Women's Committee be formed in support of JCS; said committee to be titled, "Women for JCS;"

Resolved, that the wives of JCS National Board members shall be members of Women for JCS as long as they are life members or annual subscription members of the Jewish Chautauqua Society;



Resolved, that authority for Women for JCS be vested in the wife of the President and the wife of the Chancellor of the Jewish Chautauqua Society with power to appoint delegates to meetings of importance to the JCS Women's Committee; said delegates to be granted voting privileges in the course of their active participation in the Society as "Women for JCS;"

Resolved, that "Women for JCS" be charged with the duty of promoting the cause of JCS in such manner as they deem appropriate, always keeping in mind the unique and personal appeal of JCS.

Be it further resolved, that "Women for JCS" shall conduct business meetings at JCS Spring and Fall Board meetings in order to inform and further the work of their organization.

The motion to adopt the resolution was unanimously passed.

Mrs. Panoff stated that work will now begin to develop guidelines for the implementation of the resolution. She strongly emphasized that the program in no way represents a threat to or will be competition with Sisterhood.

In reply to Evelyn Rosenfeld, Mr. Warshaw confirmed the fact that the intent of the resolution is not to develop another formal organization within the temple.

Carole Lauer, announcing that the Sisterhood of North Shore Congregation Israel, Glencoe, has pledged a JCS life membership, stated that the JCS Women's Committee should concentrate on promoting Chautauqua.

David Krem advocated enlisting the support, through the newly established committee, other Jewish women's organizations.

Thursday, November 17

Committee meetings were held in the morning.

Friday, November 18

At the Board luncheon, Cantor Melvin Luterman led the Board in reciting the Motzi.

Sig Warshaw, Chancellor, presided at the business session.

Blake M. Myers, chairman, reported for the JCS Membership Committee. He announced that although almost 50 percent of the general membership revenue for 1983-84 has been realized in the first four months, he noted that few Board members are working with the brotherhoods under their jurisdiction in an effort to stimulate and implement energetic JCS membership campaigns.

NFTB

November 30, 1983

Mr. Herbert Panoff, President  
National Federation of Temple Brotherhoods  
39 Forbes Hill Road  
Wollaston, Massachusetts 02170

Dear Herbert:

It was thoughtful of you to share with me the speech which you delivered at Temple Oheb Shalom during the NFTB Board meeting in Baltimore. I thank you for so doing.

As you know, there is an editorial board for Reform Judaism. They determine what is to be published. While I cannot tell you if this piece will be accepted or not, I do want you to know that I am forwarding it to the editor of Reform Judaism for his consideration. It is my hope that it will appear in the pages of Reform Judaism. In any event, know that it is now in the hands of the editor.

With thanks and with all good wishes for a beautiful and happy Chanukah, I am

Sincerely,

Alexander M. Schindler

cc: Aron Hirt-Manheimer



Rabbi Alexander M. Schindler

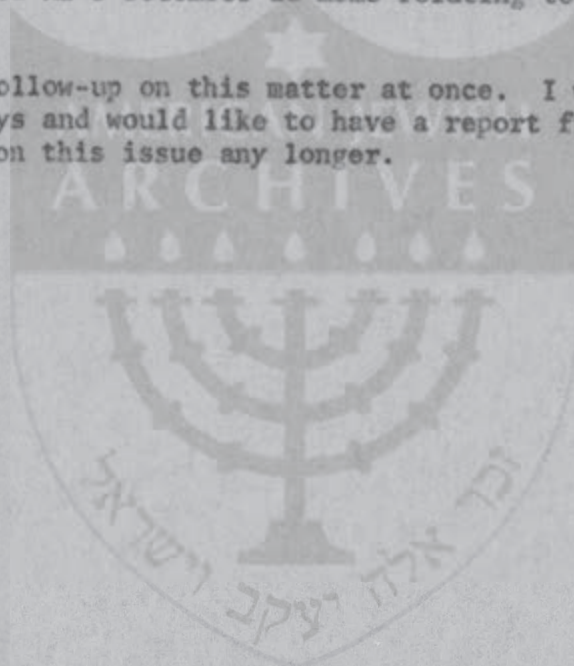
December 31, 1981

Theodore K. Broido

Donald S. Day; Albert Vorspan

You received a copy of Al's December 28 memo relating to his discussion with NFTB.

I am asking you to follow-up on this matter at once. I will be back from Israel within ten days and would like to have a report from you by then. We simply cannot delay on this issue any longer.



Save Doc's letter  
for patrilineal info

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②

CCAA Converter.

DEC 14

MaRox



# MEMORANDUM

From Albert Vorspan

Date December 28, 1981

To Donald S. Day

Copies Rabbi Alexander M. Schindler; Rabbi Leonard A. Schoolman;  
Theodore K. Broido

Subject

COPY

I had a long talk with Av Bondarin and he reviewed the NFTB-UAHC problem with me. There is no point in rehearsing the history with you because you met with them (they were deeply grateful and love you), but I want to share some impressions I gathered:

1) They feel aggrieved about the money discrepancy, insist that we promised to get back to them and haven't.

2) The lay leaders are gung ho to move but they don't know where, have no clear idea of costs, under-estimate the costs of secretaries, etc. However, the key to it all is Av Bondarin and in effect he has a veto because what are they without him? And he won't move out of New York (his wife has a good job) unless it's something very special.

3) The process is crucial -- that we be responsive on the money questions even if they are wrong; that an appropriate small group meet with them; and -- most important, that we do better than we have before in involving Bondarin and NFTB in our programs, especially things like TV when they have a better track record than we, but also Outreach, utilizing the Torah Commentary (Av is very eager to program his men's clubs to purchase it for the temples, etc.

Mazal tov on the Bills. They broke my heart but what the hell.

Have a great year.



Union of American Hebrew Congregations

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

~~Alert~~  
NFTB

we re  
NFTB

we have  
to do something  
re this



October 21, 1981

Mr. Sylvan Lebow  
NFTB  
838 Fifth Avenue  
New York, NY 10021

Dear Sylvan:

I had hoped to be in touch with you earlier but, as you may know, I visited our Liberal congregations in New Zealand and Australia during the High Holydays and I have just returned to my desk.

You were most gracious in responding to our need for office space. We appreciate your understanding of our need in connection with our major fund raising effort. While we require the space on the fourth floor on a temporary basis, as it happens we will need the space for a longer period of time than originally planned. I know you are eager to return to your office but I do hope you will bear with us a bit longer. The way our campaign is going it appears that we will require use of your office at least until the Biennial is over. After that, we will seek to make other arrangements to handle our space requirements and permit you to return to your office.

For myself personally, and for all of the Union, I express gratitude for your understanding and continued cooperation.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Mr. Av Bondarin  
Mr. Ben V. Dardig

## MEMORANDUM

Date October 1, 1981From Av BondarinTo Ben DardigCopy for information of Sylvan Lebow

Subject \_\_\_\_\_

I need not recall for you the fact that when Sylvan Lebow was requested to vacate his offices for use by the professional fund-raisers, it was supposed to have been for a period of about two months.

Not only has the time span been substantially exceeded, but Sylvan is in dire need of the space he previously occupied.

I know that he has spoken to you about this and, for the record, I am reminding you of this obligation in writing.

Please let me know at your early convenience when the office will again be available to Sylvan.

Thank you for your cooperation.

AB:dl

*Ted**10/8/81**As per our conversation**Ben*

THE NATIONAL FEDERATION OF TEMPLE BROTHERHOODS  
SPONSORS OF THE JEWISH CHAUTAUQUA SOCIETY

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



# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

1/19  
January 5, 1982

Mr. Albert Vorspan  
Union of American Hebrew  
Congregations  
838 Fifth Avenue  
New York, New York 10021

Dear Al:

Enclosed please find copy of the  
Report of the NFTB Reevaluation of Site and  
Services Committee to its Executive Board in  
Sarasota last month.

I understand that you will talk with  
Ted and arrange to set up a meeting as early a  
date as possible with Dave Krem and his people  
to review the situation and bring it to a con-  
clusion.

Thanks for all of your help.

Cordially

/s/ Don

Donald S. Day

DSD/mdr

Enc.


cc: Rabbi Alexander M. Schindler ✓  
Mr. Theodore K. Broido



REPORT of the REEVALUATION of SITE and SERVICES COMMITTEE

The Committee has submitted information covering many locations as well as costs involved pertaining to Rent, Wages, Warehousing, Shipping, Telephone and Auxillary Services necessary to operate the office efficently.

The Areas considered were:



Long Island Area  
Baltimore, Philadelphia, York (Pa), and Washington  
Chicago  
Boston  
Kansas City  
Cincinnati  
Detroit  
Dallas

In general, the Rental Costs range from \$11 to \$20 per square foot, however, in parts of Long Island, the cost is somewhat lower. The wage basis in various communities for office help varies from \$200 to \$250 per week on median rate. In certain areas out of the large cities, part time help is available which could be beneficial to the NFTB-JCS operation.

In the following is a comparative analysis of current charges and costs in the WAHC building as opposed to offices out of the area, namely on the Long Island Territory. The reason for zeroing in on the Long Island Area is that our executive permanent staff have certain personal commitments as well as the



(2)

commitments of their spouses who have established themselves in the New York area which a move would create untold hardship and a loss of revenue and status which we probably could not overcome. The following figures have been updated to take into consideration the Union's increased costs.

ESTIMATED CURRENT COSTS at 838 FIFTH AVENUE

Shares Services	\$ 79,344.14
Direct Charges	<u>43,155.86</u>

Total Cost for 1200 Sq. Ft. Used \$122,500.00

ESTIMATED CURRENT COSTS in NEW QUARTERS

Rent (Including Electricity, etc.)	\$ 39,000.00
Direct Expenses for:	
Telephone, Stationery,	
Printing, Mailing, etc.	40,000.00
Additional Staff	15,000.00
(Part Time and extra help)	
Telephone Service	
(Not Including Watts Line, etc.)	7,000.00
Miscellaneous Costs	
(Including Furniture, Equipment	
etc., Amortized)	<u>4,000.00</u>

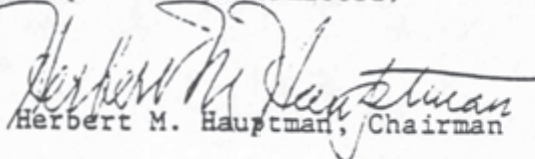
Total Cost for 3,000 Sq. Ft. to be obtained \$105,000.00

It is estimated that the move would result in a minimum saving of \$17,500.00 annually, besides giving over double the amount of working space.

Whereas, in this report no savings have been assigned for general office help available at lower rates out of New York City nor has any consideration been given to severance from the employees Union affiliation. The additional space considered would be for more efficient operation as well as storage space for our materials. The suggested move is not to penalize the U.A.H.C., but to enable NFTB-JCS to increase its activities and benefit the Reform Movement.

It is therefore, the recommendation of the Committee that actual plans for moving the National Headquarters of NFTB-JCS be voted upon by the Executive Board and hopefully acted upon as soon as possible. From all indications the House of Living Judaism is presently overcrowded and the Brotherhood move would not have an adverse effect to the Union.

