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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.

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World Union for Progressive Judaism. Herbert Friedman,
1973-1976.

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

HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION

40 WEST 68th STREET

NEW YORK, N. Y. 10023

TRAFALGAR 3 - 0200

February 8, 1973

to

Rabbi Alexander Schindler

from

Dr. Paul M. Steinberg

I am pleased to enclose this Reference Memorandum describing our meeting on January 31, 1973.

*File
Contracts*

Paul



Memorandum

HEBREW UNION COLLEGE – JEWISH INSTITUTE OF RELIGION

40 West 68th Street

New York, N.Y. 10023

Trafalgar 3-0200

REFERENCE MEMORANDUM

Meeting held at the Union of American Hebrew Congregations on
Wednesday, January 31, 1973.

Present: Dr. Fritz Bamberger
Dr. Maurice Eisendrath
Dr. Alfred Gottschalk
Mr. Harry Gutmann
Rabbi Richard Hirsch
✓ Rabbi Alexander Schindler
Dr. Paul M. Steinberg
Mr. Theodore Tannenwald, Jr.

The conference began with a review by Alex Schindler of
Rabbi Friedman's memo on the meeting of December 19, 1972.

It was confirmed that the ultimate authority in matters
of the Jerusalem project and the fundraising in connection with
it rests with the Executive Committee of the Consortium (U.A.H.C.,
HUC-JIR, and World Union). Friedman's contact would usually be
with Fred Gottschalk and Alex Schindler.

It was agreed that we do not accept his idea of an over-
arching board. It was noted that we hopefully look forward to his
involvement in the future. His title would be Director of Development.

It was also suggested that he might be made a Vice President of the World Union for Progressive Judaism. It was agreed that this would be offered if the first suggestion was not acceptable.

It was understood that Herb Friedman would be responsible to the Executive Committee on which Ezra and Dick would sit and that in the day-to-day operation he would work in close cooperation with Ezra and Dick. Herb Friedman was to give copies of all correspondence, of course, to Ezra and Dick. It should be noted also that Herbert Friedman was to be considered a member of the Executive Committee.

It was suggested that the contract begin on July 1, 1973 and that payment begin on July 1, 1975. July 1, 1974 instead of May 1, 1974 would be the date of review.

It was understood that the bonus to be paid would be on actual collections and not pledges. There seemed to be some question also on the percentage of 1½% per \$1,000,000 pledged. It was agreed that this would have to be clarified.

With regard to the form of payment of the bonus it was again noted that payment would be based on actual collection.

It was also understood that the money must be raised in keeping with the priorities established by the Committee.

Herbert Friedman would be asked to agree to insurance coverage in the amount of \$250,000.

With regard to expenses, there appeared to be considerable discussion on the amount requested per diem (\$250) and it was agreed that we would seek to set new limitations as well as to clarify the mode of international travel (economy class versus first class). Generally, with regard to the annual trips to the United States of approximately 20 days duration each, there was extensive discussion of the expenses involved. However, no final determination was made.

There was some discussion about the administrative organization and how carefully it had been thought through, e.g., the role and function of the Administrative Assistant in New York, the question of the need for a secretary for the assistant etc.

It was understood that the validity of the contract depends on the authorization by the Jewish Agency for fund raising.

In view of the fact that Dick Hirsch was going over to Israel it was agreed that he would convey to Friedman the following:

1. We must have the contract within a week.
2. We await a letter from the UJA and the Jewish Agency advising us of clearance.
3. Friedman be advised that approval of the UAHC and the HUC Boards are required.

NOTE

With regard to the fund raising goal it was agreed that the formula would be as follows: the first 10 million raised would be shared on a 50-50 basis. (5 million for construction and maintenance and 5 million for program to be equally divided between the UAHC and the College-Institute) and the balance to be shared on a one third basis thereby giving 10 million to the UAHC, 10 million to the College-Institute and 5 million to the World Union.

Submitted by


Dr. Paul M. Steinberg

February 7, 1973



United Jewish Appeal

1290 AVENUE OF THE AMERICAS, NEW YORK, N.Y. 10019, USA
TEL. (212) 737-1300, TELEX: UJAPPEAL 62911

48 KING GEORGE STREET
JERUSALEM 94269, ISRAEL
TEL. (02) 60487, 222340
TELEX: 2381 UJA IL

HERBERT A. FRIEDMAN
EXECUTIVE VICE-CHAIRMAN
MATTHEW H. SIMON
DIRECTOR OF SPECIAL SERVICES

January 11, 1973

Dear Alex and Fred:

Enclosed is a summary of our ^{December 19} meeting, which I left in New York for my lawyer. On the basis of these notes, he will draw up a proposed letter of Agreement, which I shall present to you. After you have made your comments and changes, and we all finally agree on it, then you will sign it, ^{if you wish to} I expect to receive his draft very shortly.

Regarding Paragraph #10, I have spoken to Ezra about space in the building and he is trying to find something suitable. I have forwarded you a very tentative budget, and would appreciate your comments. Basically, I have to start looking for the people; an administrative assistant in New York and a secretary here. As for the car, I have checked carefully and offer the following analysis:

1. According to the Israel Police, the best medium car is the AUDI 100 LS. It is a four door, four or five passenger saloon with very good trunk space, (important when you are driving VIP's with luggage.) The total cost of the car, automatic shift, air conditioning, license and customs duties applicable to a car bought by a foreign individual or institution is about \$5700. If you don't want air conditioning you can save about \$500.
2. The annual depreciation on the car is roughly \$750. In other words, after a year, if you decide to terminate the program and want to sell the car, you'll get that much less for it.
3. The cost of rental, instead of purchase, should be much more, per annum, than the depreciation, so it doesn't pay to rent.
4. If you have objections about a German-made car, I will get cost estimates on other makes. Personally, I have no objections to driving such a car.
5. If you agree, I would suggest you authorise me to purchase the car in the name of the College-Institute, and do it soon. Prices will rise again as of approximately 30 March. Also it takes a few weeks to get delivery.

Looking forward to hearing from you,

Herb

Summary of Discussions held at Union of American
Hebrew Congregations, on 19 December 1972, with:

Rabbi Alfred Gottschalk, President, HUC-JIR

Rabbi Maurice Eisendrath, President UAHC and World Union

Rabbi Alex Schindler, Vice-President, UAHC

Rabbi Richard Hirsch, Executive Director, World Union

Judge Theodore Tannenwald, Chairman, Board of Governors, HUC-JIR

Mr. Harry Guttman, Chairman, Board of Governors, UAHC

Dr. Fritz Bamberger, Assistant to the President, HUC-JIR

1. I am to provide a draft resume of the conversation with the above-named group, which shall be used as the basis of a Letter of Agreement which the responsible persons among the list above will sign.
2. They will hire me as Director of Planning and Development (suggested by Gottschalk, or any similar title) for the projected World Center for Liberal Judaism, to be established in Israel. My duties shall be to develop a plan in writing to achieve two objectives: drawing the Reform Movement in the U.S. into a closer relationship with Israel; as well as developing the Reform Movement within Israel. My plan shall contain specific proposals for institutions and programs, together with cost estimates for construction and maintenance. After this plan has been approved by the policy-making group above, I shall have the responsibility of raising the necessary funds to implement
3. They also expect me to serve as Chairman of an Advisory Governing Council (or some similar name), which will be set up in Israel, to assist the program. After the necessary institutions and programs have been set up and funded, their operation will be entrusted to various professional deans, directors and other personnel responsible to the parent bodies. Their operation will be assisted by this Advisory Governing Council,

whose members shall be important personalities in Israel, and abroad, to lend prestige and advice to the World Center program. My duties in the years ahead shall include serving as Chairman of that Council.

4. I shall be paid \$50,000 per year for a period of four years, with term of employment beginning 1 May 1973, and payment commencing 1 May 1975, ending 30 April 1979.
5. On 1 May 1974, and each year thereafter on the anniversary date, there shall be a review to determine if the project is deemed to be proceeding successfully. If the employer arrives at a negative conclusion, he shall terminate my service, with a six-month (\$25,000) payment. If I decide to terminate employment, there shall be no severance payment.
6. The basic four-year contract shall be construed as applying to the first five-million dollars pledged. Beyond that amount, there shall be a bonus, up to a maximum of an additional \$300,000, on a sliding scale of 1½% per million dollars pledged. Thus, for example, if \$25 million is pledged, the maximum bonus will be achieved. The bonus is applicable on a continuous basis upward from five million.
7. The form of payment of the bonus shall be \$50,000 per year, commencing 1 May 1979, and shall continue as long as necessary, up to the maximum date of six years, terminating 30 April 1985.
8. Form of payment in any year, either the base contract, or the bonus shall be either cash or annuities, to the extent permitted.
9. In the event of my death, any unpaid portion of the amount due shall be paid to my estate.
10. Automobile, automobile operating expenses, telephone expenses, at home, shall be provided. Office space shall be provided at the Hebrew Union College building in Jerusalem. An operating budget

11. It is contemplated that I shall make two annual trips to the United States, of approximately twenty days duration each. If additional trips are required, and if it is necessary to bring my wife in order to be able to make such trip or trips, her travel expenses shall be paid.
12. No extensive campaign apparatus is contemplated. One administrative assistant is required in New York and one secretary in Jerusalem. No complicated structure of committees or cabinets is required. There shall be no publicity, meetings, dinners, or any of the usual paraphernalia. When the campaign is finished, an appropriate announcement can be made of what has been achieved. The matter of no publicity is very important, for it can be counter-productive.



UNION OF AMERICAN HEBREW CONGREGATIONS
PATRON OF HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION
838 FIFTH AVENUE • NEW YORK, NEW YORK 10021 • (DIAL CODE 212) 249-0100
CABLE ADDRESS: UNIONUAHC

M E S S A G E

TO [Fred Cohen
a AMS]

DATE [3/9/77]

- I renewed the Herb Friedman
file with AMS on 3/8/77. We
are in agreement that Herb
is entitled to be paid as per
signed agreement of 2/5/75 or of
6/30/74 which states -- first
term is extended to 1/31/75 instead
of 6/30/74.

HIS SALARY IS FOR 14 MONTHS
@ \$50,000 p. annum or A TOTAL OF

BY 79,166.00

R E P L Y

DATE

Therefore the balance due
in 1977 is 23,000

I asked Matt Ross to
check this out +
he agreed with the
calculation.

Fred - Sent Herb
a note that he will
receive \$23,000 in 1977

[Signature]

SIGNED

January 4, 1973

Rabbi Alfred Gottschalk
Hebrew Union College -
Jewish Institute of Religion
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Fred:

I agree with you, the step which we are in the process of undertaking in Israel is of the greatest historical significance. In many ways what we do here can determine the course of our Movement. Hopefully, we will be able to realize this potential and move it in the proper direction.

I think it important that we re-convene the meeting of our committee sometime in the near future, just as soon as the proposed contract comes in from Herb's lawyer and certainly no later than February 1st, when Dick goes to Israel. The following items will bear careful discussion:

1/ We must make certain that we have absolute control over the disposition of funds. As I told you in our conversation, in the several meetings with some of our staff members, Herb made noises to indicate that he will want a major voice in the determination of the programs, moreover making rather light of the committee, and this within twenty-four hours after assuring us that the authority rests with us.

2/ The question of his future role will have to be discussed. As I reported to you, Fred, at his breakfast meeting with me on the Thursday following our Tuesday session, Herb indicated that the Chairmanship of the Jerusalem Center Board is a sine qua non as far as he is concerned and he has instructed his attorney to write this matter into the proposed contract. I really think that we should call his bluff here and while assuring him of some position, make it crystal clear that this appointment cannot be made.

3/ The disposition of the funds will have to be re-evaluated. Our earlier meeting's agreement certainly still stands as far as the disposition of the first ten million dollars are concerned, that is to say its equal division both for capital expenditures and for endowment program funds between the Union and the College-Institute; but now that the program has expanded from ten to twenty-five million dollars and especially because many of the capital commitments and consequent programmatic commitments are for projects which involve neither the Union nor the College-Institute directly but are in the clear domain of the World Union, of which we are both constituents (e.g., the temples in Tel Aviv and Haifa, the secondary schools, etc.), some way will have to be found to bring in the World Union both directly and officially and not just through nominal membership on our policy committee, reaching some

1
Rabbi Alfred Gottschalk
January 4, 1973
Page -2-

agreement on how the funds beyond the first ten million dollars are to be allocated.

Our own staff is presently working out programmatic priorities and Dick presumably is doing that for the World Union. Some time before the 1st of February our staffs will have to get together to agree on an overall package so that Dick can present it to Herb. Herb, in turn, will undoubtedly react to it and then when we meet with him in Israel following your Board meeting we can give final approval to the program before it is frozen into a brochure.

I suppose we ought to rely on Dick to set up the various meetings. Be sure to let us know when the contract from Herb comes in.

With warmest regards, I am

AMERICAN JEWISH
ARCHIVES

Sincerely,

Alexander M. Schindler
President-Elect

cc: Rabbi Maurice N. Eisendrath
Mr. Harry K. Gutmann
Rabbi Richard G. Hirsch
Judge Theodore Tannenwald, Jr.

Dr. Fritz Bamberger

bcc: Albert Vorspan

MHR

22nd December, 1976

Rabbi Alfred Gottschalk,
Rabbi Alexander Schindler,
HUC-JIR,
3101 Clifton Avenue,
Cincinnati, Ohio 45220

Dear Fred and Alex,

I have just returned to my desk and have met with Herbert Friedman. Herb will be in the States in the month of January. He already has a full travel schedule, most of which is out of New York. I am sending each of you a copy of his schedule, with the thought that you get together and arrange to meet with him or have Mat Ross and crew do so during his stay.

Bivracha,

Rabbi Richard G. Hirsch

cc. Rabbi Herbert Friedman

HERBERT A FRIEDMAN's ITINERARY

Mon.	1/3	mid-afternoon leaving for Los Angeles
Tues.	1/4	Los Angeles
Wed.	1/5	Los Angeles
Thur.	1/6	Norfolk, Va.
Fri.	1/7	
Sat.	1/8	Indianapolis, Ind.
Sun. ^a	1/9	N.W. Bergen, N.J.
Mon.	1/10	Dallas, Texas
Tues.	1/11	N.W. Indiana, Ind.
Wed.	1/12	Flint, Mich.
Thu.	1/13	Louisville, Ky.
Fri.	1/14	
Sat.	1/15	Saddlebrook, N.H.
Sun.	1/16	Jacksonville, Fla.
Mon.	1/17	Philadelphia, Pa.
Tues.	1/18	Buffalo, N. Y.
Wed.	1/19	Akron, Ohio
Thur.	1/20	Pittsburgh, Pa.
Fri.	1/21	
Sat.	1/22	(Tent.) No. Middlesex Cty., NJ
Sun.	1/23	Englewood, N.J.
Mon.&Tue.	1/24-25	Miami, Fla.
Wed.	1/26	Birmingham, Ala.
Thur.	1/27	St. Petersburg, Fla.
Fri.&Sat.	1/28-29	Open to date
Sun.	1/30	1) Baltimore, Md. 2) Atlanta, Ga.



HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION

CLIFTON AVENUE, CINCINNATI, OHIO 45220

December 14, 1976

Mr. Matthew H. Ross
Blumberg, Singer, Ross,
Gottesman & Gordon
245 Park Avenue
New York, New York 10017

Dear Matt:

Pursuant to our discussion in Los Angeles re the termination of Herbert Friedman, you were kind enough to offer to review the contract, setting forth whatever obligations we may have to him or he to us. We should like to terminate with Friedman at the end of this month and consequently he needs to be written a detailed letter which should include our wish that he vacate the office as well as to return the automobile to the College-Institute.

With thanks and best wishes,

Sincerely,

Alfred Gottschalk
President

AG:rw

cc: Rabbi Alexander Schindler ✓
Dr. Jules Backman

HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION
CLIFTON AVENUE, CINCINNATI, OHIO 45220

December 30, 1976

Rabbi Herbert A. Friedman
World Education Center
for Progressive Judaism
13 King David Street
Jerusalem, Israel

Dear Herb:

It was a painful realization to come to terms with your severance from the project of the building of the World Center for Progressive Judaism, but time and tide seem to have been against us. I for one want to express my thanks to you for your efforts in our behalf, however limited and unsuccessful were the results.

It was our thinking that the College should repossess the automobile and also the office space, since I believe that it would not be in our common interest to have another funding project operate out of the College Institute. We had discussed this when we talked together in your office, and I know that you fully understand and agree with this decision.

I look forward to seeing you in March, if not before then, and extend my very best wishes to you and your family.

Sincerely,

Professor Alfred Gottschalk
President

AG:rw

cc: Rabbi Alexander Schindler ✓
Dr. Jules Backman
Judge Theodore Tannenwald, Jr.
Mr. Matthew H. Ross
Mr. Richard J. Scheuer

UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

December 20, 1976

Rabbi Herbert A. Friedman
World Education Center
For Progressive Judaism
13 King David Street
Jerusalem, Israel

Dear Herb:

Fred Gottschalk told me that you were desirous of terminating your relationship with the College and the Union effective as of the end of this month. This is entirely agreeable to the College and the Union. Please arrange to return the car to the College and vacate the office space which you occupy there at the end of the month.

I understand that you are embarking on a new project involving the establishment of a private school. I wish you the very best of luck in your new undertaking.

Kindest personal regards.

Sincerely,

MHR:JMC

VIA AIR MAIL



21 Jan 77

Went above
conclusion -

SUMMARY MEMORANDUM

1. Period of employment during which ~~total~~ compensation, at annual rate of \$50,000, was applicable:

July 1, 1973 - Jan. 31, 1975

(19 months at \$4,166.66 per month) = 79,166.66

AMERICAN JEWISH
ARCHIVES

2. Amounts drawn:

Oct. 1973	\$5,000	
Sept 1974	1,166.66	
Whole year 1975	25,000.	
Whole year 1976	<u>24,000</u>	<u>55,166.66</u>
	Balance due	24,000

UNION OF AMERICAN HEBREW CONGREGATIONS

OFFICE OF THE CHAIRMAN OF THE BOARD

January 21, 1977

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

Dear Alex:

I met with Herb Friedman today. I would like to talk to you about Herb and at the same time Merrill Hassenfeld (I assume you got a copy of my proposed letter to him). In the meantime would you please have the attached arithmetic checked by Josh.

Sincerely,



MHR:JMC
Enclosure

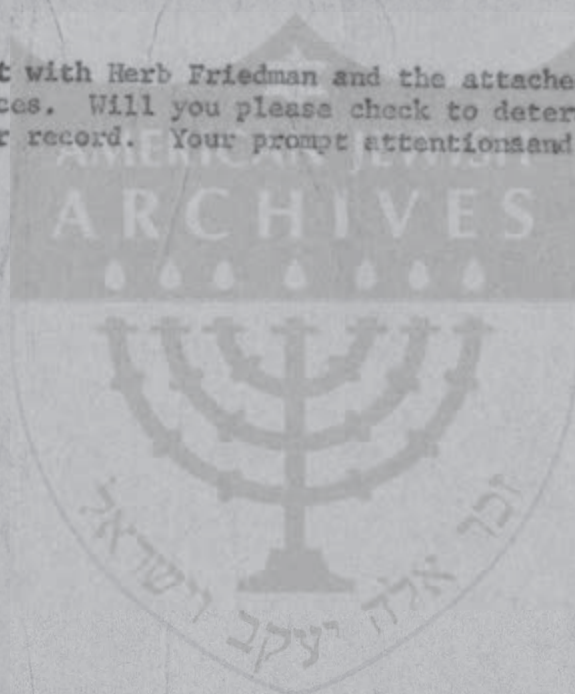


January 25, 1977

Edith J. Miller

Joshua M. Dwork

Matt Ross met with Herb Friedman and the attached is Herb's computation on finances. Will you please check to determine if this is in accord with our record. Your prompt attention and response will be appreciated!



August 11, 1975

Rabbi Alfred Gottschalk
President, HUC-JIR
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Fred:

Since I'm not certain as to when you return to the States, so I am writing to Cincinnati to acknowledge receipt of your memo of July 31st in regard to Herb Friedman's Health/Hospitalization Insurance. Since his coverage with the U.J.A. has been terminated, we have no choice but to undertake payments in his behalf. We should do so for the length of his contract with us, in accord with your note to Herb.

Warmest regards.

Sincerely,

Alexander M. Schindler

cc: Rabbi Herbert A. Friedman

Rabbi Herbert A. Friedman

Alfred Gottschalk

31st July 1974

Dear Herb,

While it is obvious that I have not had a chance to discuss your request with Alex, I think he will agree that we should pick up the Health/Hospitalization insurance you have requested since your plan with the U.J.A. has now terminated.

I understand from you that the cost for basic coverage in Shiloah is approximately \$500 per year and it is this which we are agreeing to pay to cover you for the length of your contract with us.

Best regards.



cc. Rabbi Alexander M. Schindler

UNION OF AMERICAN HEBREW CONGREGATIONS
PATRON OF HEBREW UNION COLLEGE — JEWISH INSTITUTE OF RELIGION
838 FIFTH AVENUE • NEW YORK, NEW YORK 10021 • (DIAL CODE 212) 249-0100
CABLE ADDRESS: UNIONUAHC

[Handwritten initials]

MESSAGE

TO RABBI A.M. SCHINDLER
cc MATTHEW ROSS
FRED COHEN

DATE 2/28/75

BASED ON THE COPY OF THE REVISED
HERB FRIEDMAN CONTRACT (DATED 2/5/75)
I RECEIVED TODAY, I AM INSTRUCTING
MY PAYROLL DEPARTMENT TO MAKE
PAYMENTS AS NOTED ON THE BOTTOM OF
PAGE 3 OF THIS MODIFIED AGREEMENT—AS
FOLLOWS — JAN 1975 \$3000 PAID
\$2000 PER MONTH FOR FIFTEEN
MONTHS OR FROM FEB '75 TO APRIL '76.

IN MAY 1976 HE IS TO GET \$419—

BY SINCE THIS ^{PORTION OF THE} AGREEMENT PERTAINS

Form N-873B The Drawing Board, Inc., 100505, Dallas, Texas

INSTRUCTIONS TO SENDER:

1. KEEP YELLOW COPY. 2. SEND WHITE AND PINK COPIES WITH CARBON INTACT.

REPLY

DATE

Hold for F.V.

TO HIS EMPLOYMENT TO 12/31/75
ONLY (SECOND TERM), I
SHOULD BE ADVISE NO LATER
THAN DEC 1975 IF HERB
FRIEDMAN IS TO BE RETAINED
INTO THE THIRD TERM AS
DIRECTOR SINCE IF HE IS
RETAINED THEN (SEE PAGE 4) PAYMENTS
TO HIM FOR THE 3rd TERM START IN
JANUARY 1976 AT THE RATE OF
\$4166.66 PER MONTH.

ADVISE IF THIS IS NOT IN
ACCORDANCE WITH YOUR UNDERSTANDING
OF THIS AGREEMENT
SIGNED *[Signature]*

INSTRUCTIONS TO RECEIVER:

1. WRITE REPLY. 2. DETACH STUB, KEEP PINK COPY, RETURN WHITE COPY TO SENDER.

March 6, 1975

Ms. Rissa Alex
HUC-JIR
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Rissa:

So your files will be complete, I enclose herewith two copies of the agreement between HUC-JIR/UAHC and Rabbi Habbert Friedman. One bears the original signatures of Rabbis Gottschalk and Schindler and the second bears Rabbi Friedman's signature. We are retaining similar signed copies and Matthew Ross also has copies at his office.

Hope all is well with you, although I'm sure life as your desk is just as hectic and mishugah as it is here at 838.

Fondest regards.

Sincerely,

Edith J. Miller
Administrative Assistant

Encl.

BLUMBERG, SINGER, ROSS, GOTTESMAN & GORDON
245 PARK AVENUE, NEW YORK, NEW YORK 10017

(212) MURRAY HILL 2-7700

LEON SINGER
MATTHEW H. ROSS
CALLMAN GOTTESMAN
SAMUEL GORDON
FREDERICK NEWMAN
ALFRED K. KESTENBAUM
HELEN MINKIN
EVELYN FRANK
ARNOLD C. ABRAMOWITZ
PAUL M. FRANK
ALLEN N. ROSS

CABLE: ELBLU, N Y.