Respectfully submitted,

  
Herbert M. Hauptman, Chairman



NFTB

May 5, 1983

Mr. Herbert Panoff  
President, NFTB  
39 Forbes Hill Road  
Wollaston, MA 02170

Dear Herb:

The agreement between the National Federation of Temple Brotherhoods and the Union of American Hebrew Congregations is now signed, sealed, and, by means of this letter, delivered. A copy is enclosed herewith for the NFTB files and I am retaining a copy of the signed agreement for the UAHC files.

While everything is in order, I do want to note in writing that Av Bondarin, Josh Dwork and Ted Broido are to meet together to finalize details concerning the remodeling of the NFTB offices on the fourth floor of the UAHC House of Living Judaism. I am confident they will settle this matter without undue delay.

With all good wishes and warm regards, I am

Sincerely,

Alexander M. Schindler

cc: Av Bondarin  
Donald S. Say, Esq.  
Joshua M. Dwork  
Theodore K. Broido

UAHC signed copy to Josh Dwork for Union files. An unsigned copy attached to letter in files of President's office.

# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

April 26, 1983

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

Dear Alex:

Welcome back! I hope you and Rhea got some rest and some pleasure time in London. We had a long trip back ourselves, but I have been getting caught up the last couple of days and I am glad that I did not make an interim stop.

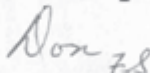
Alex, I have received two signed copies of the NFTB lease which I have signed as Chairman of the Board and am enclosing herewith for you to sign.

I believe the lease is now in correct form for signature. Read it, nevertheless, and if it is acceptable, please sign both copies, retain one copy for our files (I suppose you should give it to Josh Dwork) and forward the other signed copy directly to Herb Panoff as President of NFTB.

I would appreciate it if you would send me a copy of your covering letter to Herb so that I can complete my own files.

Let me know if you have any questions.

Cordially



Donald S. Day

DSD:FS

c/c: Mr. Theodore K. Broido  
Mr. Josh Dwork





**THE NATIONAL FEDERATION OF TEMPLE BROTHERHOODS**

SPONSORS OF THE JEWISH CHAUTAUQUA SOCIETY

838 FIFTH AVENUE, NEW YORK, N. Y. 10021 • (212) 570-0707

*An affiliate of the Union of American Hebrew Congregations*

March 31, 1983

(Dictated)

Mr. Donald S. Day  
1500 Liberty Bank Building  
Buffalo, N.Y. 14202

Dear Don:

With receipt of your March letter, I am pleased to provide you with two signed copies of the revised lease agreement which incorporates the suggestions you submitted in your letter of January 11, 1983.

Assuming that the agreement meets with your approval, please return a signed copy to me and retain the other one for your file.

Also enclosed is a copy of our remodeling plan for approval.

Kind regards,

Sincerely yours,

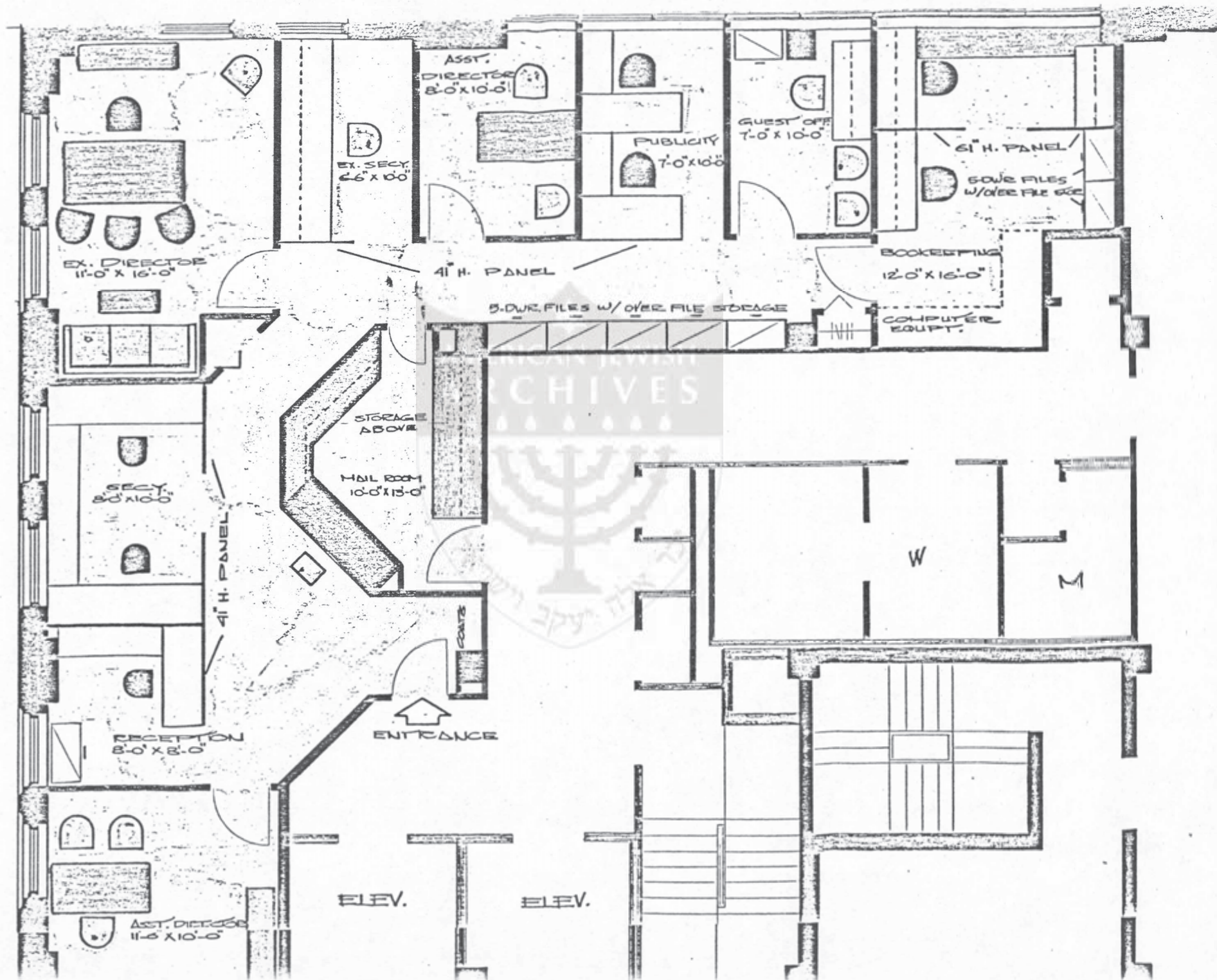
Herbert Panoff  
President

HP:AB:dl

Encs.

cc: Rabbi Alexander Schindler  
Theodore K. Broido  
Joshua Dwork

President: HERBERT PANOFF, Boston • Honorary President: J. ROBERT ARKUSH, Los Angeles • First Vice President: SIG WARSHAW, Great Neck, NY • Vice Presidents: RICHARD N. ADELSHEIM, Pittsburgh • CARL J. BURKONS, Cleveland • HERBERT P. FEIBELMAN, JR., Mobile • RICHARD D. KARFUNKLE, Wilmington • FREDRIC SILVER, Dallas • Secretary: SOL APPELBAUM, Chicago • Treasurer: MARSHALL BLAIR, Tarzana • Assistant Secretaries: BLAKE M. MYERS, Canton • F. JAY WINHELD, Philadelphia • Assistant Treasurers: HARRY H. DAVIDSON, West Hartford • OWEN L. WYMAN, Hollywood, FL • Executive Director: AV BONDARIN, New York • Assistant Executive Director: ROBERT E. SWIRE, New York.





THIS AGREEMENT, made as of the 1st day of July, 1982, between the UNION OF AMERICAN HEBREW CONGREGATIONS (hereinafter "UAHC") and the NATIONAL FEDERATION OF TEMPLE BROTHERHOODS (hereinafter "NFTB"),

W I T N E S S E T H : -

WHEREAS NFTB has for many years occupied approximately 1314 square feet of office space on the fourth floor of the building owned by UAHC at 838 Fifth Avenue, in the City and State of New York, (hereinafter "said office space,") and in connection therewith has been allowed to use rooms on the tenth floor of said building for meetings when such meetings did not interfere with use of such space of UAHC or its affiliates, and the parties have agreed that NFTB may continue to occupy said office space for up to five years from July 1, 1982, at the fixed rental herein provided, subject to either party terminating NFTB's occupancy of said office space on any July 1 after 1984 provided that notice of not less than ninety (90) days prior to such termination has been given to the other party;

NOW, THEREFORE, in consideration of the covenants and agreements herein contained, it is agreed as follows:

1. UAHC, as lessor, hereby leases to NFTB, as lessee, said office space for a period of one (1) year from

July 1, 1982 until June 30, 1983; and NFTB, as tenant, promises to pay as rent for said office space \$11,826 per year, payable in monthly installments of \$985.50 each on the first day of each and every month.

2. Said lease is automatically renewable from year to year for four (4) additional years, the last such renewal being for the year starting July 1, 1986 and ending June 30, 1987, provided, however, that either party may terminate the arrangement for automatic renewals on July 1 of any year commencing in 1984 and including July 1, 1986, by giving written notice of termination to the other party not less than ninety (90) days before July 1 of the year during which the arrangement for automatic renewals is to terminate, (that is to say, such written notice of termination is to be delivered on or before April 1 of the year during which the arrangement for automatic renewals is to terminate).

3. In consideration of the rental to be paid by NFTB, UAHC agrees that NFTB may continue having the free use of space on the tenth floor of said building for meetings, provided that NFTB gives notice to UAHC not less than seven (7) days before the date of its intended use of such space, and use of said space by NFTB on such date does not interfere with the use thereof by UAHC or any of its affiliates which have been



arranged prior to NFTB giving such notice; and provided, further, that if an emergency arises which requires UAHC to use such space, NFTB and UAHC will cooperate in finding other space in the building in which, or another date on which, NFTB may hold its proposed meeting.

4. In consideration of the rent to be paid by NFTB, UAHC will allow NFTB to store equipment, supplies, materials and inventory in the warehouse used or owned by UAHC, and no charge is to be made therefore. NFTB will use its best efforts to utilize no more than 400 square feet in said warehouse.

5. In consideration of the payment of said rent by NFTB, it will be granted use of the elevators and rest rooms in the building at all times when such services are regularly supplied, and UAHC will furnish janitorial service, and will pay all charges for electricity, heat and water used by NFTB.

6. During the course of its occupation of said office space, NFTB may at its sole expense, remodel such space, provided that copies of all remodeling plans will be supplied to UAHC before the remodeling begins, NFTB will consult with UAHC respecting any modifications of such plans which UAHC may desire, and NFTB will make no structural changes without the express consent of UAHC. It is deemed said plans are approved unless notice to the contrary is received from the UAHC in writing within fifteen days of submission. In determining whether and to what extent its consent shall be given for remodeling changes, the UAHC may consider the disruption and effect of such proposed remodeling changes upon other affiliates of the UAHC, or its departments, occupying space on the fourth floor.