CHARLES E. GOODELL
COUNSEL

SAMUEL BLUMBERG (1907-1966)
DAVID KUGEL (1921-1969)

February 28, 1975

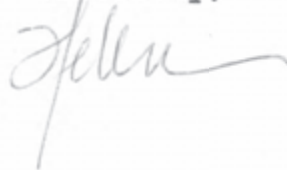
Miss Edith Miller
Union of American Hebrew Congregations
835 Fifth Avenue
New York, New York 10021

Re: Rabbi Herbert A. Friedman
Modification Agreement

Dear Edie:

As I mentioned to you in our telephone conversation, I am sending you herein two copies of the Rabbi Herbert A. Friedman modification agreement which have been signed by Rabbi Friedman. One of those copies is for Union and one for the College. I am also enclosing one copy signed by the College and Union (but not by Rabbi Friedman) which you might want to send to the College.

Sincerely,



HM:fg
encl.

Joshua M. Dwork

Rabbi Alexander M. Schindler

February 27, 1975

Dr. Alfred Gottschalk

Enclosed is a copy of the letter of agreement, signed by Dr. Gottschalk and me, to Rabbi Herbert Friedman. This agreement was approved by Matthew Ross' office and they hold a copy which bears Rabbi Friedman's signature.

You are now authorized to proceed with payments to Rabbi Friedman, in accordance with the schedule previously shared with you.



HEBREW UNION COLLEGE - JEWISH INSTITUTE OF RELIGION

and

UNION OF AMERICAN HEBREW CONGREGATIONS

February 5, 1975
as of June 30, 1974

Rabbi Herbert A. Friedman
c/o Rose & Schlesinger
535 Fifth Avenue
New York, New York 10017

Dear Rabbi Friedman:

In light of the problems engendered by the Yom Kippur War, we have agreed to modify the agreement between us dated June 11, 1973 (the "Agreement"), to provide among other things that your first term as Director is extended to January 31, 1975 instead of June 30, 1974.

Accordingly, the Agreement is modified as follows:

I. Paragraph 2 a) of the Agreement shall henceforth read as follows:

"Your engagement as Director shall be for a maximum of four terms commencing July 1, 1973 and ending on the dates set forth in paragraph 5 a) hereof subject to termination as hereinafter provided."

II. Paragraph 2 b) shall henceforth read as follows:

"Notwithstanding the foregoing, we may elect to terminate your engagement as Director as of December 31, 1975, or as of any June 30 thereafter by giving you written notice of such election at least sixty (60) days prior thereto. In such event, you shall be engaged as a consultant, and shall receive the payments provided in paragraph 8 a) hereof."

III. Paragraph 3 a) shall henceforth read as follows:

"Your engagement as a consultant shall commence upon (i) the expiration of the fourth term provided in paragraph 2 a) hereof or (ii) our earlier termination of your engagement as Director as provided in paragraph 2 b) hereof. Such engagement shall be for a term of nineteen months at the rate of \$25,000 a year.

IV. Paragraph 5 a) shall henceforth read as follows:

"Subject to the provisions of this agreement with respect to earlier termination, you shall receive the following compensation for services you shall render:

<u>Term as Director</u>	<u>Term as Consultant</u>	<u>Compen- sation</u>
First:	7/1/73 - 1/31/75	\$39,585
Second:	2/1/75 - 12/31/75	none
Third:	1/1/76 - 6/30/76	\$25,000
Fourth:	7/1/76 - 6/30/77	\$50,000
	First: 7/1/77 - 6/30/78	\$25,000
	Second: 7/1/78 - 1/31/79	\$14,585

We have already paid you on account of your compensation as director hereunder for the First Term the sum of \$6,166, leaving a balance due of \$33,419. Such sum shall be paid as follows:

In January 1975	\$ 3,000
\$2,000 per month commencing February 1975 for 15 months through and including the month of April 1976	30,000
In May 1976	<u>419</u> \$33,419

We will pay you the balance of the compensation you are to receive as director for the Third and Fourth Terms in equal monthly installments during the period covered by each of said Terms.

If your engagement as director is terminated for any reason, the monthly compensation above provided shall be paid to you until you have received the total compensation theretofore accrued for the services rendered by you as director at the annual rate provided for in this paragraph prorated for the period ending on the date of termination of your services as director.

Your compensation as a consultant shall commence on July 1, 1977 or, if earlier, on the last day of the month following the termination of the payments of your compensation as director, and shall be paid in equal monthly installments of \$2,000, except that the first installment shall be in the sum of \$1,585."

V. Paragraphs 5 b) and 5 c) are deleted.

VI. Paragraph 6 e) shall henceforth read as follows:

"The first Extended Term shall commence on the earlier of July 1, 1979 or the first day of the month following the date on which your engagement as a consultant shall terminate."

VII. The word "annual" is deleted from the third line of paragraph 8 a).

VIII. Paragraph 8 a) (iii) is deleted.

IX. Paragraph 8 a) (iv) shall henceforth read as follows:

"Receive the sum of \$25,000 as severance pay, the same to be payable in such annual installments not in excess of \$5,000 as shall be agreed upon between us, except that if your engagement as director is terminated on December 31, 1975, you shall not be entitled to any part of the said sum of \$25,000."

X. Paragraph 8 c) (i) shall henceforth read as follows:

"Commencing with the last day of the month following the month of your death or such termination, you shall receive the unpaid balance of the amounts under paragraph 5 a) which shall have accrued for your services as director to the date of your death or such termination."

XI. The word "annual" is deleted from the second line of paragraph 8 d).

XII. Paragraph 8 d) (i) shall hence forth read as follows:

"Commencing with the last day of the month following the month in which you terminate your employment as director, you shall receive the unpaid balance of the amounts under paragraph 5 a) which shall have accrued for your services as director to the date of your termination of your employment as director."

XIII. The schedule in paragraph 8 d) (iii) shall henceforth read as follows:

"Date of Termination
of Engagement as
Director

Reduction
in Bonus

Between 7/1/73 and 1/31/75	75%
Between 2/1/75 and 12/31/75	50%
Between 1/1/76 and 6/30/76	25%
Between 7/1/76 and 6/30/77	None "

All the other provisions of the Agreement shall continue in full force and effect except as herein expressly modified.

If the foregoing sets forth our understanding, would you kindly so indicate by signing and returning the copy of this letter.

Very truly yours,

HEBREW UNION COLLEGE - JEWISH
INSTITUTE OF RELIGION

By

UNION OF AMERICAN HEBREW
CONGREGATIONS

By

President

ACCEPTED AND AGREED TO
this day of
1975.

Herbert A. Friedman

January 20, 1975

Judge Theodore Tammewald, Jr.
P.O. Box 70
Washington, D.C. 20044

Dear Ted:

By now I trust you have received the amendments to Herb Friedman's employment contract which were shared by his attorney, Herbert Rose. Matt and I reviewed the amendments and found them to be in order. I trust that you and Fred will also agree to the new provisions.

In the interim, I received a letter from Herb Friedman noting that he is strapped for funds and requesting an "advance or Loan" in the sum of \$3,000. In view of the circumstances, Matt and I agreed that we should deposit \$3,000. in Herb's account as an advance against his employment contract. Once contractual arrangements are finalized we will adjust the records. I trust you and Fred agree that Herb's request be honored.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Alfred Gottschalk
Matthew H. Ross

January 20, 1975

Rabbi Herbert A. Freidman
World Center for
Progressive Judaism
13 King David Street
Jerusalem, Israel

Dear Herb:

Just a note to advise that Josh Dwork has been authorized to deposit \$3,000. to your account as an advance against your employment contract. Once all the necessary approval has been obtained and the agreement is signed by all parties, Josh will adjust the record accordingly.

We have received the amendments from Herbert Rose and are awaiting word from Ted Tannenwald on the College-Institute's approval. Hopefully, the contract will be signed very soon.

With warmest regards from house to house, I am

Sincerely,

Alexander M. Schindler

Rabbi Alexander M. Schindler

Joshua M. Dwork

cc: Matthew H. Ross

1/20/75

Please deposit \$3,000. in Herb Friedman's account as an advance against his employment contract. Matt and I went over some amendments in the agreement which Herb's attorney sent us and they meet with our approval. We have sent them to Rabbi Gottschalk and Judge Tannenwald for their approval and await word from them.

However, we feel it is only fair to provide this advance for Herb and ask you to make the deposit. I will so advise Herb.



Matthew H. Ross

Rabbi Alexander M. Schindler

1/17/75

OK

Please note the enclosed from Herb Friedman. May we give him an advance even though the contract hasn't been signed as yet?



Ext

WORLD EDUCATION CENTER FOR PROGRESSIVE JUDAISM

13 King David Street
Jerusalem, Israel
Tel: 02--232444

January 13, 1975

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

Dear Alex:

I received a cable the other day from my lawyer, Herb Rose, saying that he was in the completion stage with Mrs. Minkin of Matt Ross' office, regarding the revised wording of our agreement. He said that it should be completed any day. However, I am really running out of money now. Josh Dwork said, quite correctly, that he could not start paying me on a regular basis until he had authorisation to do so. Would you please authorise him to deposit for me the \$3000 which will be due for the month of January whenever the formalities of the agreement revision are completed. For the sake of good order, if you want to, simply call it a loan or an advance until it becomes converted to a salary. I really need it immediately.

Best regards to Rhea, and hope all is well with you,

As ever,

Herbert A. Friedman

cc: Joshua Dwork

Director of Planning and Development:
Rabbi Herbert A. Friedman

Sponsoring Organizations:
Hebrew Union College-Jewish Institute of Religion - Union of American Hebrew Congregations
World Union for Progressive Judaism - Central Conference of American Rabbis



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

OFFICE OF THE PRESIDENT

3101 CLIFTON AVENUE • CINCINNATI, OHIO 45220
(513) 221-1875

December 16, 1974

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

Dear Alex:

I appreciate your letter of December 6, 1974, regarding Herbert Friedman's expenses and questioning our responsibility for payment. I am writing to Ezra Spicehandler in Jerusalem to inquire about the exact nature and amount of the expenses incurred monthly by Herbert Friedman for which we are still paying. I hope to have the answer from Ezra before we next meet.

With warmest regards,

Sincerely,

Alfred Gottschalk
President

AG:rw

(Signed in my absence)

Cc mHR

December 6, 1974

Dr. Alfred Gottschalk
President, HUC-JIR
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Fred:

As you probably know, Dick Hirsch was in this country for a few weeks. Among the many things we discussed was Herb Friedman. Herb apparently is involved in three projects: he travels quite a bit for UJA; in his travels, whether for us or for others, he peddles the Encyclopedia Judaica; he is also still toying with the "Port City" project. By curious coincidence, when Dick popped into his office recently he saw Herb with Millstone of your Board and they were pouring over a map -- not of the Jerusalem Center but of Yamit (in all fairness to Herb, or at least so he told Dick, he did not realize that Millstone was a part of our group. Yet how can this be, didn't he visit Millstone with our blessings?).

Since we are not paying him any kind of salary I don't want to raise the issue except on the basis of reporting to you, for you have a right to be informed. But there is the question of my expenses which Herb has in Israel and which we are fully covering -- his use of the car, his use of an office, his secretarial help, such as it is, etc. Are we justified in terms of the limited nature of his work for us in allowing this kind of a free ride? Should not perhaps some of his other "benefactors" contribute to these expenses?

This is another item we have to put on the agenda when next we meet. In any event, I would appreciate your reaction. In this connection, it might be of help to know -- and I would appreciate your asking Ezra to provide the information -- how much these monthly expenses are. As you know, Josh Dwork keeps records only of the out-of-Israel end of Herb's expenses.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Joshua M. Dwork
Matthew H. Ross
Hon. Theodore Tammeswald, Jr.

25.10.74

WORLD EDUCATION CENTER
FOR PROGRESSIVE JUDAISM
13 King David Street
Jerusalem, Israel
Tel: 02 - 232444

Eddie -

This was mailed
to me from the World
Union. It belongs to you,
not me.

It was good seeing
you in Israel. Sorry we didn't
get to say goodbye at Yad
Mordechai.

Hech

Herbert A. Friedman

From the

MONEY
MUTUAL OF NEW YORK

AGENCY AT 475 Park Ave. So.
New York, N.Y. 10016

Date: 10-11-74

Rabbi Herbert A. Friedman
c/o Union of American Hebrew Con.
838 5th Ave.
New York, N.Y. 10021

It was a pleasure to arrange the service you requested on
this Mutual Of New York insurance.

If we can again be of any help to you, please let us know.

Sincerely,

POLICY NO.

Mrs. Bella Hodeda
FOR OFFICE SUPERVISOR

ENCLOSURES:

☒ Policy(ies)

☒ Rider (Please attach to your policy)

☐

Rider attached to and forming part of Contract issued by
***The MUTUAL Life Insurance Company* OF NEW YORK**

Insured Rabb Herbert Friedman

Contract No. 1008 26 53

REDUCTION OF POLICY

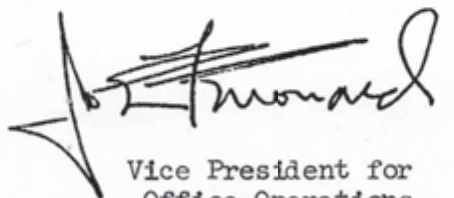
Upon request it is agreed that, as of July 30, 1974, the number of units of term insurance provided for in this Policy is hereby reduced from \$250,000.00 to \$ 100,000.00 and the amounts of any and all other pecuniary benefits accruing under this Policy are reduced in like proportion.

Future premiums for this Policy are changed to the following, subject to the provisions of the Policy:

Amounts \$ 1,608.00

Due Dates July 30, 1974, and the same day of each 12th month thereafter during the premium-paying period of this Policy. (If there is no such day in any such month, the due date shall be the last day of such month.)

THE MUTUAL LIFE INSURANCE COMPANY OF NEW YORK


Vice President for
Office Operations

New York, N. Y. October 8, 1974
62-505

The Mutual Life Insurance Company of New York

MONEY

INSURED
POLICY NUMBER
PREMIUM PERIOD

HERBERT A. FRIEDMAN

1008-26-53 NY

1 YEAR

\$250,000

7-30-1973

FACE AMOUNT
POLICY DATE

The Company WILL PAY the Face Amount to the Beneficiary upon receipt of due proof that the Insured died on or before the first policy anniversary or during any renewal term, subject to the provisions on this and the following pages of this Policy.

This Policy may be renewed annually and the final term of renewal shall expire on the tenth policy anniversary.

Signed at the Home Office of The Mutual Life Insurance Company of New York —
1740 Broadway, New York, N.Y. 10019—on the date of issue.

James S. Bingay
JAMES S. BINGAY, President

Robert R. Stroud
ROBERT R. STROUD, Secretary

A GUIDE TO THE PROVISIONS OF THIS POLICY

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Reinstatement	9
Renewal of Policy	9
Settlement Options	6, 7
Specifications	3

*Endorsements Made At Issue Appear After "General Provisions".
Additional Benefits, If Any, Are Provided By Rider.*

A BRIEF DESCRIPTION OF THIS POLICY

This is a YEARLY RENEWABLE TERM POLICY. Insurance is payable in event of death on or before the first policy anniversary or during any renewal term. The Policy is exchangeable for other insurance. Annual dividends. Premiums are payable until the end of the Premium Period and during any renewal term.

HARRY K. GUTMANN ASSOC.
HARRY K. GUTMANN ALBERT B. WEIL
PERSONAL & BUSINESS LIFE INSURANCE
475 PARK AVE. SOUTH NEW YORK, N. Y. 10016
PHONE: (212) 725-0360

THE POLICY OF THE COMPANY IS TO PROVIDE THE BEST INSURANCE COVERAGE AVAILABLE AT THE LOWEST COST TO THE POLICYHOLDER. THE COMPANY'S POLICY IS TO PROVIDE THE BEST INSURANCE COVERAGE AVAILABLE AT THE LOWEST COST TO THE POLICYHOLDER.

A BRIEF DESCRIPTION OF THIS POLICY

The policy is a term life insurance policy. It provides a death benefit of \$100,000. The policy is owned by the insured. The policy is payable to the insured's estate. The policy is subject to the terms and conditions of the policy.

The policy is subject to the terms and conditions of the policy. The policy is subject to the terms and conditions of the policy. The policy is subject to the terms and conditions of the policy. The policy is subject to the terms and conditions of the policy.

If on the date of the policy, the insured is a resident of the United States, the policy is subject to the terms and conditions of the policy.



AMERICAN JEWISH ARCHIVES
1000 17th St NW
Washington, DC 20036
Tel: 202-638-2730
Fax: 202-638-2731
www.ajarchives.org

Form with fields for Name, Address, City, State, Zip, and Phone Number.

AMERICAN JEWISH ARCHIVES

SPECIFICATIONS

INSURED HERBERT A FRIEDMAN

POLICY NUMBER 1008-26-53 NY \$250,000 FACE AMOUNT

PREMIUM PERIOD 1 YEAR 7-30-1973 POLICY DATE

ISSUE AGE 55

STANDARD CLASS

8-03-1973 DATE OF ISSUE

-SCHEDULE OF BENEFITS AND PREMIUMS-

BASIC-BENEFIT - TERM INSURANCE

ANNUAL PREMIUM
\$3682.50 FOR 1 YEAR

PREMIUM AMOUNTS AND DUE DATES-

THE PREMIUM FOR THE POLICY CONSISTS OF THE APPLICABLE ANNUAL PREMIUM SHOWN ABOVE. THE AMOUNT OF THE FIRST PREMIUM IS \$3682.50.

THE AMOUNT OF ANNUAL RENEWAL PREMIUMS FOR THIS POLICY SHALL BE IN ACCORDANCE WITH THE TABLE BELOW. THE COMPANY WILL FURNISH THE RATES FOR AVAILABLE PREMIUM FREQUENCIES OTHER THAN ANNUAL ON REQUEST.

RENEWAL DATES	ANNUAL RENEWAL PREMIUMS
1ST POLICY ANNIVERSARY	\$4020.00
2ND POLICY ANNIVERSARY	\$4392.50
3RD POLICY ANNIVERSARY	\$4802.50
4TH POLICY ANNIVERSARY	\$5250.00
5TH POLICY ANNIVERSARY	\$5745.00
6TH POLICY ANNIVERSARY	\$6285.00
7TH POLICY ANNIVERSARY	\$6877.50
8TH POLICY ANNIVERSARY	\$7522.50
9TH POLICY ANNIVERSARY	\$8232.50

096 1YRT 34 55 P19 301 BENE 57521

DEATH PROCEEDS

The proceeds payable at the death of the Insured shall be (a) the amount of any insurance then in force on his life, including any provided by additional benefit rider or endorsement, plus (b) any existing dividend deposits and any dividend that the Company may grant and credit in cash at the Insured's death, plus (c) if the Insured dies while the Policy is in force on a premium-paying basis, and if the last premium was not waived under any

provision for waiver of premiums, that part of the last premium as was paid for the part of the premium interval which extends beyond the policy month in which the Insured dies, less (d) if the Insured dies during the grace period of an overdue premium, an amount equal to one month's premium. Payment, in any case, will be subject to all of the provisions of this Policy.

BENEFICIARY

DETERMINATION OF BENEFICIARY—The beneficiary is as designated in the application for this Policy unless otherwise provided by endorsement at issue or unless subsequently changed as provided below.

Any reference in any beneficiary designation to a beneficiary living or surviving shall, unless otherwise provided, mean living on the earlier of (a) the day due proof of the Insured's death is received by the Company at its Home Office and (b) the 14th day after the Insured's death. The share of the death proceeds of any beneficiary who is not living on such earlier day will be payable to the remaining beneficiaries in the manner provided in such

beneficiary designation. If no beneficiary is then living and unless otherwise provided, the death proceeds will be payable to the Insured's executors or administrators.

CHANGE OF BENEFICIARY—Beneficiary changes may be made during the Insured's lifetime by written notice to the Company at its Home Office, but the Policy need not be presented for endorsement unless required by the Company. Any change shall take effect as of the date the notice was signed, upon acceptance and recording at the Home Office, subject to any payment made by the Company or action taken by it before receipt of the notice at the Home Office.

RIGHTS

During the Insured's lifetime, all rights under this Policy belong exclusively as designated in the application for this Policy unless otherwise provided by endorsement. Such rights include the right

to change the beneficiary, to assign, and all other rights, benefits, options, and privileges conferred by this Policy or allowed by the Company.

DIVIDENDS

While this Policy is in force, the share, if any, of the divisible surplus accruing on this Policy shall be determined by the Company and allotted as a dividend at the end of each policy year.

There will probably be no divisible surplus to allot as a dividend before the end of the fourth policy year.

Each dividend may be applied under one of the options below. Option 1 shall be automatic unless another is elected not later than 3 months after the date of allotment.

1. Dividend Deposit — Left on deposit with the Company.

Interest shall be added on each policy anniversary at the rate determined by the Company for each year, but never less than $2\frac{1}{2}\%$, and shall become part of the amount on deposit. Existing deposits shall be payable upon any termination of this Policy. At any time during the Insured's lifetime, any existing deposits may be surrendered for their cash value, which shall be the amount on deposit.

2. Cash — Paid in cash.

3. Premium Payment—Applied toward payment of a premium if the remainder is paid by the end of the grace period.

PREMIUM PAYMENTS AND GRACE PERIOD

Premiums after the first are payable on each due date specified on page 3 occurring before the end of the premium period, which shall be reckoned from the Policy Date. No premium is payable if its due date is on or after the date of the Insured's death.

Each such premium is payable to the Company, either at its Home Office or elsewhere, through any agent or other person authorized by the Company to collect premiums, but only in

exchange for a receipt signed by the Treasurer of the Company and by the person receiving the premium.

If any premium after the first is not paid on or before its due date, or within a grace period of 31 days thereafter, during which period this Policy shall continue in force, this Policy shall immediately terminate and have no further value.

SETTLEMENT OPTIONS

Death proceeds payable under this Policy may be settled under one of the following options instead of being paid in one sum, provided (a) the proceeds are at least \$1,000 and are payable to a natural person in his own right and (b) the payments under the option elected are also to be payable to such person (referred to below as the payee).

1. INTEREST INCOME—The Company will hold the proceeds as principal and will pay interest during the payee's lifetime. Interest will be at the rate determined by the Company for each year, but never less than 2¾% a year.

2. INCOME FOR SPECIFIED PERIOD—The Company will pay an income for the number of years elected, in accordance with this table showing the monthly income for each \$1,000 of proceeds. Payments may be increased by additional interest as determined by the Company for each year.

Years	1	2	3	4	5	6	7	8	9	10
Amount	\$84.37	42.76	28.89	21.96	17.80	15.03	13.06	11.58	10.42	9.50
Years	11	12	13	14	15	16	17	18	19	20
Amount	\$8.75	8.13	7.60	7.15	6.76	6.41	6.11	5.85	5.61	5.39

3. SINGLE LIFE INCOME — The Company will pay an income during the period certain elected and during the payee's remaining lifetime. The period certain elected may be (a) 0 years or (b) 10 years or (c) 20 years or (d) the period required for the total income payments to equal the proceeds (refund period certain). The income will be in the amount determined by the Company on the date the proceeds become payable, but not less than the minimum amount shown, for the period certain elected, in accordance with the Option 3 table on page 7.

4. INCOME OF SPECIFIED AMOUNT—The Company will pay an income of the amount elected, but not less each year than 7% of the proceeds, as long as the proceeds and interest last. Interest will be credited annually on the remaining proceeds at the rate determined by the Company for each year, but never less than 2¾%.

OTHER SETTLEMENT OPTIONS — The proceeds may be settled under any option not specified above that may be agreed to by the Company.

ELECTION OF SETTLEMENT—During the Insured's lifetime, one of the above options may be elected for proceeds payable by reason of his death, or a previous election changed, subject to the same conditions and effective in the same manner as a change of beneficiary.