7. NFTB agrees that fire and liability insurance will be furnished at its expense in one of the following methods: (a) At the request of NFTB, it will become a named insured with UAHC and pay a pro rata share of the insurance premiums, and if such request is made by NFTB, UAHC will use its best efforts to arrange for such policies wherein NFTB is a named insured; or (b) NFTB will arrange for its own insurance policies in such amounts as may be required by UAHC. It is agreed that insurance on the building is the sole responsibility of UAHC.

8. The parties recognize that the Jewish Chautauqua Society ("JCS") is a separate legal entity whose officers and trustees are the same as the officers and board members of NFTB. Although JCS has no direct liability to UAHC under this agreement, NFTB may allow JCS, or any affiliate or subsidiary of NFTB, to make use of part of said office space, to have meetings on the tenth floor of 838 Fifth Avenue, and to store equipment, supplies, materials and inventory in said warehouse, with the same force and effect as if such occupancy, use and storage were by NFTB.

9. It is agreed that NFTB will use its best efforts to install its own telephone system, utilize its own mail system, and prepare and make disbursements of its own payroll, as soon as practical. Until NFTB has completed



arrangements for the foregoing, UAHC will provide those services on a fee basis. If and when NFTB takes charge of its own payroll, NFTB will report the gross earnings of each of its employees to the appropriate department of UAHC and will make its remittances for payroll taxes, fringes and retirement plans and such other charges based on payroll at such intervals as are deemed appropriate by the chiefs of the respective professional staffs of UAHC who are in charge of such matter for UAHC employees.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the date first hereinabove stated.

UNION OF AMERICAN HEBREW CONGREGATIONS


By

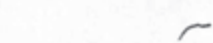
  
President

Chairman of the Board

NATIONAL FEDERATION OF TEMPLE BROTHERHOODS

By

  
President

  
First Vice President

Rabbi Alexander M. Schindler

August 23, 1982

Joshua M. Dwork

Donald S. Day

In the light of materials you recently received from Don Day, is there  
any impact on the manner in which you and I determined to ~~build~~ *bill*  
Brotherhood?

Please let me know.





# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

August 18, 1982

Mr. Joshua Dwork  
Union of American Hebrew Congregations  
838 Fifth Avenue  
New York, New York 10021

RE: NFTB

Dear Josh:

Enclosed please find communication from Bob Katz dated August 9th together with supporting material. This should pretty much bring you up to date on everything I know about the NFTB situation.

Cordially

/s/ Don

Donald S. Day

DSD/mdr  
Encs.

cc: Rabbi Alexander M. Schindler ✓  
Mr. Theodore K. Broido



9 MONTH FINANCIAL STATEMENT  
1982-83  
NATIONAL FEDERATION OF TEMPLE BROTHERHOODS

<u>Income</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
Dues	\$150,000	\$153,114	\$133,846	\$127,721
Saleable Material	1,000	1,021	742	703
College Youth	-0-	1,974	977	1,133
Other	<u>6,000</u>	<u>4,345</u>	<u>2,905</u>	<u>2,462</u>
Total Income	\$157,000	\$160,454	\$138,470	\$132,019
Less Reserve for Grassroots				
33,750 @ 35¢	11,800		11,636	
41,500 @ 35¢		13,008		10,935
	<u>\$145,200</u>	<u>\$147,446</u>	<u>\$126,834</u>	<u>\$121,084</u>
Total Expenses (Page 4)	<u>\$160,400</u>	<u>\$145,043</u>	<u>\$102,850</u>	<u>\$ 98,719</u>
Net Income (Deficit)	<u>(15,200)</u>	<u>\$ 2,403</u>	<u>\$ 23,984</u>	<u>\$ 22,365</u>



<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
<u>Direct Costs</u>				
SALEABLE MATERIAL	\$ 2,500	\$ 1,966	\$ 1,615	\$ 479
LECTURE BUREAU				
a) Cost of Printing	2,000	1,320	2,985	1,320
b) Cost of Mailing	200	-0-	-0-	-0-
MEMBER & CLUB SERVICES				
a) Gavel, Awards, Plaques, Kiddush Cups, etc.	4,500	5,280	1,529	3,023
b) Printing/Postage of Manuals & Brochures, Membership, Fund Raising, etc.	4,000	2,887	2,052	2,640
REGIONAL LEADERSHIP CONFERENCES				
a) Staff Travel & Expenses	600	555	-0-	555
b) Officer Travel & Expenses	300	240	-0-	240
c) Printing, Postage, Stationery	200	-0-	-0-	-0-
BROTHERHOOD MAGAZINE (NET)				
a) Printing	16,000	13,600	7,624	6,684
b) Mailing & Postage	4,800	6,541	2,716	2,625
c) Computer List	6,000	4,349	3,766	3,601
NFTB CLUB VISITS				
a) Staff Travel & Expenses	4,000	2,218	1,118	1,401
b) Pres. & Chancellor Travel & Expenses	2,000	1,177	628	894
c) Other Authorized Travel & Expenses	500	-0-	63	-0-
CONVENTION & BOARD MEETING	5,500	5,500	5,500	5,500
COLLEGE YOUTH				
a) UAHC College Dept. Cooperative Expenses	4,000	4,000	2,000	2,000
b) College Activities Expenses	5,000	2,159	-0-	1,559

<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
MISCELLANEOUS COMMITTEE EXPENSES				
a) Committee Meetings				
1. Travel Reimbursement- Staff	\$ 300	\$ -0-	\$ -0-	\$ -0-
2. Travel Reimbursement- Pres., Chancellor	1,200	614	420	395
3. Travel Reimbursement- Other Authorized	500	278	-0-	278
4. Meetings (Meals, Luncheons, etc.)	300	416	76	96
5. Telephone & Other	500	430	393	260
WORLD UNION*	-0-	1,000	-0-	-0-
	<u>\$ 64,900</u>	<u>\$ 54,530</u>	<u>\$ 32,485</u>	<u>\$ 33,550</u>
*\$1000 to be appropriated from 1982/83 surplus and/or specific restricted contributions.				
<u>Indirect Costs</u>				
INSURANCE (DIRECTORS)	\$ 600	\$ 553	\$ 553	\$ 553
TELEPHONE				
a) UAHC Line	2,000	2,460	3,428	1,629
b) Wats Line	5,500	5,447	2,963	2,967
c) I.T.T.	2,000	1,968	1,534	1,620
d) House Line	-0-	-0-	372	-0-
POSTAGE & SHIPPING	3,500	4,441	3,698	2,625
PRINTING, STATIONERY & SUPPLIES				
a) Printing	3,000	3,123	1,908	1,942
b) Stationery & Supplies	4,500	4,026	5,453	2,266
c) Dues, Journals & Periodicals	300	448	143	159
d) Temporary Contract Payroll	800	561	99	421
AUDITING	1,500	1,697	1,250	1,254
BOOKKEEPING & ACCOUNTING	1,500	1,008	752	752



<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
EQUIPMENT, AUTO AMORTIZATION	\$ 2,000	\$ 571	\$ 700	\$ 296
MISCELLANEOUS	300	518	169	271
AUTO EXPENSE				
a) Maintenance & Insurance	600	237	434	338
TRAVEL - MISCELLANEOUS				
a) Hotel, Travel, Meals of Pres., Chancellor, Staff at Board Meetings	1,500	1,423	40	1,224
b) Travel of Pres., Chancellor Executive Director, Attendance at UAHC Biennials & Other Public Relations Events	400	318	-0-	191
UAHC SHARED COSTS		61,714	-0-	46,661
RENT	2,956		2,216	-0-
PAYROLL & FRINGES	60,460		44,653	-0-
OFFICE OVERHEAD	2,084		-0-	-0-
	<u>\$ 95,500</u>	<u>\$ 90,513</u>	<u>\$ 70,365</u>	<u>\$ 65,169</u>
Total Expenses	<u>\$160,400</u>	<u>\$145,043</u>	<u>\$102,850</u>	<u>\$ 98,719</u>

9 MONTH FINANCIAL STATEMENT  
1982-83  
JEWISH CHAUTAUQUA SOCIETY

<u>Income</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
Membership Dues	\$290,000	\$289,083	\$261,848	\$259,084
Century Convertible	26,000	25,776	24,077	22,014
Life Memberships	240,000	230,611	209,043	191,412
Tribute Fund	4,400	5,170	2,505	3,446
Jewish Welfare Funds	15,000	13,900	10,334	10,510
Religious School	1,400	1,300	436	690
Investments	69,700	97,728	87,077	72,276
Spec. Gifts & Miscellaneous	20,000	34,109	19,342	23,150
Income from Restricted Fund	6,800	7,937	4,722	4,126
JCS Stamps	1,500	718	32	718
	<u>\$674,800</u>	<u>\$706,332</u>	<u>\$619,416</u>	<u>\$587,426</u>
Less 1/4 of L/M	<u>\$ 60,000</u>	<u>\$ 57,652</u>	<u>\$ 52,260</u>	<u>\$ 47,853</u>
Total Income	<u>\$614,800</u>	<u>\$648,680</u>	<u>\$567,156</u>	<u>\$539,573</u>
Less Total Expenses				
(Page 5)	<u>\$694,100</u>	<u>\$507,465</u>	<u>\$473,974</u>	<u>\$384,548</u>
Net Income (Deficit)	<u>(79,300)</u>	<u>\$141,215</u>	<u>\$ 93,182</u>	<u>\$155,025</u>



<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
<u>Program Services</u>				
RESIDENT LECTURESHIPS				
a) Fees	\$137,300	\$109,242	\$125,140	\$107,042
b) Expenses	8,300	4,331	2,996	2,525
COLLEGE VISITS				
a) Fees	13,300	8,489	5,520	4,339
b) Expenses	10,700	5,751	4,453	3,059
SUMMER CAMPS				
a) Fees	4,000	3,100	3,475	3,100
b) Expenses	500	140	147	140
LIBRARY BOOKS				
a) Cost of Books	15,000	12,203	6,190	6,805
TELEVISION, RADIO & FILMS				
a) Production & Development	30,000	12,833	5,707	-0-
b) Print Costs & Replacements	10,000	3,139	6,165	2,949
c) Distribution & Promotion	10,000	6,406	2,283	3,367
INSTITUTES FOR CHRISTIAN CLERGY				
a) Subsidy Funds	10,000	7,575	4,760	5,175
	<u>\$249,100</u>	<u>\$173,209</u>	<u>\$166,836</u>	<u>\$138,501</u>
<u>Direct Costs</u>				
BROTHERHOOD MAGAZINE (NET)				
a) Printing	\$ 24,000	\$ 20,400	\$ 11,436	\$ 10,026
b) Mailing & Postage	7,200	9,882	4,474	4,329
c) Computer List	6,000	6,362	4,278	4,229
JCS CLUB VISITS				
a) Staff Travel & Expenses	12,000	9,254	4,793	5,808
b) Pres. & Chancellor Travel & Expenses	7,000	2,640	2,017	1,878
c) Other Authorized Travel & Expenses	2,000	-0-	125	-0-