The payee of any proceeds may elect one of these options within 1 month after the proceeds become payable provided the proceeds are payable in one sum and have not yet been paid. Election must be made by written notice to the Company at its Home Office.

PAYMENT PROVISIONS — A supplementary contract providing for the settlement will be issued when the proceeds are settled under one of these options. The date of the supplementary contract shall be the date of the Insured's death if the settlement was elected during the Insured's lifetime. Otherwise the supplementary contract shall bear the date the proceeds become payable.

Payments will be made monthly unless quarterly, semi-annual, or annual payments are requested in the election. However, if the payments elected would be less than \$10 each, payments on a less frequent basis may be made at the Company's option.

To obtain the amount of other than monthly payments, multiply the monthly payment by the appropriate factor.	Annual	Semi-Annual	Quarterly
OPTION 2	11.85	5.97	2.99
OPTION 3—0 Years Certain	11.68	5.90	2.97
OPTION 3—20 Years Certain, or Refund Period Certain	11.80	5.95	2.99
OPTION 3—10 Years Certain	11.74	5.92	2.97

The first payment under Option 2, 3, or 4 will be due as of the date of the supplementary contract. The first payment under Option 1 will be due 1, 3, 6, or 12 months after such date, depending on whether payments are monthly, quarterly, semi-annual, or annual.

Before making payment under Option 3, the Company will require evidence satisfactory to it of the age of the person during whose lifetime payments are to be made.

After the date of the supplementary contract, the settlement cannot be modified or terminated before all payments required by its terms have been made, except as provided below and except as approved by the Company at the time of election of the settlement and upon such terms as it shall then consider necessary.

At the payee's death, any settlement under Option 1, 2, 3, or 4 will terminate. Any amount specified below for that option will be paid in one sum to the payee's executors or administrators, unless otherwise elected within such limitations as the Company shall consider necessary:

Option 1—The principal with any interest to date of death.

Option 2—The commuted value, based on interest at 2¾% a year, compounded annually, of any future income payments for the specified period.

Option 3—The commuted value, based on interest at the rate or rates assumed in computing the amount of income, compounded annually, of any future income payments for the specified period certain.

Option 4—The unpaid proceeds and interest to date of death.

SETTLEMENT OPTIONS (continued)

OPTION 3—MINIMUM MONTHLY INCOME FOR EACH \$1,000 OF PROCEEDS

The life income shown is based on the payee's age at nearest birthday on the due date of the first income payment.

MALE PAYEE

AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain	AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain	AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain
10*	\$2.69	\$2.69	\$2.69	\$2.68	35	\$3.36	\$3.35	\$3.32	\$3.29	60	\$5.70	\$5.45	\$4.80	\$5.07
11	2.71	2.70	2.70	2.69	36	3.40	3.40	3.36	3.33	61	5.88	5.60	4.87	5.19
12	2.72	2.72	2.72	2.71	37	3.45	3.44	3.40	3.37	62	6.07	5.75	4.93	5.32
13	2.74	2.74	2.73	2.73	38	3.50	3.49	3.45	3.42	63	6.28	5.90	4.99	5.46
14	2.76	2.75	2.75	2.74	39	3.56	3.55	3.49	3.46	64	6.50	6.08	5.05	5.61
15	2.77	2.77	2.77	2.76	40	3.62	3.60	3.54	3.51	65	6.73	6.26	5.10	5.76
16	2.79	2.79	2.78	2.78	41	3.68	3.66	3.59	3.56	66	6.99	6.42	5.15	5.93
17	2.81	2.81	2.80	2.79	42	3.74	3.72	3.64	3.61	67	7.26	6.59	5.19	6.10
18	2.83	2.83	2.82	2.81	43	3.81	3.78	3.70	3.66	68	7.56	6.78	5.23	6.29
19	2.85	2.85	2.84	2.83	44	3.88	3.85	3.75	3.72	69	7.88	6.96	5.26	6.48
20	2.87	2.87	2.87	2.85	45	3.95	3.92	3.81	3.78	70	8.22	7.16	5.29	6.69
21	2.90	2.89	2.89	2.88	46	4.03	3.99	3.87	3.84	71	8.59	7.35	5.32	6.91
22	2.92	2.92	2.91	2.90	47	4.12	4.07	3.93	3.90	72	8.99	7.54	5.33	7.15
23	2.95	2.94	2.94	2.92	48	4.20	4.15	3.99	3.97	73	9.42	7.74	5.35	7.40
24	2.97	2.97	2.96	2.95	49	4.29	4.23	4.05	4.04	74	9.89	7.92	5.36	7.66
25	3.00	3.00	2.99	2.97	50	4.39	4.32	4.12	4.11	75	10.40	8.11	5.37	7.94
26	3.03	3.02	3.01	3.00	51	4.49	4.41	4.19	4.19	76	10.95	8.29	5.38	8.25
27	3.06	3.05	3.04	3.03	52	4.60	4.51	4.25	4.27	77	11.54	8.45	5.38	8.56
28	3.09	3.09	3.07	3.05	53	4.71	4.61	4.32	4.35	78	12.19	8.61	5.39	8.90
29	3.12	3.12	3.10	3.08	54	4.83	4.71	4.39	4.44	79	12.90	8.76	5.39	9.27
30	3.16	3.15	3.14	3.12	55	4.95	4.83	4.46	4.53	80	13.66	8.89	5.39	9.65
31	3.19	3.19	3.17	3.15	56	5.08	4.94	4.53	4.63	81	14.50	9.00	5.39	10.07
32	3.23	3.23	3.21	3.18	57	5.22	5.06	4.60	4.73	82	15.40	9.11	5.39	10.52
33	3.27	3.27	3.24	3.22	58	5.37	5.19	4.67	4.84	83	16.39	9.19	5.39	10.98
34	3.31	3.31	3.28	3.25	59	5.53	5.32	4.74	4.95	84	17.47	9.26	5.39	11.49
										85†	18.65	9.32	5.39	12.04

*and under

†and over

FEMALE PAYEE

AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain	AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain	AGE	0 Years Certain	10 Years Certain	20 Years Certain	Refund Period Certain
10*	\$2.63	\$2.63	\$2.63	\$2.62	35	\$3.17	\$3.17	\$3.15	\$3.13	60	\$5.02	\$4.92	\$4.57	\$4.66
11	2.64	2.64	2.64	2.64	36	3.21	3.20	3.19	3.17	61	5.17	5.05	4.64	4.77
12	2.66	2.66	2.65	2.65	37	3.25	3.24	3.22	3.20	62	5.33	5.19	4.72	4.89
13	2.67	2.67	2.67	2.66	38	3.29	3.28	3.26	3.24	63	5.50	5.33	4.79	5.01
14	2.69	2.68	2.68	2.68	39	3.33	3.32	3.30	3.28	64	5.68	5.49	4.87	5.15
15	2.70	2.70	2.70	2.69	40	3.37	3.36	3.34	3.32	65	5.88	5.65	4.94	5.29
16	2.72	2.72	2.71	2.71	41	3.41	3.41	3.38	3.36	66	6.09	5.82	5.00	5.43
17	2.73	2.73	2.73	2.72	42	3.47	3.46	3.42	3.40	67	6.32	5.99	5.06	5.59
18	2.75	2.75	2.74	2.74	43	3.52	3.51	3.47	3.44	68	6.57	6.18	5.12	5.75
19	2.77	2.77	2.76	2.75	44	3.57	3.56	3.52	3.49	69	6.83	6.37	5.17	5.93
20	2.78	2.78	2.78	2.77	45	3.63	3.61	3.57	3.54	70	7.12	6.56	5.22	6.12
21	2.80	2.80	2.80	2.79	46	3.69	3.67	3.62	3.59	71	7.44	6.77	5.25	6.32
22	2.82	2.82	2.82	2.81	47	3.75	3.73	3.67	3.65	72	7.78	6.98	5.29	6.53
23	2.84	2.84	2.84	2.83	48	3.82	3.80	3.73	3.70	73	8.14	7.19	5.31	6.76
24	2.87	2.86	2.86	2.85	49	3.89	3.86	3.79	3.76	74	8.55	7.40	5.34	7.00
25	2.89	2.89	2.88	2.87	50	3.96	3.94	3.85	3.83	75	8.98	7.62	5.35	7.26
26	2.91	2.91	2.90	2.89	51	4.04	4.01	3.91	3.89	76	9.46	7.83	5.37	7.54
27	2.93	2.93	2.93	2.91	52	4.12	4.09	3.98	3.96	77	9.98	8.03	5.38	7.83
28	2.96	2.96	2.95	2.94	53	4.21	4.18	4.05	4.03	78	10.54	8.23	5.38	8.15
29	2.99	2.98	2.97	2.96	54	4.31	4.26	4.12	4.11	79	11.16	8.42	5.39	8.49
30	3.01	3.01	3.00	2.99	55	4.41	4.36	4.19	4.19	80	11.84	8.60	5.39	8.85
31	3.04	3.04	3.03	3.02	56	4.51	4.46	4.26	4.27	81	12.59	8.76	5.39	9.25
32	3.07	3.07	3.06	3.04	57	4.63	4.57	4.34	4.36	82	13.40	8.90	5.39	9.66
33	3.10	3.10	3.09	3.07	58	4.75	4.68	4.41	4.46	83	14.30	9.03	5.39	10.11
34	3.14	3.13	3.12	3.10	59	4.88	4.80	4.49	4.56	84	15.28	9.13	5.39	10.60
										85†	16.36	9.22	5.39	11.11

*and under

†and over

GENERAL PROVISIONS

THE CONTRACT—This Policy has been issued in consideration of the application and of the payment of premiums as provided. The Policy and the application (copy of which is attached and made a part of the Policy) constitute the entire contract.

STATEMENTS IN APPLICATION — All statements made in the application shall be deemed representations and not warranties. No such statements shall invalidate this Policy or be used in defense to a claim under the Policy, unless contained in the written application and unless a copy of the application is attached to this Policy when issued.

DATES AND POLICY PERIODS — Where dates are shown the numerals represent month-day-year, in that order. Years, months, and anniversaries are reckoned from the Policy Date, unless otherwise indicated. Each policy month begins on the same date in each calendar month as that specified in the Policy Date (when there is no same date, on the last day of the calendar month).

INCONTESTABILITY — This Policy shall be incontestable after it has been in force during the lifetime of the Insured for 2 years from its date of issue, except for non-payment of premiums and except as to any provision for waiver of premiums.

MISSTATEMENT OF AGE — If the Insured's age has been misstated, any amount payable by the Company at any time shall be such as the premium would have purchased at the correct age.

SUICIDE — In event of the suicide of the Insured within 2 years after the date of issue, the amount payable by the Company shall be limited to the amount of the premiums paid.

PREMIUM INTERVAL CHANGE — The interval of payment for future premiums may be changed to annual in accordance with the premium schedule in effect at the date of issue, provided the resulting premium amount and due dates are satisfactory to the Company.

Such change shall be effective upon acceptance by the Company of payment of the premium for the new interval or upon receipt by the Company of written request for such change.

ASSIGNMENT — The Company shall not be charged with notice of any assignment of any interest in this Policy until the original assignment or a certified copy has been filed with the Company at its Home Office.

The Company assumes no responsibility as to the validity or effect of any assignment and may rely solely on the assignee's statement as to the amount of his interest.

The interest of any beneficiary or other person shall be subordinate to any assignment, regardless of when the assignment was made, and the assignee shall receive any sum payable to the extent of his interest.

POLICY PAYMENT — All sums payable by the Company are payable at its Home Office. In any settlement of this Policy, the Company may require return of this Policy.

Due proof of death or disability must be submitted to the Company at its Home Office on forms furnished by it.

RELATIONSHIPS—Relationships used in any beneficiary or other designation shall refer to the Insured unless the wording of the designation indicates otherwise.

AUTHORITY — No agent or other person, except the President, a Vice-President, or a Secretary of the Company, has authority to accept any representations or information not contained in the written application for this Policy, or to modify or enlarge this contract, or to waive any requirement in this contract.

ENDORSEMENTS

(Endorsements may be made only by the Company, and any on this page were made when this Policy was issued, unless otherwise stated.)

COPY OF APPLICATION

NOTE—Please examine this copy carefully since it is a part of the contract. If any error or omission is found, send full details immediately, with the number of this Policy, to the Home Office of the Company.

LIFE—AMENDMENT TO APPLICATION

For Home Office Use Only
FILE WITH APPLICATION
FOR POLICY ISSUE DIV.

P. I. 197-8 Rev. (4-70)

This advice does not modify or change any existing rules

To Agency # 96	From POLICY ISSUE DIVISION	Date 8/3/73
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The policy referred to below must not be delivered or the first premium accepted until and unless the "amendment" below has been signed with exactly the same signatures as appear on the copy of the "amendment" attached to the policy.
This form, when properly signed, is to be returned to the Policy Issue Division.
Please note that the date of signing of this form must be inserted in the copy attached to the policy.

AMENDMENT TO APPLICATION FOR LIFE INSURANCE

To The **MUTUAL Life Insurance Company OF NEW YORK**

The undersigned hereby accept Policy No. 1008-26-53 Insured RABBI HERBERT A. FRIEDMAN

The Policy has been issued as checked in the table below and in that respect differs from the Policy applied for:

PLAN <input type="checkbox"/> _____ instead of _____		AMOUNT <input type="checkbox"/> \$ _____ instead of \$ _____ (initial face amount, if a Keyman Policy)	
ADDITIONAL BENEFITS	The benefit checked has <i>not</i> been issued: <input checked="" type="checkbox"/> Waiver of Premium <input type="checkbox"/> Accidental Death <input type="checkbox"/> Children's Term <input type="checkbox"/> Mort. Pro. Decreasing Term <input type="checkbox"/> Jt. Mort. Pro. Decreasing Term <input type="checkbox"/> Straight-Line Decreasing Term <input type="checkbox"/> Wife's Term <input type="checkbox"/> Purchase Option <input type="checkbox"/> Applicant's Waiver of Premium <input type="checkbox"/> Premium Protection <input type="checkbox"/>	MISCELLANEOUS	<input type="checkbox"/> WAR AND AVIATION LIMITATIONS INCLUDED — For limitations on coverage see endorsements attached to Policy. <input type="checkbox"/> AVIATION LIMITATIONS INCLUDED — For limitations on coverage see endorsement attached to Policy. <input type="checkbox"/> Frequency of premium payments is _____ instead of _____ <input type="checkbox"/> Beneficiary determined as of Insured's death — 14-day clause inapplicable. <input type="checkbox"/> Beneficiary, rights or settlement of proceeds — See Policy. <input type="checkbox"/>
	CLASSIFICATION		Policy issued: <input type="checkbox"/> on Special Class basis with higher than standard premiums <input type="checkbox"/> on Standard Class basis with premiums increased temporarily by extra amount <input type="checkbox"/> with an extra premium rating for: <input type="checkbox"/> Waiver of Premium Benefit <input type="checkbox"/> Accidental Death Benefit <input type="checkbox"/>

It is agreed that the application on which the above Policy was issued shall be considered amended so as to request the Policy as issued. The undersigned certify that a full and complete copy of this amendment to the application is attached to the Policy and has been dated this date. Date 19

SIGNATURE OF PERSON WHO WILL PAY PREMIUMS (IF OTHER THAN INSURED)	RABBI HERBERT A. FRIEDMAN
	SIGNATURE OF INSURED, OR APPLICANT IF JUVENILE INSURANCE. (ALWAYS REQUIRED)
	SIGNATURE OF PARENT OR GUARDIAN (REQUIRED IF INSURED UNDER AGE 15 AND NOT JUVENILE INSURANCE)

PART I Life Insurance Application To The **MUTUAL** Life Insurance Company OF NEW YORK

IMPORTANT NOTICE—Be sure all questions in all parts of the application are answered completely and accurately, since the application is the basis of the insurance contract and will become part of any policy issued.

1. Insured's Full Name (Give title as Mr., Dr., Rev., Hon., etc.) Sex RABBI HERBERT A. TRIEDMAN M				13. Face Amount \$ 250,000 Plan YRT																					
2. Single <input type="checkbox"/> Married <input checked="" type="checkbox"/> Widowed <input type="checkbox"/> Divorced <input type="checkbox"/> Separated <input type="checkbox"/>				Accidental Death <input type="checkbox"/> Applicant's W.P. (Complete 3320) <input type="checkbox"/> Children's Term <input type="checkbox"/> Purchase Option <input type="checkbox"/>																					
3. Ins. Age 55	Date of Birth Mo., Day, Yr. 9-25-18	Place of Birth NEW HAVEN CONN	Social Sec. No. - -units of Wife's Term on wife, \$.....initial amt. Decreasing Term.....years (Joint <input type="checkbox"/>) (Mort. Pro. <input type="checkbox"/>) (Straight-Line <input type="checkbox"/>) <small>Note: Waiver of Premium automatically included on qualified issues</small>																					
4. Addresses last 5 yrs. (St.-City-State-Zip Code-County) Yrs. Home: Present 15 BEN GABRIEL ST. JER-SELEM 2 Former 200 CENTRAL PARK SOUTH 8 NEW YORK, N.Y. Business: Present 838 5th Av., New York, N.Y. 10022 JUST Former 1290 Av. of Americas 20				14. Auto. Prem. Loan provision operative if available? Yes <input type="checkbox"/> No <input type="checkbox"/>																					
5. a) Occupations last 5 yrs. Describe Exact Duties Yrs. Present EXECUTIVE FUND-RAISING FOR UNION-COLLEGE 35 Former EXEC. VICE PRES. UNITED JEWISH APPEAL 20				15. Divi- Additions (for other than term) <input type="checkbox"/> dend Reduce premium, if applicable, otherwise <input checked="" type="checkbox"/> Option Deposits <input type="checkbox"/> One Year Term <input type="checkbox"/> Supplemental Protection (Keyman Policy only) <input type="checkbox"/>																					
b) Employer UNION OF AMERICAN HEBREW CONGREGATIONS				16. Beneficiary—For children's, wife's or joint insurance as provided in contract; for other insurance as follows, subject to policy's beneficiary provisions: <table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3">Name and Relationship to Insured</th> <th></th> </tr> <tr> <th>(Name)</th> <th>(Relationship)</th> <th></th> <th></th> </tr> </thead> <tbody> <tr> <td>1st UNION OF AMERICAN HEBREW CONGREGATIONS</td> <td></td> <td></td> <td>if living, if not</td> </tr> <tr> <td>2nd REGATIONS AND THE HEBREW UNION-COLLEGE - JEWISH INSTITUTE</td> <td></td> <td></td> <td>if living, if not</td> </tr> <tr> <td>3rd OF RELIGION, EQUALLY - EMPLOYERS</td> <td></td> <td></td> <td>if living, if not</td> </tr> </tbody> </table>		Name and Relationship to Insured				(Name)	(Relationship)			1st UNION OF AMERICAN HEBREW CONGREGATIONS			if living, if not	2nd REGATIONS AND THE HEBREW UNION-COLLEGE - JEWISH INSTITUTE			if living, if not	3rd OF RELIGION, EQUALLY - EMPLOYERS			if living, if not
Name and Relationship to Insured																									
(Name)	(Relationship)																								
1st UNION OF AMERICAN HEBREW CONGREGATIONS			if living, if not																						
2nd REGATIONS AND THE HEBREW UNION-COLLEGE - JEWISH INSTITUTE			if living, if not																						
3rd OF RELIGION, EQUALLY - EMPLOYERS			if living, if not																						
c) Any change contemplated? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>				the executors or administrators of: Insured <input type="checkbox"/> Other (Specify in Remarks) <input checked="" type="checkbox"/> Joint beneficiaries will receive equally or survivor, unless otherwise specified.																					
6. Total Life Insurance in Force \$ 150,000 None <input type="checkbox"/>				17. Rights—During Insured's lifetime all rights belong to: Insured <input type="checkbox"/> Other (Specify in Remarks) <input checked="" type="checkbox"/> (After Insured's death as provided in contract on wife's insurance.)																					
7. Have you ever been rejected, deferred or discharged by the Armed Forces for medical reasons or applied for a government disability rating? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>				18. Premium Frequency..... Amount Paid \$.....																					
8. a) In the past 3 years have you ever: 1. Operated, been a crew member of, or had any duties aboard any kind of aircraft? <input type="checkbox"/> <input checked="" type="checkbox"/> 2. Engaged in underwater diving below 40 feet, parachuting, auto or motorcycle racing, or other hazardous activities? <input type="checkbox"/> <input checked="" type="checkbox"/> 3. Had your driver's license suspended or revoked or been charged with more than one speeding violation? <input type="checkbox"/> <input checked="" type="checkbox"/> b) In the future, do you intend to engage in any activities mentioned in 1 and 2 of a) above? <input type="checkbox"/> <input checked="" type="checkbox"/> (If "Yes" to any of 7 or 8 complete Supplemental Form)				REMARKS [Include details (company, date, amt., etc.) of transactions 5c, 9, 10, 11 and 12 answered Yes] ALL RIGHTS TO BENEFICIARIES EQUALLY AND JOINTLY																					
9. Will coverage applied for replace any life insurance? <input type="checkbox"/> <input checked="" type="checkbox"/>				F2																					
10. Are any other applications pending or contemplated? <input type="checkbox"/> <input checked="" type="checkbox"/>																									
11. Has an application for insurance or reinstatement ever been declined, postponed, modified or rated? <input type="checkbox"/> <input checked="" type="checkbox"/>																									
12. Do you intend going to a foreign country? <input type="checkbox"/> <input checked="" type="checkbox"/>																									

I agree that: (1) No one but the Company's President, a Vice-President or Secretary has authority to accept information not contained in the application, to modify or enlarge any contract, or to waive any requirement. (2) Except as otherwise provided in any conditional receipt issued, any policy issued shall take effect upon its delivery and payment of the first premium during the lifetime of each person to be insured. Due dates of later premiums shall be as specified in the policy.

Dated at **New York** on **June 7**, 19**73**
 Countersigned by **Herbert A. Friedman** Signature **Herbert A. Friedman**
Field Underwriter (Licensed Resident Agent) of Insured
 Signature of Applicant (If other than insured) who agrees to be bound by the representations and agreements in this and any other part of this application **Union of American Hebrew Congregations**
President-Elect (Relationship)
838 Fifth Ave. New York, NY 10021 (Address of Applicant)

The **MUTUAL** Life Insurance Company OF NEW YORK

1. Name of Person Examined? Herbert A. Friedman Date of Birth? 9/25/18 Occupation? Radiologist Agent's Name? _____

2. What doctors, clinics or hospitals have you visited in the last five years for examination, treatment or consultations?

Dates	Doctor, Clinic or Hospital	Street & No., City & State	Reason for Visit
2 YRS.	PAUL ROZEN (Gastroenterologist)	KING GEORGE ST. JERUSALEM ISRAEL	Neuritis - several months ago. He has had several general check ups. "Bad" 3 days. B.A. Senna
63-71	IRA HOFFMAN	515(?) PARK AVE.	No subsequent treatment. No recurrence of symptoms. He minor ailments.

3. Have you ever had any known indication of, or been treated for, any of the following (underline applicable disorder)

	Yes	No
a) Cancer, tumor or cyst?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
b) Heart trouble, heart murmur or rheumatic fever?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
c) Chest pain, pressure in the chest or shortness of breath?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
d) High blood pressure? (If yes list drugs prescribed and dates taken).....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
e) Tuberculosis or any disease of the lungs?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
f) Diabetes, goiter or any glandular disorder?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
g) Ulcer, liver or gall bladder disease, or any intestinal ailment?.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
h) <u>Back pain</u> , arthritis or any disease of bones, joints, muscles or nerves?.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
i) Fainting spells, epilepsy, paralysis or any mental or nervous disorder?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
j) Asthma, other allergy or any skin disorder?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
k) Disorder of <u>kidneys</u> , bladder, prostate, breast, pelvic or genital organs?.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
l) Disorder of eyes, ears, nose, throat or sinuses?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
m) Varicose veins, hemorrhoids, hernia or rectal disorder?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
n) Other disorder, illness or injury?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>
o) Alcoholism or drug habit?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>

4. Have you ever

a) Been hospitalized or had a surgical operation performed or advised?.....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
b) Had an x-ray, EKG or other special test? (Specify which and give result if known).....	<input checked="" type="checkbox"/>	<input type="checkbox"/>
c) Made claim for disability under an insurance contract or applied for compensation or retirement based on accident or sickness?.....	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Have you been under medication or on a special diet in the past year?.....