<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
CONVENTION & BOARD				
a) Annual Allocation	\$ 5,500	\$ 5,500	\$ 5,500	\$ 5,500
MISCELLANEOUS COMMITTEE EXPENSES				
a) Committee Meetings				
1. Travel Reimbursement- Staff	500	-0-	-0-	-0-
2. Travel Reimbursement- Pres., Chancellor	2,000	1,845	1,592	1,188
3. Travel Reimbursement- Other Authorized	500	-0-	130	-0-
4. Meetings (Meals, Luncheons, etc.)	1,200	1,172	781	484
5. Telephone & Other	500	560	393	260
GRANT WRITING & EXPENSES	1,000	206	-0-	176
TRIBUTE FUND				
a) Cost of Cards	1,200	1,127	-0-	1,127
b) Cost of Publicity & Promotion	100	50	-0-	50
c) Postage	100	50	-0-	50
Total Direct Cost	<u>\$ 70,800</u>	<u>\$ 59,048</u>	<u>\$ 35,519</u>	<u>\$ 35,105</u>
<u>Administration</u>				
INSURANCE (DIRECTORS)	\$ 1,800	\$ 1,658	\$ 1,658	\$ 1,658
TELEPHONE				
a) UAHC Line	2,000	1,797	3,504	1,231
b) Wats Line	5,500	5,447	2,963	2,967
c) I.T.T.	2,000	1,968	1,534	1,620
d) House-Line	-0-	-0-	372	-0-
POSTAGE & SHIPPING	19,700	24,265	18,711	17,645
PRINTING, STATIONERY & SUPPLIES				
a) Printing	3,000	3,250	4,294	2,689
b) Stationery & Supplies	7,000	8,684	6,843	7,272
c) Dues, Journals & Periodicals	800	706	449	577
d) Temporary Contract Payroll	800	465	197	188



<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
AUDITING	\$ 5,000	\$ 5,190	\$ 4,915	\$ 4,351
BOOKKEEPING & ACCOUNTING	4,000	3,176	2,322	2,322
EQUIPMENT	2,000	1,693	1,424	1,379
AUTO EXPENSES				
a) Maintenance & Insurance	1,000	1,136	649	828
DATA PROCESSING	15,000	14,400	9,715	9,640
MISCELLANEOUS	1,200	780	1,025	800
FUND RAISING				
a) Annual Reports	6,500	6,258	6,027	6,258
b) Printing & Brochures- Other	2,500	1,830	2,611	1,541
c) Office Supplies, Billing Statements, Return Envelopes, Window Envelopes	6,000	6,027	4,589	4,207
d) Fund Raising Functions				
1. Life Dinners, net including Cocktail Hours, etc.	35,000	10,651	20,759	10,258
2. Plaques & Awards	8,000	6,482	5,284	5,556
3. Printing & Postage of Invit.	3,000	2,106	700	1,662
4. Travel & Expenses- Staff	2,000	758	-0-	758
5. Travel & Expenses - Officers	1,200	811	1,974	811
6. Travel & Expenses- Board	500	-0-	-0-	-0-
e) JCS Stamps Program	-0-	715	-0-	715
CONSULTING FEE				
a) S. Lebow Pension	12,500	12,500	9,375	9,375
b) S. Lebow Fringe Benefits	400	297	316	274
TRAVEL - MISCELLANEOUS				
a) Hotel, Travel, Meals of Pres., Chancellor, Staff at Board Meetings	4,500	3,847	-0-	3,251

<u>Expenses</u>	<u>Budget 1982-83</u>	<u>Full Year 1981-82</u>	<u>9 Months Ended 3/31/83</u>	<u>9 Months Ended 3/31/82</u>
TRAVEL - MISCELLANEOUS (Cont'd.)				
b) Travel of Pres., Chancellor, Executive Director, Attendance at UAHC Biennials & Other Public Relations Events	\$ 800	\$ 1,023	\$ 120	\$ 643
UAHC SHARED COSTS		147,288	-0-	110,466
RENT	8,870		6,649	-0-
PAYROLL & FRINGES	206,965		152,640	-0-
OFFICE OVERHEAD	4,665		-0-	-0-
	<u>\$374,200</u>	<u>\$275,208</u>	<u>\$271,619</u>	<u>\$210,942</u>
	<u>\$694,100</u>	<u>\$507,465</u>	<u>\$473,974</u>	<u>\$384,548</u>





*NFTB*

*no further*

# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

January 11, 1983

Mr. Joshua Dwork  
Union of American Hebrew Congregations  
838 Fifth Avenue  
New York, New York 10021

Dear Josh:

Thanks for your comments on the NFTB lease. I have communicated all of them except one to Herb Panoff, as per copy of the enclosed letter.

With respect to your other comment, which I did not communicate, (your belief that we should provide for an automatic increase in rent based on the consumer price index changes), it is my opinion, Josh, that this is unnecessary and would only lead to further unnecessary negotiations. Since the lease is terminable on notices provided, if the UAHC feels that it is not obtaining a fair rental, it need only exercise its option to terminate and then negotiate new terms with the NFTB at that time. In any event, leases with COL clauses in them are really not very fair since cost of living increases really do not reflect additional occupancy costs.

I hope you accept my judgment on this one.

Thanks for all of your help.

Cordially

Donald S. Day



DSD/mdr

cc: Rabbi Alexander M. Schindler

Mr. Theodore K. Broido

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

# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

January 11, 1983

Mr. Herbert Panoff  
President  
The National Federation of  
Temple Brotherhoods  
838 Fifth Avenue  
New York, New York 10021

Dear Herb:

On October 28th David Krem sent me drafts of a proposed Lease Agreement between the UAHC and NFTB which I sent to New York for comment. I have now received a report from the New York Office and am suggesting the following changes in the Agreement:

1. In the last line of paragraph 5, it is stated that the UAHC will "pay all charges for the use of public utilities by NFTB". I would prefer to change the language to read as follows: "pay all charges for electricity, heat and water used by NFTB".

2. In paragraph 6, dealing with the right to remodel, I would suggest that the second line be changed to read: "office space, NFTB may, at its sole expense, remodel such space, provided that copies . . .".

3. I would like to add another sentence at the end of paragraph 6 which would read as follows: "In determining whether and to what extent its consent shall be given for remodeling changes, the UAHC may consider the disruption and effect of such





# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

Mr. Herbert Panoff

-2-

January 11, 1983

proposed remodeling changes upon other affiliates of the UAHC, or its departments, occupying space on the fourth floor."

4. For your information, NFTB is now a named insured.

5. I note that paragraph 9 contemplates that the NFTB will take charge of its own payroll. Josh Dwork has raised the question as to what would then happen to the fringe benefits presently enjoyed by NFTB employees. If NFTB pays its own payroll, it will probably require its own IRS service number and this might very well affect the right of the covered employees to participate in the UAHC fringe benefit programs. I am not certain of this but Josh Dwork is concerned about it and I think that you ought to look into it carefully before making any changes.

Herb, please let me know whether the changes suggested above are acceptable to you. If so, I will make them in the drafts of the Agreement which were forwarded to me by David Krem and arrange to have the Agreement signed.

Cordially

/s/ Don

Donald S. Day

DSD/mdr

cc: Rabbi Alexander M. Schindler ✓  
Mr. Theodore K. Broido  
Mr. Joshua Dwork



# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

August 18, 1982

Horace A. Stern, Esq.  
Wexler, Weisman, Forman & Shapiro, P.C.  
1800 North American Building  
131 South Broad Street  
Philadelphia, Pennsylvania 19107

Dear Horace:

I hope you had a good vacation and managed to forget about your unpleasant experience with Temple Judea. Since receipt of your letter of August 4th, I have talked at length with Alex and Richard Address and have also been made privy to some additional correspondence from your own Rabbi to Alex. At one time, I also had a lengthy discussion with Mrs. Alvin Waxman who called me and gave me a complete rundown on what had occurred.

I regret very much that you had such an unpleasant experience with Rabbi Maline. As a lawyer, you well know that the proverbial Good Samaritan sometimes simply takes it on the chin. Even though that may have appeared to have been the result of your efforts, I am sure that the long range effect will be otherwise. Two days ago I learned that the Congregation of Temple Judea reaffirmed the action which it had taken at the meeting which you chaired. In a very real sense this was a vote of endorsement for the manner in which you had conducted both yourself and the meeting. I have also been advised by Richard





# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

Horace A. Stern, Esq.

-2-

August 18, 1982

Address that the President of Temple Judea has met with you. Additionally, Richard informs me that he has been assured by Rabbi Maline that Maline, too, has contacted you in an effort to undo what obviously was a very unfair and uncalled-for statement on his part.

I hope that all of this information is correct and that you are feeling better about the situation. You should know, of course, that you have the absolute and complete confidence of all of us at the Union and we never for one moment doubted your fairness or impartiality. Despite all of the aggravation that it may have caused you, you have still provided a tremendous service to the Union, your community and Temple Judea through your willingness to undertake a very difficult responsibility. We could use many more Horace Sterns within our Movement.

Thanks so much for sharing your concerns with me. I regret very much that you were exposed to any unwarranted attack or charges. Take comfort, Horace, in knowing that so many men and women of stature and respect within your community quickly came to your defense.

Warmly

Donald S. Day

DSD/mdr

cc: Rabbi Alexander M. Schindler



# MEMORANDUM

AUG 16 1982

Date August 9, 1982

From Robert Katz

*Sent to David*

To Action Committee

Copy for information of David Krem, Herbert Panoff, Av Bondarin, Donald Day

Subject Rental & Financial Arrangements with UAHC

Better late than never \_ This has been a hectic summer \_ sold the house \_ moved \_ Ione injured back and immobile for six weeks \_ office disrupted by auto injury and illness.

Per the minutes of the board meeting of May 20th in Chicago, I am submitting this report.

The proposed budget for 1982-1983 was changed to reflect the rental of space from the UAHC and the picking ups of all payroll costs and other direct costs by NFTB/JCS. There was no reflection made in either budget for any capital expenditures during the fiscal year.

Enclosed are various schedules, agreements, etc., which I think are self-explanatory.

It is my intention to visit the office before Labor Day and have two or three of the committee join me there if possible \_ when I clear the date with Av, I'll so inform you.



Attached hereto is a schedule reflecting the formulated occupancy charges as NFTB/JCS had defined same before entering into the proposed new arrangement with the UAHC.

Also attached is an analysis of the past three years office costs reflecting the shortfall in over-payments as viewed by the UAHC.

It is vital to demonstrate these numbers so that we can realistically evaluate the financial impact of the new arrangement.



NFTB/JCS  
Formula Computation

	<u>Base Year 1968-1969</u>	<u>Actual 1980-1981</u>	<u>Estimated 1981-1982</u>	<u>Budget 1902-1983</u>
Total Receipts	<u>485 300</u>	<u>698 545</u>	<u>799 012</u>	<u>760 000</u>
Gross Salaries & Fringes	<u>175 300</u>	<u>218 038</u>	<u>246 763</u>	<u>261 425</u>
Outside Printing & Direct Expenses	<u>10 800</u>	<u>27 997</u>	<u>29 397</u>	<u>31 569</u>
	<u>186 100</u>	<u>246 035</u>	<u>276 160</u>	<u>298 994</u>
Less: Non-union Salaries & Fringes	<u>48 000</u>	<u>38 116</u>	<u>67 483</u>	<u>92 943</u>
<u>Adjusted Costs</u>	<u>138 100</u>	<u>207 919</u>	<u>208 677</u>	<u>206 051</u>
Formula % - Cost to Income	28.46%	<u>198 806</u>	<u>227 399</u>	<u>216 296</u>
<u>Due from UAHC</u>		<u>9 113</u>	<u>(18 722)</u>	<u>(10 245)</u>

NFTB/JCS  
Analysis of Office Costs

	<u>1979-1980</u>	<u>1980-1981</u>	<u>Estimated 1981-1982</u>	<u>Budget 1982-1983</u>
Salaries & Fringes	<u>192 560</u>	<u>218 038</u>	<u>246 763</u>	<u>267 245</u>
Shared Services:				
Clerical & Personnel	<u>29 879</u>	<u>30 393</u>	<u>32 916</u>	<u>35 550</u>
Accounting	<u>3 204</u>	<u>3 410</u>	<u>3 700</u>	<u>4 100</u>
Building Maintenance	<u>24 873</u>	<u>27 256</u>	<u>29 981</u>	<u>32 975</u>
Staff Services	<u>17 920</u>	<u>18 494</u>	<u>19 994</u>	<u>21 400</u>
Printing & Direct Services	<u>26 360</u>	<u>27 997</u>	<u>29 397</u>	<u>31 569</u>
	<u>294 796</u>	<u>325 588</u>	<u>362 751</u>	<u>392 839</u>
Payments Made to UAHC	<u>230 814</u>	<u>236 991</u>	<u>238 399</u>	<u>249 131</u>
<u>Shortfall</u>	<u>63 982</u>	<u>88 597</u>	<u>124 352</u>	<u>143 708</u>



Outline Agreement between  
UAHC and NFTB

Effective July 1, 1982 the National Federation of Temple Brotherhods (NFTB) agrees to pay an annual rental of \$11,826 to the Union of American Hebrew Congregations (UAHC) for the 1,314 square feet of office space it now occupies at the House of Living Judaism at 838 Fifth Avenue, New York, NY.

It is understood that in addition to the above mentioned space, that space will be provided in the UAHC warehouse for storage of excess quantities of inventory. The National Federation of Temple Brotherhods will use its best efforts to reduce the space so used to under 400 square feet.

This agreement also provides the use of meeting space, if available, on the twelfth floor of the building.

The annual rental, so agreed, shall provide elevators, restrooms, janitorial services and utilities. It is the intent of the NFTB to install its own telephone system and its own mail system, as soon as is practical. During the interim, the UAHC will provide these services.

As soon as is practical, the NFTB shall prepare its own payroll and make disbursements of same. It shall be the obligation of the NFTB to report the gross earnings of each employee to the designated department of the UAHC along with its remittance for payroll taxes, fringes and retirement plans at such intervals as deemed appropriate by the respective professional staffs.

During the course of this agreement, it is understood that the NFTB may remodel the space occupied, but shall not do so without first submitting such plans for the approval of the UAHC.

The NFTB shall carry appropriate insurance on its property as to fire, liability, etc., either as a co-insured on the UAHC policy or separately and shall be liable for the premiums thereon. Insurance on the building itself shall be the responsibility of the UAHC.

It is to be noted that the Jewish Chautauqua Society (JCS) is a separate legal entity and is not a party to this agreement. It is a subsidiary corporation and the NFTB has the right to sub-lease space to it or any other such subsidiary or offiliate that may come into being during the term of this agreement.

The intent of this agreement is to provide NFTB and its affiliate a means of staying at 838 Fifth Avenue for the foreseeable future. If such becomes a problem economically or in any other way, NFTB agrees to discuss said problem with the UAHC before making any commitments as to space elsewhere.





# MEMORANDUM

Date \_\_\_\_\_

July 8, 1932

From \_\_\_\_\_

Av Bondarin

To \_\_\_\_\_

David N. Krem, Herbert Panoff, Robert E. Katz, Bernard Maged

Copy for information of \_\_\_\_\_

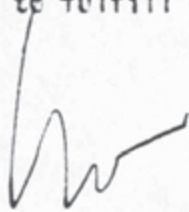
Subject \_\_\_\_\_

Please be advised that on Tuesday, July 6, Bernard Maged, Robert Swire and I visited the UAHC warehouse in order to review our current inventory with an eye to eliminating outdated material and, thereby, reducing the space that we are presently utilizing.

Bernard estimated that rather than the 600 to 700 ft. that the UAHC has indicated we occupy, it is closer to 400 to 450 ft. Our quick study of "elimination" has resulted, according to Bernard, the reduction of our space by approximately 150 sq. feet.

The bulk of the space is currently being utilized by storing past issues of BROTHERHOOD magazines. There is no reason to hold on to them and, therefore, we have authorized that they be destroyed. In addition, of course, there are other brochures and pamphlets which have long been outdated and, therefore, also will be destroyed.

The most disturbing thing, however, is that our materials are spread literally all over the place. We are going to have to find the time and the personnel to put our inventory in the correct order so that (one) we will know where are the various items and (two) a division of Chautauqua and NFTA materials will make it easier for us to fulfill orders as they are received.



AB:d1

BUDGET  
1982-83  
NATIONAL FEDERATION OF TEMPLE BROTHERHOODS

<u>Income</u>	<u>Proposed Budget 1982-83</u>	<u>Budget 1981-82</u>	<u>Full Year 1980-81</u>
Dues	\$150,000	\$167,500	\$144,117
Saleable Material	1,000	900	889
College Youth	-0-	1,200	1,039
Other	<u>6,000</u>	<u>1,500</u>	<u>3,983</u>
<u>Total Income</u>	\$157,000	\$171,100	\$150,028
Less Reserve for Grassroots			
33,750 @ 35¢	11,800		
41,500 @ 35¢		14,525	12,213
	<u>\$145,200</u>	<u>\$156,575</u>	<u>\$137,815</u>
Total Expenses (Page 4)	<u>\$160,400</u>	<u>\$165,000</u>	<u>\$143,745</u>
Net Income (Deficit)	<u>(15,200)</u>	<u>(8,425)</u>	<u>(5,930)</u>



	Proposed Budget <u>1982-83</u>	Budget <u>1981-82</u>	Full Year <u>1980-81</u>
<u>Expenses</u>			
<u>Direct Costs</u>			
SALEABLE MATERIAL	\$ 2,500	\$ 2,500	\$ 4,596
LECTURE BUREAU			
a) Cost of Printing	2,000	2,000	1,890
b) Cost of Mailing	200	300	-0-
MEMBER & CLUB SERVICES			
a) Gavels, Awards, Plaques, Kiddush Cups, etc.	4,500	4,500	4,329
b) Printing/Postage of Manuals & Brochures, Membership, Fund Raising, etc.	4,000	4,400	3,604
REGIONAL LEADERSHIP CONFERENCES			
a) Staff Travel & Expenses	600	600	-0-
b) Officer Travel & Expenses	300	600	-0-
c) Printing, Postage, Stationery	200	300	-0-
BROTHERHOOD MAGAZINE (NET)			
a) Printing	16,000	14,000	11,745
b) Mailing & Postage	4,800	3,400	3,646
c) Computer List	6,000	5,000	5,883
NFTB CLUB VISITS			
a) Staff Travel & Expenses	4,000	4,000	2,483
b) Pres. & Chancellor Travel & Expenses	2,000	2,400	2,046
c) Other Authorized Travel & Expenses	500	500	61
CONVENTION & BOARD MEETING	5,500	5,500	4,500
COLLEGE YOUTH			
a) UAHC College Dept. Cooperative Expenses	4,000	4,000	4,000
b) College Activities Expenses	5,000	5,000	4,342

	Proposed Budget 1982-83	Budget 1981-82	Full Year 1980-81
<u>Expenses</u>			
MISCELLANEOUS COMMITTEE EXPENSES			
a) Committee Meetings			
1. Travel Reimbursement- Staff	\$ 300	\$ 1,000	\$ 103
2. Travel Reimbursement- Pres., Chancellor	1,200	1,500	557
3. Travel Reimbursement- Other Authorized	500	500	220
4. Meetings (Meals, Luncheons, etc.)	300	600	188
5. Telephone & Other	500	500	488
KEDEM CONGREGATION (Mailings, etc.)	-0-	250	-0-
WORLD UNION*	-0-	-0-	-0-
	<u>\$ 64,900</u>	<u>\$ 63,350</u>	<u>\$ 54,621</u>
*\$1000 to be appropriated from 1981/82 surplus and/or specific restricted contributions.			
<u>Indirect Costs</u>			
INSURANCE (DIRECTORS)	\$ 600	\$ 600	\$ 553
TELEPHONE			
a) UABC Line	2,000	2,200	2,354
b) Wats Line	5,500	{ 6,400	5,854
c) I.T.T.	2,000		1,118**
POSTAGE & SHIPPING	3,500	5,400	2,956
PRINTING, STATIONERY & SUPPLIES			
a) Printing	3,000	3,000	2,557
b) Stationery & Supplies	4,500	4,500	4,114
c) Dues Journals & Periodicals	300	500	515
d) Temporary Contract Payroll	800	1,000	1,470
AUDITING	1,500	{ 2,750	{ 2,356
BOOKKEEPING & ACCOUNTING	1,500	{ -0-	{ -0-

\*\*Implemented January 1981



	<u>Proposed Budget 1982-83</u>	<u>Budget 1981-82</u>	<u>Full Year 1980-81</u>
<u>Expenses</u>			
EQUIPMENT, AUTO AMORTIZATION	\$ 2,000	\$ 2,000	\$ 843
DATA PROCESSING		1,000	1,008
MISCELLANEOUS		500	240
AUTO EXPENSE			
a) Maintenance & Insurance	600	800	832
TRAVEL - MISCELLANEOUS			
a) Hotel, Travel, Meals of Pres., Chancellor, Staff at Board Meetings	1,500	500	310
b) Travel of Pres., Chancellor, Executive Director, Attendance at UAHC Biennials & Other Public Relations Events	400	500	70
UAHC SHARED COSTS		70,000	61,714
RENT	2,956		
PAYROLL & FRINGES	60,460		
OFFICE OVERHEAD	2,084		
	<u>\$ 95,500</u>	<u>\$101,650</u>	<u>\$ 89,064</u>
Total Expenses	<u>\$160,400</u>	<u>\$165,000</u>	<u>\$143,745</u>

BUDGET  
1982-83  
JEWISH CHAUTAUQUA SOCIETY

<u>Income</u>	<u>Proposed Budget 1982-83</u>	<u>Budget 1981-82</u>	<u>Full Year 1980-81</u>
Membership Dues	\$290,000	\$290,000	\$265,941
Century Convertible	26,000	25,000	21,745
Life Memberships	240,000	240,000	208,774
Tribute Fund	4,400	3,600	3,112
Jewish Welfare Funds	15,000	14,000	15,260
Religious School	1,400	1,000	1,578
Investments	69,700	65,400	65,283
Spec. Gifts & Miscellaneous	20,000	20,000	23,944
Income from Restricted Fund	6,800	8,200	6,356
JCS Stamps	1,500	300	921
	<u>\$674,800</u>	<u>\$667,500</u>	<u>\$612,924</u>
Less 1/4 of L/M	<u>\$ 60,000</u>	<u>\$ 60,000</u>	<u>\$ 52,194</u>
Total Income	<u>\$614,800</u>	<u>\$607,500</u>	<u>\$560,730</u>
Less Total Expenses (Page 5)	<u>\$694,100</u>	<u>\$607,500</u>	<u>\$525,522</u>
Net Income (Deficit)	<u>(79,300)</u>	<u>-0-</u>	<u>\$ 35,208</u>