6. Your family history? Living Deceased

	Age	Health (cause if not good)	Age	Cause
Mother			64	Heart Failure. Also had diabetes
Father			79	D.H.
Brothers and Sisters	53 50	Good	None	

Give full details of all yes answers. Include dates, names and addresses of all doctors consulted, and results of tests.

Q. No.

39. GB removed about 15 yrs ago.
Benign calcification 1 x 1.5 cm.

3H - Accident 12 yrs ago - result disc - Recurrent pain in back & leg for some years. When pain occurs he wears brace - never discontinued work. R - DAWSON
No doctors consulted for many years.
Mild back pain. 1-2 yrs.

3K. Kidney Stone attacks 9 yrs ago
Pain stopped & it was assumed stone passed. DR RAPPAPORT
TEL AVIV. No X-rays.

4A - Appendicitomy 1 GB

4B - GB age 12
B.A. Senna
chest - routine all OK.

So far as may be lawful, I waive for myself and all persons claiming an interest in any insurance issued on this application, all provisions of law forbidding any physician or other person who has attended or examined me, or who may attend or examine me, from disclosing any knowledge or information which he thereby acquired.

I represent the statements and answers in this and in any other part of this application to be true and complete to the best of my knowledge and belief, and offer them to the Company for the purpose of inducing it to issue the policy or policies and to accept the payment of premiums thereunder. I also agree that payment of the first premium (if after this date) shall be a representation by me that such statements and answers would be the same if made at the time of such payment.

dated at NY on 6/7 1973

Witnessed by Thomas J. McKeel M.D.

Signature of Person Examined Herbert A. Friedman
Signature of Parent or Guardian for Person Examined who is under 15

RIDER attached to and forming a part of Contract No. 1008-26-53

issued by

The MUTUAL Life Insurance Company OF NEW YORK

ENDORSEMENTS

(Endorsements may be made only by the Company, and any on this rider were made when this Policy was issued, unless otherwise stated.)

BENEFICIARY AND RIGHTS

The death proceeds shall be payable as follows:

1/2 to Union of American Hebrew Congregations, New York, New York, or its successors.

1/2 to The Hebrew Union College, Jewish Institute of Religion, New York, New York, or its successors.

THE MUTUAL LIFE INSURANCE COMPANY OF NEW YORK

Robert K. Stroud
Secretary

RIGHTS: During the Insured's lifetime, all rights belong exclusively to the following: said Union of American Hebrew Congregations or its successors jointly with said Hebrew Union College Jewish Institute of Religion, or its successors.

THE MUTUAL LIFE INSURANCE COMPANY OF NEW YORK
57-521

Robert K. Stroud
Secretary



REINSTATEMENT

If any premium is not paid by the end of the grace period, this Policy may be reinstated at any time within 5 years after the due date of the premium first in default upon (1) evidence satisfactory

to the Company of the Insured's insurability and (2) payment of such overdue premiums as the Company may require with compound interest at 5% a year.

RENEWAL OF POLICY

ELECTIVE RENEWAL — This Policy may be renewed without evidence of insurability on any renewal date if all premiums for the expiring term have been paid, all as provided below.

RENEWAL DATES — Each policy anniversary before the earlier of (a) the 10th policy anniversary and (b) the date of issue of any policy issued under the Automatic Issuance of New Policy provision below.

TERM OF RENEWAL — The term of any renewal shall be for a period of 1 year. The first renewal term shall begin on the first renewal date and any further renewal on the corresponding renewal date.

RENEWAL PREMIUMS — Premiums shall be due during any renewal term on the renewal date on which the term begins and thereafter until the end of such term at the same frequency as they were last payable during the preceding term.

ELECTION TO RENEW — This Policy will be renewed only by payment of the first premium of the renewal term on or before the last day of the expiring term or during a grace period of 31 days thereafter. The Policy need not be presented for endorsement unless required by the Company.

DEFINITION OF AGE 60 AND AGE 65 — "Age 60" and "age 65", where referred to in this section, shall mean the policy anniversaries nearest the Insured's 60th and 65th birthdays, respectively.

AUTOMATIC RENEWAL AND AUTOMATIC ISSUANCE OF NEW POLICY — This provision is applicable only if (a) immediately before a policy anniversary there is in force under this Policy a provision for waiver of premiums in the event of the Insured's total disability, (b) the Insured became totally disabled as defined in such provision on or before such policy anniversary and before age 65 and (c) due proof is received by the Company at its Home Office during the month after such policy anniversary that such disability has continued without interruption for at least six months through such policy anniversary.

A. Automatic Renewal (applicable if such anniversary is a Renewal Date)

1. Disability Beginning Before Age 60

The Policy will be automatically renewed if such disability

began before age 60 and if such anniversary occurs before age 65.

2. Disability Beginning Between Ages 60 and 65

The Policy will be automatically renewed if such disability began on or after age 60 and before age 65, and if such anniversary occurs before age 65 or during a period of 2 years from the beginning of such disability, if such period extends beyond age 65.

The Term of Renewal and Renewal Premiums shall be the same as if the renewal were elective. The waiver of any premiums for the Renewal Term shall be subject to the terms of the waiver of premiums provision.

B. Automatic Issuance of New Policy (applicable if disability began before age 60)

On the earlier of the tenth policy anniversary and age 65, the Company will automatically issue a new policy as of such anniversary provided the total disability for which the premiums are being waived began before age 60.

The new policy will be for the same face amount on the whole life plan with level face amount and level premiums payable for life. It will contain the corresponding waiver of premiums provision, if any, being regularly issued by the Company on its date of issue. The waiver of any premiums for the new policy shall be subject to such corresponding provision. However, any premium for the new policy which would be waived in accordance with such a waiver of premiums provision, except solely for the fact that total disability began prior to the new policy's date of issue, shall be waived. The new policy will have the provisions and premiums then in use by the Company for the Insured's age at nearest birthday on its date of issue and for the class of risk to which he belonged on the date of issue of this Policy, except that no additional benefits other than a waiver of premiums provision will be included in the new policy and the Company may include in the new policy such provisions limiting death or disability benefits as may be included in (a) this Policy or (b) policies of the same plan and amount being regularly issued on the date of issue of the new policy to standard risks of the Insured's sex and then attained age.

POLICY CHANGES

At any time during the period of term insurance, if all past due premiums have been paid, this Policy may be exchanged for a policy on another plan based on the Insured's life, either as of Attained Age or Original Date, all as provided below. (This Policy may also be renewed as provided on page 9.)

(a) Attained Age — This Policy may be exchanged for a policy of the same face amount on any individual level premium life or endowment insurance plan (except term insurance) being regularly issued by the Company on the date of exchange for that amount to the class of risk to which the Insured belonged on the date of issue of this Policy.

No evidence of insurability will be required for such change provided the amount of insurance in force under the new policy (exclusive of any amount provided by dividend additions) will never be greater than the amount of term insurance being exchanged. Except as provided in the next paragraph, any additional benefit may be included only with the approval of the Company at the date of exchange and subject to such requirements as it shall then consider necessary.

If on the date of exchange there is in force under this Policy a provision for waiver of premiums or for an accidental death benefit, the new policy may include the provision for the corresponding benefit, if any, then being regularly issued by the Company. However, if the benefit corresponding to waiver of premiums is to be included (a) the Insured's age at nearest birthday must not then be over 60 years, (b) he must not then be totally disabled as defined in the waiver of premiums provision in this Policy, and (c) the new policy must be on a plan with premiums

payable for life. If the benefit corresponding to the accidental death benefit is to be included, the Insured's age at nearest birthday must not then be over 65 years.

The new policy will be issued as of the date of exchange, which shall be the date on which this Policy is surrendered to the Company with the application for change. The new policy will have the provisions and premiums then in use by the Company for the Insured's age at nearest birthday on the date of exchange and for the class of risk to which he belonged on the date of issue of this Policy, except that additional benefits will be included in the new policy only as provided above and the Company may include in the new policy such provisions limiting death or disability benefits as may be included in (a) this Policy or (b) policies of the same plan and amount being regularly issued on the date of exchange to standard risks of the Insured's sex and then attained age.

(b) Original Date — This Policy may be exchanged as of its original date for a policy on another plan, subject to approval by the Company and to payment of such cost and furnishing of such requirements as it shall consider necessary.

No evidence of insurability will be required for such change provided the amount of insurance in force under the new policy (exclusive of any amount provided by dividend additions) will never be greater than the amount of term insurance being exchanged and the new policy is on a plan (other than term insurance) regularly issued by the Company at the original date of this Policy to the same class of risk and contains no provision for waiver of premiums or other additional benefits.



This is a YEARLY RENEWABLE TERM POLICY. Insurance is payable in event of death on or before the first policy anniversary or during any renewal term. The Policy is exchangeable for other insurance. Annual dividends. Premiums are payable until the end of the Premium Period and during any renewal term.

The Union of American Hebrew Congregations

838 FIFTH AVENUE, NEW YORK, N.Y. 10021

November 26, 1974

Rabbi Herbert A. Friedman
World Education Center for
Progressive Judaism
13 King David Street
Jerusalem, Israel

Dear Herb:

Your note of the 18th just arrived and Josh Dwork already has a copy of the September 5th handwritten memo from you.

We are still awaiting receipt of the contract with your signature. Matt Ross forwarded the document to Herb Ross for examination and Herb was to have forwarded it to you for signature. I hope we may expect it shortly.

With fondest regards from house to house, I am

Sincerely,

Alexander M. Schindler

WORLD EDUCATION CENTER FOR PROGRESSIVE JUDAISM

13 King David Street
Jerusalem, Israel
Tel: 02--232444

November 18, 1974

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

Dear Alex:

While all of the legal documents flow between Herb Rose and Matt Ross, I would appreciate it if you could give the necessary instructions to Josh Dwork, to set up a schedule of salary payments to me, as we agreed.

I left a basic memo, containing a schedule of payments, with you. I am enclosing another copy.

If you will simply give Dwork the O.K., I will write him a note with instructions as to where to deposit the monthly checks.

Hope you are feeling well, and taking enough time for yourself for necessary rest and recreation.

As ever,



Herbert A. Friedman

Encl.

Director of Planning and Development:
Rabbi Herbert A. Friedman

Sponsoring Organizations:
Hebrew Union College-Jewish Institute of Religion - Union of American Hebrew Congregations
World Union for Progressive Judaism - Central Conference of American Rabbis

5 Sept 74

Memo + Schedule

I. Total Liability, as of 31 Jan. 75 - \$ 79,166.66

Advance drawn Oct. 73 - \$ 5000

Further advance Sept. 74 - 1116.66 6,166.66

Balance 73,000

1975

Jan. \$ 3000 ; 11 months x \$ 2000 = 25,000

1976

12 months x 2000 = 24,000

1977

12 months x 2000 = 24,000

73,000

II. Suspend further financial liability for remaining 11 months of 1975

III. If activity ceases at end of 1975, there is no severance liability.

IV. If activity continues, basic contract goes back in force.

V. Any contributions obtained during the period of 1975 shall be counted to my credit, for contract purposes.

Herbert A. Friedman

September 20, 1974

Rabbi Alfred Gottschalk
President, HUC-JIR
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Fred:

I sent Matt Ross a copy of the written statement which Herb Friedman left with us summarizing his agreement. It may well be that Matt will want to put the details into more formal language rather than attach the hand-written note as an addendum to our contract with Herb.