Revised 5/20/82



<u>Expenses</u>	<u>Proposed Budget 1982-83</u>	<u>Budget 1981-82</u>	<u>Full Year 1980-81</u>
<u>Program Services</u>			
RESIDENT LECTURESHIPS			
a) Fees	\$137,300	\$115,000	\$108,408
b) Expenses	8,300	7,000	4,274
COLLEGE VISITS			
a) Fees	13,300	12,000	12,312
b) Expenses	10,700	12,000	9,952
SUMMER CAMPS			
a) Fees	4,000	5,000	4,380
b) Expenses	500	500	377
LIBRARY BOOKS			
a) Cost of Books	15,000	12,000	10,360
TELEVISION, RADIO & FILMS			
a) Production & Development	30,000	30,000	39,008*
b) Print Costs & Replacements	10,000	10,000	10,837
c) Distribution & Promotion	10,000	5,000	3,669
INSTITUTES FOR CHRISTIAN CLERGY			
a) Subsidy Funds	10,000	8,100	4,605
	<u>\$249,100</u>	<u>\$216,600</u>	<u>\$208,182</u>
<u>Direct Costs</u>			
BROTHERHOOD MAGAZINE (NET)			
a) Printing	\$ 24,000	\$ 21,000	\$ 19,113
b) Mailing & Postage	7,200	5,100	5,076
c) Computer List	6,000	5,000	5,883
JCS CLUB VISITS			
a) Staff Travel & Expenses	12,000	12,000	10,149
b) Pres. & Chancellor Travel & Expenses	7,000	8,000	7,110
c) Other & Authorized Travel & Expenses	2,000	1,000	711

\*Plus \$23,400 unexpended from 1979-80 budget.

	Proposed Budget <u>1982-83</u>	Budget <u>1981-82</u>	Full Year <u>1980-81</u>
<u>Expenses</u>			
CONVENTION & BOARD			
a) Annual Allocation	\$ 5,500	\$ 5,500	\$ 4,500
MISCELLANEOUS COMMITTEE EXPENSES			
a) Committee Meetings			
1. Travel Reimbursement- Staff	500	500	395
2. Travel Reimbursement- Pres., Chancellor	2,000	2,000	1,879
3. Travel Reimbursement- Other Authorized	500	500	439
4. Meetings (Meals, Luncheons, etc.)	1,200	1,200	1,373
5. Telephone & Other	500	500	488
GRANT WRITING & EXPENSES	1,000	3,000	1,205
WELFARE FUNDS	-0-	350	-0-
TRIBUTE FUND			
a) Cost of Cards	1,200	1,000	1,324
b) Cost of Publicity & Promotion	100	300	56
c) Postage	100	400	50
Total Direct Cost	<u>\$ 70,800</u>	<u>\$ 67,350</u>	<u>\$ 59,751</u>
<u>Administration</u>			
INSURANCE (DIRECTORS)	\$ 1,800	\$ 1,800	\$ 1,658
TELEPHONE			
a) UAHC Line	2,000	1,600	1,993
b) Wats Line			
c) I.T.T.	5,500 2,000	{ 6,400	5,872 1,118*
POSTAGE & SHIPPING	19,700	20,000	15,630
PRINTING, STATIONERY & SUPPLIES			
a) Printing	3,000	3,000	2,272
b) Stationery & Supplies	7,000	6,600	7,288
c) Dues, Journals & Periodicals	800	500	651
d) Temporary Contract Payroll	800	1,000	1,235

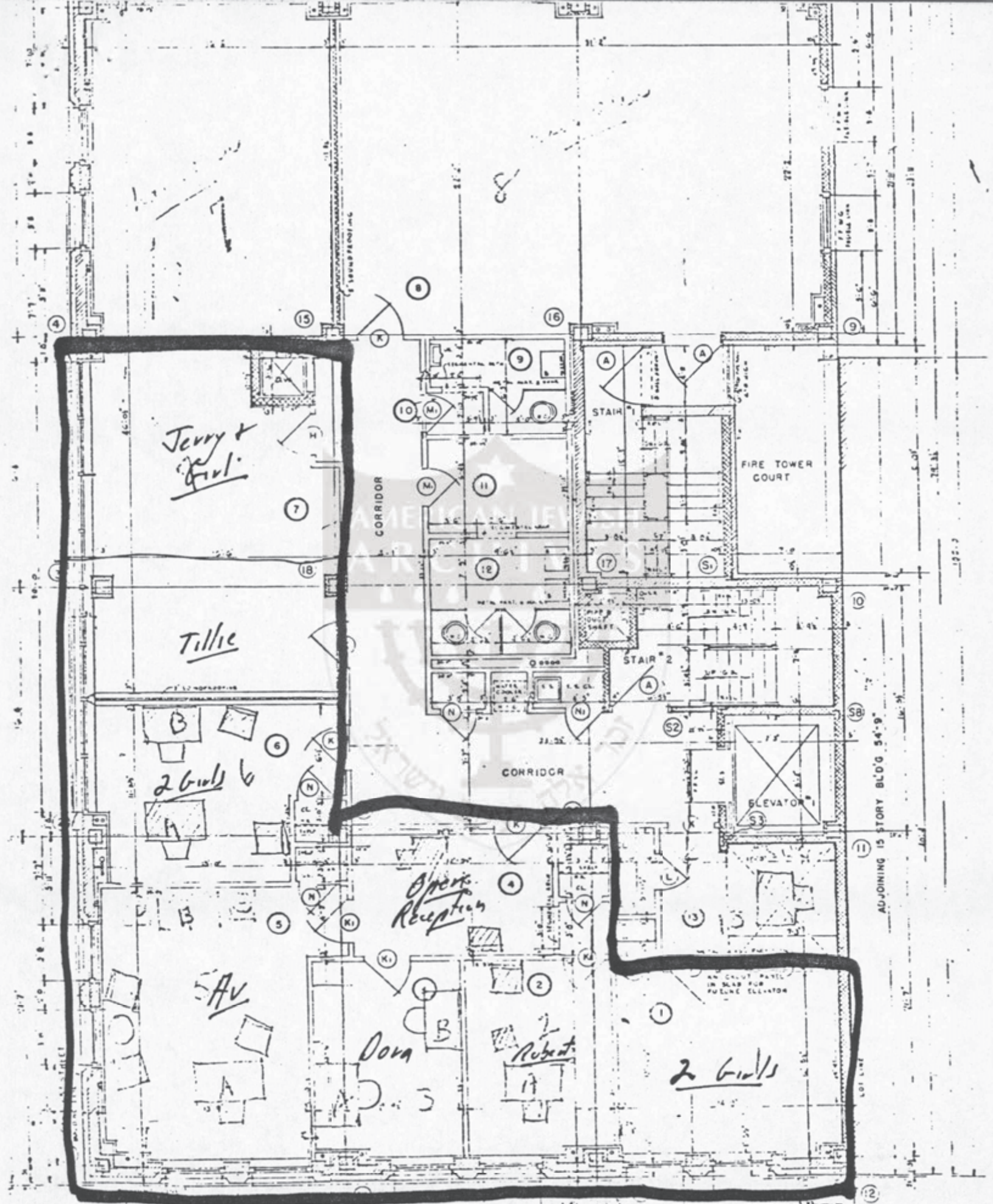


	Proposed Budget <u>1982-83</u>	Budget <u>1981-82</u>	Full Year <u>1980-81</u>
<u>Expenses</u>			
AUDITING	\$ 5,000	\$ { 8,250	\$ { 8,850
BOOKKEEPING & ACCOUNTING	4,000	{ -0-	{ -0-
EQUIPMENT	2,000	2,000	636
AUTO EXPENSES			
a) Maintenance & Insurance	1,000	800	606
DATA PROCESSING	15,000	15,000	12,894
MISCELLANEOUS	1,200	1,000	1,167
FUND RAISING			
a) Annual Reports	6,500	6,000	5,750
b) Printing & Brochures-Other	2,500	1,500	1,562
c) Office Supplies, Billing Statements, Return Envelopes, Window Envelopes	6,000	6,000	5,503
d) Fund Raising Functions			
1. Life Dinners, net including Cocktail Hours, etc.	35,000	34,900	11,724
2. Plaques & Awards	8,000	8,000	6,730
3. Printing & Postage of Invit.	3,000	3,000	1,745
4. Travel & Expenses-Staff	2,000	2,400	320
5. Travel & Expenses-Officers	1,200	1,200	309
6. Travel & Expenses-Board	500	500	-0-
e) JCS Stamps Program	-0-	-0-	-0-
CONSULTING FEE			
a) S. Lebow Pension	12,500	12,500	12,500
b) S. Lebow Fringe Benefits	400	400	382
TRAVEL - MISCELLANEOUS			
a) Hotel, Travel, Meals of Pres., Chancellor, Staff at Board Meetings	4,500	1,200	1,697
b) Travel of Pres., Chancellor Executive Director, Attendance at UAHC Biennials & Other Public Relations Events	800	1,000	209

	Proposed Budget <u>1982-83</u>	Budget <u>1981-82</u>	Full Year <u>1980-81</u>
<u>Expenses</u>			
UAHC SHARED COSTS		\$177,000	\$147,288
RENT	\$ 8,870		
PAYROLL & FRINGES	206,965		
OFFICE OVERHEAD	4,665		
	<u>\$374,200</u>	<u>\$323,550</u>	<u>\$257,589</u>
Total Expenses	<u>\$694,100</u>	<u>\$607,500</u>	<u>\$525,522</u>

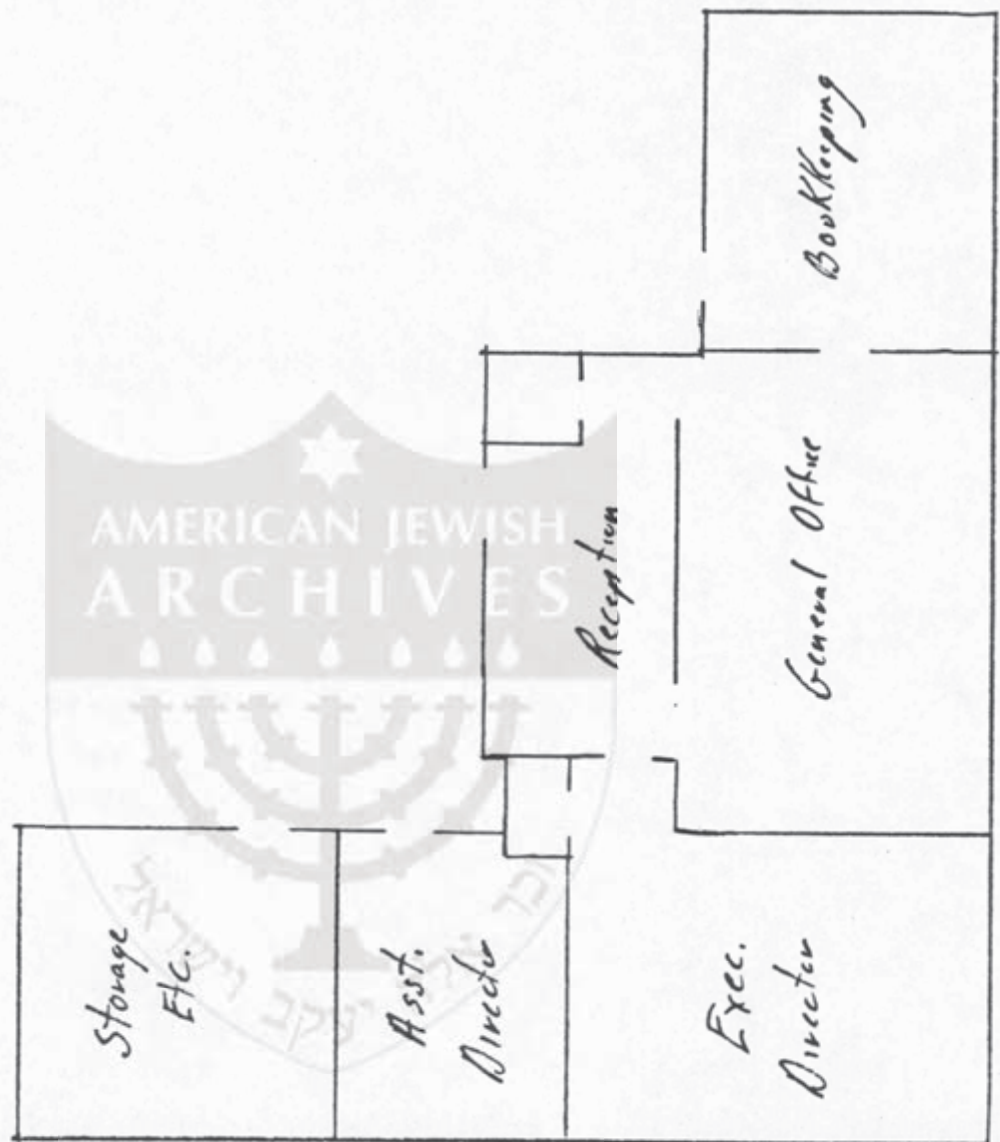






Current Floor Plan





Example of Using Open Space  
in Present Area with  
minimum structural changes  
for Doors Only



**Union of American Hebrew Congregations General Fund  
Statement of Budgetary Operating Income  
and Budgetary Direct & Allocated Expenditures  
Year Ended June 30, 1982**

**Exhibit "C"**

	Budget	PROGABLE	Actual	Over (Under) Budget
<b>Income</b>				
Congregational dues . . . . .	\$ 7,313,000	\$ 7750,000	\$ 806,077	\$ 747,776
Reform Jewish Appeal - MAIL CAMPAIGN . . . . .	145,000	153,000	161,631	16,631
Grants, subscriptions, etc.— earmarked for program activities . . . . .	437,000	243,100	170,925	(266,075)
Interest, dividends and miscellaneous . . . . .	268,000	235,000	235,082	(32,918)
FUND FOR REFORM JUDAISM . . . . .	600,000	525,000	406,880	(193,120)
CAMP INCOME LESS RETAINED BY CAMPS . . . . .	366,000	366,000	435,812	69,812
<b>Total Income</b> . . . . .	<u>\$12,429,000</u>	<u>\$12,572,100</u>	<u>\$133,93,476</u>	<u>\$ 964,476</u>
Less: Distribution to Hebrew Union College- Jewish Institute of Religion . . . . .	3218,000	3,410,000	3546,742	3287,42
<b>Net Available for UAHC Operational Expenditures</b> . . . . .	<u>\$9,211,000</u>	<u>\$9,162,100</u>	<u>\$9,846,734</u>	<u>\$ 635,734</u>
<b>Expenditures</b>				
Education Department—Programmatic & Publications (See Exhibit "C-1") . . . . .	\$ 919,106	\$ 914,390	\$ 829,983	\$ (89,123)
Worship . . . . .	27,770	31,020	34,782	7,012
Synagogue Administration . . . . .	133,121	129,621	121,158	(11,962)
Social Action . . . . .	137,204	136,204	142,212	5,008
Interfaith Activities . . . . .	24,759	23,259	25,174	1,915
Religious Action Center . . . . .	132,876	112,876	177,808	44,932
CAMP EXPENDITURES . . . . .	366,000	366,000	4,358,182	692,182
Public Relations . . . . .	48,570	52,370	54,412	6,042
Youth Activities: NFTY, Camp & College . . . . .	519,104	520,104	515,550	(3,554)
Regional programs (See Exhibit "C-2") . . . . .	158,605	155,420	1,571,103	(14,947)
New congregations . . . . .	28,608	29,108	26,115	(2,493)
Subsidies . . . . .	141,577	136,577	135,257	(6,320)
Pensions . . . . .	52,029	46,905	44,905	(7,124)
Program Administration . . . . .	587,527	593,029	608,916	21,387
Gerontology . . . . .	305,13	32,263	32,016	1,503
Meetings, Interest & Contingencies . . . . .	325,409	307,409	299,730	(25,679)
OUTREACH . . . . .	108,717	116,217	125,755	17,208
FUND FOR REFORM JUDAISM . . . . .	85,419	82,919	96,671	11,252
MAINTENANCE OF UNION MEMBERSHIP . . . . .	656,839	631,919	651,908	(4,931)
<b>Total Expenditures</b> . . . . .	<u>\$12,11,000</u>	<u>\$12,164,610</u>	<u>\$12,851,807</u>	<u>\$ 635,734</u>
<b>Surplus (Deficit) on Operations (See Exhibit "B"))</b> . . . . .	<u>- 0 -</u>	<u>\$ (5510)</u>	<u>\$ (5073)</u>	<u>\$ (5073)</u>



	BUDGET	PROBABLE	ACTUAL	OVER (UNDER)
Religious school education .....	193,554	111,504	121,716	(71,836)
Continuing education/Adult Jewish Studies .....	90,899	78,899	77,324	(13,575)
Professional education/Teacher Training .....	90,130	93,130	89,630	(500)
Educational aids and texts .....	73,437	73,437	69,217	(4,220)
<b>Total Education</b> .....	<b>\$448,020</b>	<b>\$416,770</b>	<b>\$357,887</b>	<b>\$(90,133)</b>
Subvention—Production of Educational Materials .....	102,846	124,292	105,897	30,51
Subvention—Production of Educational Materials (Transcontinental) .....	9462	18,300	16,927	74,65
<b>Total Education Department and Subvention</b> .....	<b>\$560,328</b>	<b>\$559,362</b>	<b>\$480,711</b>	<b>\$(79,617)</b>
<b>Educational Magazines</b>				
Reform Judaism .....	230,770	230,020	219,893	(10,877)
Keeping Posted .....	128,008	125,008	129,379	1,371
<b>Total Educational Magazines</b> .....	<b>\$358,778</b>	<b>\$355,028</b>	<b>\$349,272</b>	<b>\$(9,506)</b>
<b>Total Education Department—Programmatic and Publications (See Exhibit "C")</b> .....	<b>\$919,106</b>	<b>\$914,390</b>	<b>\$829,783</b>	<b>\$(89,123)</b>

### Regional Program Expenditures Exhibit "C-2"

	Budget	PROBABLE	Actual	Over (Under) Budget
Canada .....	\$61,842	62,842	\$65,295	\$3,453
Chicago and Great Lakes .....	157,511	162,011	164,510	4,999
Mid-Atlantic .....	105,828	116,528	115,347	949
Midwest .....	111,419	109,419	107,615	(3,774)
New Jersey—W. Hudson Valley .....	95,616	96,866	99,857	4,241
New York Federation .....	324,647	310,247	314,805	(9,842)
Northeast Council .....	156,457	158,957	156,676	219
Northeast Lakes .....	130,745	127,245	129,043	(1,702)
Northern California and Pacific Northwest .....	129,475	124,475	120,799	(8,676)
Pacific Southwest .....	230,428	236,428	246,688	16,260
Pennsylvania Council and Philadelphia Federation .....	129,705	124,705	125,734	(597)
Southeast .....	130,515	112,015	109,572	(30,943)
Southwest .....	129,709	121,209	124,728	(4,981)
Regional work—general .....	62,090	56,090	60,934	(1,156)
<b>Total Regional Program</b> .....	<b>\$1,958,087</b>	<b>\$1,919,037</b>	<b>\$1,939,633</b>	<b>(18,454)</b>
LESS: ALLOCATION OF REGIONAL PROGRAM TO MUM .....	372,037	364,617	368,530	(3,507)
<b>TOTAL REGIONAL PROGRAM AFTER ALLOCATION</b> .....	<b>\$1,586,050</b>	<b>\$1,554,420</b>	<b>\$1,571,103</b>	<b>\$(11,147)</b>



*College*  
*Jul 1982*

November 17, 1982

Mr. Werner Heymann  
5525 S. Everett Avenue  
Chicago, IL 60637

Dear Werner:

It was wonderful to learn that NFTB passed the resolution on the finding of a college program. This is a marvelous development and I am truly gratified by the support of NFTB.

You were very thoughtful to call me with the news. I am grateful to you and express my heartfelt thanks, for your kindness and for all your efforts in helping to bring the program to reality. We will be able to move forward in programs for our college young people thanks to NFTB and thanks to your support.

With appreciation and with warm good wishes, I am

Sincerely,

Alexander M. Schindler

NFTB

November 12, 1982

Mr. Herbert Panoff  
39 Forbes Hill Road  
Wollaston, MA 02170

Dear Herb:

A warm and hearty mazal tov as you assume the presidency of the National Federation of Temple Brotherhoods. I am simply delighted that you will be serving in this important position and I look forward to having you join the Board of Trustees of the Union of American Hebrew Congregations as a representative of NFTB. It will be good working in ever closer association with you.

It is my fond hope that your new responsibilities in behalf of NFTB will bring you a full measure of personal satisfaction, happiness and fulfillment. You bring many beautiful qualities of heart and mind to the task at hand and I know you will serve with rare and precious devotion and dedication.

With all good wishes and warmest regards from house to house, I am

Sincerely,

Alexander M. Schindler



NFTB

October 26, 1982

Mr. David N. Krem  
President, NFTB  
838 Fifth Avenue  
New York, N.Y. 10021

Dear David:

Circumstances this year preclude my sharing in the forthcoming Biennial of the National Federation of Temple Brotherhoods. I regret this very much and take this opportunity to express my warm good wishes to you and the members of NFTB for a meaningful and wonderful convention.

A special word of congratulations is in order at this time for I understand this Biennial celebrates the double simcha of the 90th Anniversary of the Jewish Chautauqua Society and the 60th Anniversary of the NFTB. This is, indeed, a time to rejoice. NFTB and the JCS have proud histories of accomplishment and at this time can look back on their achievements with great pride, even as both institutions look forward to continued creative endeavors and service to the Jewish people.

For myself personally, and for the Union of American Hebrew Congregations, a warm and hearty mazal tov to NFTB and JCS on their special commemorations and every good wish for a superb Biennial. My heart and thoughts are with you and my many friends and colleagues of NFTB/JCS.

David, I also want to add a special word of appreciation to you for the marvelous service you have given during your presidency. You have led NFTB with distinction and devotion. You have earned our appreciation, our esteem and admiration. May you continue to serve our people and our sacred cause for many years to come, in good health and with continued fulfillment and satisfaction.

With warmest regards, I am

Sincerely,

Alexander M. Schindler



*Discuss DSD*  
*8/10*  
*NFTB*  
*All this for my wife*

UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

June 28, 1982

Mr. David N. Krem  
2435 Baxton Way  
Chesterfield, Missouri 63017

Dear David:

I have now had an opportunity to review the Minutes of the NFTB Board Meeting in Chicago and specifically the language relating to Bob Katz's report on the Action Committee and the action which the Board took.

The Minutes certainly appear to be very comprehensive and were extremely helpful to me.

There are a couple of items in the Minutes, however, which would seem to warrant some comment and perhaps confirmation. It seems clear that the Board's approval was on an indefinite basis in that the Minutes clearly state that "acceptance of the agreement does not obligate the NFTB to specific number of years", and the NFTB Board also was authorized to "continue its search for a building acquisition in the same area". I certainly understand and have no problem with these conditions but at the same time, David, it seems to me only fair and equitable that, in view of the indefinite term on the part of the NFTB, the Union's commitment should likewise be indeterminate as to time and if the situation changed or if cost escalated to the point where the Union felt it necessary or appropriate to sit down with the NFTB and reassess the situation, that it should have the right to do so, unconstrained by any specified term of years.





# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

Mr. David N. Krem

-2-

June 28, 1982

I noted too, David, the comment that "messenger service" was to be included in the \$9.00 per square foot rental figure. Frankly, I am not certain what this refers to but I question it because my general approach was to create a per square foot rental cost which would cover the basic general types of services which a normal tenant would expect to receive in a usual tenant-landlord relationship. I rather suspect that "messenger service" is not one of these (at least I know of no buildings that provide it) but perhaps we can leave that to be worked out between Av and Josh Dwork. I am sure that it is not a major item at all.

Finally, I note that the resolution as approved by your Board authorizes your Committee "to prepare a memorandum of agreement with the UAHC". I assume that they are presently working on one and that we will be receiving something from you or them on it. In the meantime, I would hope that Josh Dwork and Av Bondarin will be able to clear up any of the minor questions that may arise.

I certainly hope that you are having a good Summer.

Warm wishes

/s/ Don Day

Donald S. Day

DSD/ndr

cc: Rabbi Alexander M. Schindler ✓  
Mr. Theodore K. Broido  
Mr. Joshua Dwork



# MEMORANDUM

From . Theodore K. Broido

Date 4/2/82

To Rabbi Alexander M. Schindler

Copies

Subject

*NFTB*

*See - keep copy  
this for  
F.V.  
4/15*

You asked to be brought up to date on the situation with regard to NFTB. Nothing has happened since my last note to you.

Don asked Josh to prepare some figures and analyses and Josh agreed to have them in Don's hands by the end of March. I saw them yesterday and they were being mailed to Don so that he would have them by the promised date. Once Don has looked at the figures and we have had an opportunity to talk about them, we are going to have to do the following:

- A/ Decide what tack we wish to take. In other words, establish a bottom line policy.
- B/ Don and I are going to have a private meeting with David Krem and perhaps one other Brotherhood leader. This is Av's suggestion in order to avoid having to deal with the entire crew.
- C/ Depending on the outcome of that session, we will have to make a presentation to the Brotherhood Board meeting.

*All taken care of*

Since Don will be here on the 15th for the Budget Committee meeting, perhaps we should make it a point of meeting with him either before or after the Budget committee meeting to discuss this matter and perhaps we should include Chuck as well.

What is your thought?

*please do*





Rabbi Alexander M. Schindler

March 29, 1982

Theodore K. Broido

Can you please bring up-to-date on the situation with regard to NFTB. I would be grateful to hear the latest developments.



# UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

March 19, 1982

Mr. David N. Krem  
2435 Baxton Way  
Chesterfield, Missouri 63017

Dear David:

Just a note to let you know that I have been working on the NFTB situation since we met in New York last week.

I have requested an additional financial work up from Josh Dwork and I expect to have it available by the end of March.

That should put me in a position to get back to you with some findings early in April.

I thought the Meeting was a constructive one and want to thank you for the time and commitment made by you and all of your people. I hope the balance of your Meetings were productive.

Cordially

/s/ Don

Donald S. Day

DSD/mdr

cc: Rabbi Alexander M. Schindler ✓  
Mr. Theodore K. Broido





JW.

REPORT OF THE SITE COMMITTEE  
MARCH 9, 1982

Various members of the Committee have provided information upon which this report is based.

Sig Warshaw gave information on the Long Island area.

Arthur Plotnick supplied data covering approximately eleven New Jersey areas close to New York.

Jay Winheld worked out the Suburban Philadelphia area.

I directly contacted and inspected the Baltimore-Washington and collar areas around Washington, namely the Alexandria and Fairfield County areas.

All of the information is summarized later in this report but it is important to understand the position of NFTB-JCS as far as the labor union is concerned as we are a part of same along with the Union of American Hebrew Congregations and its auxiliaries. The contract goes from January 1, 1981 to December 31, 1982. The labor union can follow our move if we are forty or one hundred forty miles from 838 Fifth Avenue, if we take any union members with us but under general conditions, if no union members go with us (assuming the labor union members do not want to leave New York), the labor union would not bother to try to organize three or four unaffiliated people in a clearly new operation. However, should we move into the Baltimore-Washington area, it would be a foregone conclusion that the labor union would come with us.

The foregoing information relative to the labor union reaction is based on my conference with my good friend and Temple member, Mr. Lester Asher who I believe to be one of the top labor lawyers who represents labor unions throughout the country. The reason for the certainty of a union in the Baltimore-Washington area is that the union's international headquarters is in Washington.

To follow up on costs not directly related to our current operations are the costs of moving (what equipment we own and the estimated cost of the additional equipment we need and the cost of replacement of some of our own equipment and furnishings which are in very poor condition).

The estimated cost to move our offices would be between \$400.00 and \$600.00 to an area within 100 miles; for greater distances, the cost would be somewhat higher. This is based on information I received from the Liberty Allied Van Lines of New York City.

Estimated new additional equipment would cost about	\$1,350.00
Replacement equipment for worn out equipment, typewriters, etc.	1,800.00
Replacement of desks, etc.	1,600.00
Miscellaneous cost of new stationery and printed material which could not be used temporarily with rubber stamp corrections	1,000.00



REPORT OF THE SITE COMMITTEE  
MARCH 9, 1982

Page 2

Telephone installation costs	650.00
Moving costs	600.00
Estimated miscellaneous costs revelant in all moves to cover unknown factors	<u>1,000.00</u>

Total cost of moving probably will come to approximately	<u>\$8,000.00</u>
---	-------------------

In addition to direct committee member reports, I have supplemental information from the following sources:

Black's Office Space Guide  
The Baltimore-Washington Common Market  
Alexandria Economic Development Program  
The Office Network, Inc. National Office Market Report  
U.S. Department of Labor - Area Wage Survey  
York, Pennsylvania Metropolitan Area

Now to get down to facts and figures (all prices indicated cover all costs except electricity and telephone service).

New Jersey Area - Close to New York:

Bergen County - \$9.00 - \$13.00 a square foot - older buildings  
\$15.00 - \$18.00 a square foot - modern buildings  
Morristown - Short Hills - \$12.00 - \$15.00 a square foot

In above communities, secretarial help will range from \$185.00 to \$250.00 per week. Clerical help from \$150.00 to \$200.00 per week.

Suburban Philadelphia Area:

Rentals range from \$14.00 to \$17.00 a square foot

Cost of office help:

Executive secretary - \$375.00 a week  
Bookkeeper - \$300.00 to \$350.00 a week  
Clerk-Typist - \$200.00 to \$250.00 a week  
Mailroom clerks - \$200.00 a week

Long Island Area:

Rentals range from \$9.00 a square foot to \$12.00 a square foot

Cost of office help:

The range is from \$200.00 to \$275.00 a week but part-time help is available in the area at a lower figure on an hourly basis of \$4.00 to \$5.00 an hour.

Baltimore-Washington Area:

Rentals outside the cities of Baltimore or Washington range from \$10.00 a square foot to \$14.00 a square foot depending on the suburb. Wages range from \$250.00 a week to \$325.00 per week covering the scope of help we require.



REPORT OF THE SITE COMMITTEE  
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Page 3

In a recent report, I gave a comparative analysis of costs involved which I am repeating in the following:

Estimated Current Costs at 838 Fifth Avenue

Shares Services	\$ 79,344.14
Direct Charges	<u>43,155.86</u>

<u>Total Cost for 1,200 Sq. Ft. Used</u>	<u>\$122,500.00</u>
--	---------------------

Estimated Current Costs in New Quarters

Rent (Including Electricity, etc.)	\$ 39,000.00
Direct Expenses for:	
Telephone, Stationery, Printing, Mailing, etc.	40,000.00
Additional Staff (Part-time and extra help)	15,000.00
Telephone Service (Note Including Watts Line, etc.)	7,000.00
Miscellaneous Costs (Including Furniture, Equipment, etc., Amortized	<u>4,000.00</u>

<u>Total Cost for 3,000 Sq. Ft. to be Obtained</u>	<u>\$105,000.00</u>
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No consideration was reflected that could result if general office salaries now being paid would be reduced due to non-union affiliation or areas of lower wage rates.

Since this is a supplemental report, it would be helpful to refer to earlier committee reports for further insight into the problems or advantages of leaving 838 Fifth Avenue.

In all locations discussed, it was always considered that access to the NFTB-JCS offices for board members and all Brotherhood members was most important as well as the available hotel accommodations being conveniently located.

One further thought which I have investigated is the purchase of a building or condo office unit as opposed to rental.

For the purchase of a building, the cost could run from \$75,000 to \$100,000 which would require about 25% down plus the cost of maintenance, operation, etc. The purchase of a condo unit could run between \$100,000 and \$140,000, but of course, operations would be less as being part of a larger unit.



REPORT OF THE SITE COMMITTEE  
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To consider owning our own facilities at the current time with interest and costs at extremely high levels, I believe ownership is something for the future unless the unit would be donated to NFTB-JCS.

Should the Board vote to leave 838 Fifth Avenue at the next Board Meeting, then we can get down to particulars especially if the Board authorizes a general area, but until then, to try to get specifics without authority to act, in my opinion would be to spin our wheels.

Respectfully submitted,

  
  
Herbert M. Hauptman



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Respectfully submitted,

  
Herbert M. Hauptman





NFTB

November 9, 1981

Mr. Sylvan Lebow  
NFTB  
838 Fifth Avenue  
New York, NY 10021

Dear Sylvan:

I was delighted to hear that "Jerusalem-City of Peace" has been selected as a finalist in the International Film and TV Festival. This is wonderful news and you have every reason to be pleased and proud.

With a warm and hearty mazal tov and warmest regards, I am

Sincerely,

Alexander M. Schindler