In any event, some payment will have to be made to Herb beginning on February 1, 1975. How do you think these payments should be made? Since you have a payroll in Israel and he lives in Israel it might perhaps be better for the College-Institute to assume the payments, billing us for one-half. Or, we can make the payments and handle them in much the same manner in which we handle his travel and other sundry expenses. Whatever you decide is fine with me, just let me know your wishes.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

see MHR

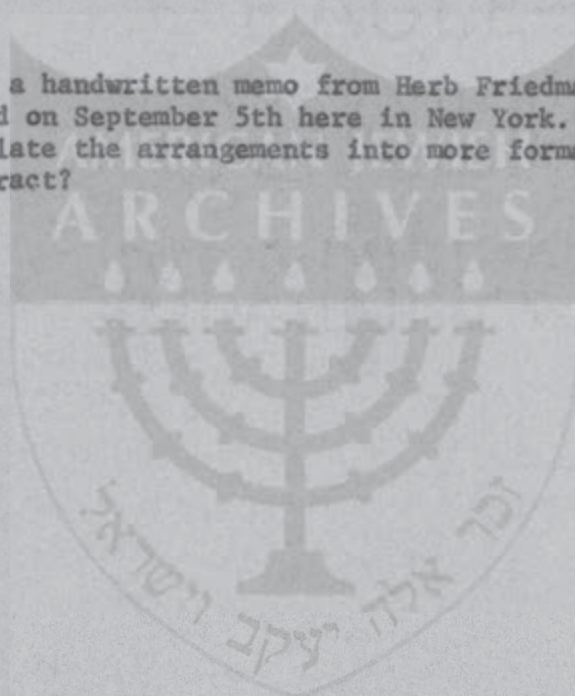
JD

September 20, 1974

Rabbi Alexander M. Schindler

Matthew H. Ross

Enclosed is a copy of a handwritten memo from Herb Friedman summarizing arrangements discussed on September 5th here in New York. Do you feel it is necessary to translate the arrangements into more formal language for inclusion in the contract?



September 5, 1974

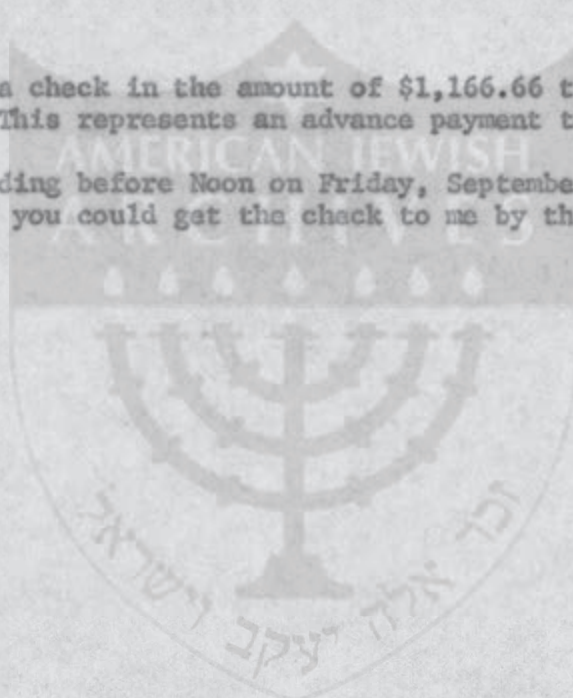
Rabbi Alexander M. Schindler

Joshua M. Dwork

Rabbi Alfred Gottschalk

Will you please issue a check in the amount of \$1,166.66 to Rabbi Herbert A. Friedman. This represents an advance payment to him.

He will be in the building before Noon on Friday, September 6th and I would be grateful if you could get the check to me by that time. Many thanks.



*Given to RAB
9/6/74*

Sept 74

cc: Rabbi Alfred Gottschalk
Rabbi Alexander M. Schindler

Memo
Schedule with HUC-VAHC

I. Total Liability, as of 31 Jan 75 - \$ 79,166.66

Advance drawn	Oct. 73 -	5000	
Further advance	Sept 74 -	1166.66	6,166.66

73,000

1975

Jan. \$ 3000 ; 11 months x \$ 2000 = 25,000

1976

12 months x 2000 = 24,000

1977

12 months x 2000 = 24,000

73,000

II. Suspend further financial liability for remaining 11 months of 1975.

III. If activity ceases at end of 1975, there is no severance liability.

IV. If activity continues, basic contract goes back in force.

V. Any contributions obtained during the period of 1975 shall be counted to my credit, for contract purposes.

Herbert Friedman

REGISTERED NO.

602928

Value \$

NIV

Special
Delivery

\$

Reg. Fee \$

95

Return
Receipt

\$

15

Handling
Charge \$Restricted
Delivery

\$

Postage \$

40



AIRMAIL

POSTMASTER (By)

L.R.

POSTMARK OF



MAILING OFFICE

FROM

Union of Amer. Hebrew
Cong. 838 Fifth av
NYC 10021

TO

Mr. David Casper
Pony 475 Park av So
NYC 10016

*G.P.O.: 1974-444-957

852502

REGISTERED NO.

POSTMARK OF

SAVE THIS RECEIPT FOR REGISTERED MAIL

COVERAGE---Domestic insurance for registered mail is limited to (1) the value of the article at the time of mailing or the cost of replacement if lost or totally damaged, or (2) the cost of repairs. Coverage may not exceed the limit fixed for the registry fee paid. Consult postmaster for additional details of insurance limits and coverage for domestic registered mail.

FILING CLAIM---Claim must be filed within 1 year from the date of mailing. Present this receipt and submit evidence of value, cost of repairs, or cost of duplication.

FOREIGN COUNTRIES---Consult postmaster as to insurance coverage on registered articles addressed to foreign countries.

G.P.O.-1971-444-957

PS Form 3806, Oct. 1970

REGISTERED MAIL
RETURN RECEIPT REQUESTED

September 9, 1974

Mr. David Eisner
MONY
475 Park Avenue South
New York, N.Y. 10016

Dear Dave:

In regard to the requested change in contract on Policy #1008-26-53, issued by MONY on the life of Rabbi Herbert A. Friedman, I enclose the following:

- 1/ Requested Change of Contract Form, signed by Rabbi Friedman and Schindler.
- 2/ Our premium payment for the new year on the new policy in the amount of \$1,603.00.
- 3/ Policy #1008-26-53, dated July 30, 1973, in the amount of \$250,000.

When the policy has been corrected to note the lowered face amount please have it sent directly to this office.

Many thanks for your help and cooperation in regard to this change in the policy, it is much appreciated.

Warm regards.

Sincerely,

Edith J. Miller
Administrative Assistant

Encl.

cc: Rabbi Alfred Gottschalk
Mr. Matthew H. Ross
Judge Theodore Tannenwald, Jr.
Rabbi Alexander M. Schindler

REQUEST FOR CHANGE
IN CONTRACT

3576 REV. (7-70)
PTD. IN U.S.A.

AGENCY CODE NO.

MONEY
MUTUAL OF NEW YORK
THE MUTUAL LIFE INSURANCE COMPANY OF NEW YORK

AMERICAN JEWISH
ARCHIVES

The undersigned request the following change in Contract No. 1008 26 53 issued by The Mutual Life Insurance Company of New York,
on the life of Rabbi Herbert A. Friedman

To reduce the face amount of the contract to \$100,000 YRT, effective
July 30, 1974.

Dated at _____ State or Province of _____ this _____ day of _____ 19 _____

X Herbert A. Friedman
RABBI FRIEDMAN Insured, Annuitant or Applicant
Alan Schindler
RABBI SCHINDLER Other Required Signature President

Other Required Signature

(Please refer to instructions on reverse side)

September 4, 1974

Rabbi Alexander M. Schindler

Joshua M. Dwork

Rabbi Alfred Gottschalk, Theodore Tannerwald, Jr., Matthew H. Ross

MONY POLICY # 1008 26 53 - Rabbi Herbert A. Friedman

Arrangements have been made to reduce the face amount of the above noted policy from \$250,000. to \$100,000. As you know, this is a policy paid for on an annual basis and as of the anniversary date and for the reduced rate, the premium payment is \$1,608., per the enclosed from Dave Eisner.

Will you please therefore issue a check to MONY for \$1,608.00 and send it to my office for immediate transmittal. Many thanks.



MONEY

The **MUTUAL** Life Insurance Company **OF NEW YORK**

Suite 1700, 475 Park Ave. South, New York, N. Y. 10016
(212) 725-1800

DAVID EISNER
Associate Manager
Registered Representative

August 29, 1974

Miss Edith Miller
Union of American Hebrew Congregations
838 Fifth Avenue
New York, New York 10021

Re: Policy #1008 26 53
Rabbi Herbert A. Friedman

Dear Edie:

I am enclosing the necessary form to change the above policy as you requested, i.e., reducing the face amount to \$100,000 as of this anniversary date. Please have the form signed as marked by Rabbi Friedman and Rabbi Schindler and return to us with the policy and the new premium of \$1608.00.

Please send these items as soon as possible since the grace period expires on August 30, 1974.

If there are any questions, please do not hesitate to call.

Sincerely,

DE/jj
Enc.

Done.

MONEY

MUTUAL OF NEW YORK

ONE MONEY PLAZA, SYRACUSE, N.Y. 13202

CHANGE OF ADDRESS

▲ DETACH BEFORE MAILING ▲

EL-644 Rev. (11-73)

▼ Please list policy numbers to which this specific change applies.

POLICY NUMBER 11-20	NAME (PLEASE PRINT)
	"IN CARE OF" 21-50
	NO. AND STREET
	CITY OR TOWN
	COUNTY
	STATE
	ZIP CODE

	AGCY. NO.	C/O	POLICY NO.	NEW AGCY	STATE	COUNTY	
63	045						ADDRESS 31-80
63	047						"C/O" BILLING ADDRESS 21-50

1-2 3 4 5 6 7 8 9 10 11-20 21 22 23 24 25 26 27 28 29 30

AMERICAN JEWISH
AREA SERVICE OFFICE

P. O. BOX 1500

SYRACUSE, N. Y. 13201

A-2

NOTICE OF AMOUNT DUE

RETURN THIS PORTION

AGCY. POLICY NUMBER DUE DATE PREMIUM STATE
CODE MO. DAY YR. FOR CODE

096 1008 26 53 07 30 74 12 38

POLICY ON LIFE OF

RABB HERBERT A FRIEDMAN

RABB HERBERT A FRIEDMAN
% UNION OF AMERICAN HEBREW CON
838 5TH AVE
NEW YORK N Y 10021

MONTHS

01

PREMIUM
\$ 4020 00

LOAN INTEREST
\$

DIVIDEND
\$

AMOUNT DUE
\$ 4020 00

09601008265304 070040200001

IF THERE IS AN AMOUNT DUE, put policy number on check made payable to MONEY,
and return it and this portion of Notice in the enclosed envelope. Please see reverse side.

NOTICE OF AMOUNT DUE

KEEP this portion—Please see reverse side for important information

POLICY NUMBER DUE DATE PREMIUM
MO. DAY YR. FOR

096 T 250000 1008 26 53 07 30 74 12 \$ 4020 00

POLICY ON LIFE OF

RABB HERBERT A FRIEDMAN

09 25 18

MONEY
475 PARK AVE S SUITE 1700
07 30 73 NY NY 10016

MONTHS

LOAN INTEREST
\$

DIVIDEND
\$

1 4

CURRENT DIVIDEND	ADDITIONAL INSURANCE PROVIDED BY DIVIDENDS		
	THIS YEAR	TOTAL	CASH VALUE
LOAN BALANCE	DIVIDENDS ON DEPOSIT		1-YR. TERM AMT.
	INTEREST	TOTAL	

(DIVIDEND INFORMATION SHOWN ANNUALLY. TOTALS INCLUDE CURRENT DIVIDEND)

AMOUNT DUE
\$ 4020 00

TELEPHONE
212 725-1800
FOR INFORMATION OR
SERVICE ON YOUR
MONEY POLICIES

If there is . . .

No Amount Due . . .

there is no need to return this notice.

It is sent to you . . .

. . . to make sure we have your correct address

. . . to give you a record of any dividends which
may have been credited to the policy

. . . and to remind you . . .

you are a valued MONY Policyholder.



Unless the amount due for which this notice is given is paid to this Company, or the person authorized by the Company to collect it, on or before the date mentioned on the face of this notice or **WITHIN THE 31 DAYS GRACE PERIOD** thereafter, the policy and all payments on it will become forfeited and void, except as to the right to surrender value, paid-up policy, or continued term insurance when provided for by statute or in the policy. Neither this notice nor any payment under it shall waive any lapse or termination for non-payment of a prior amount due.

Any dividends which may become payable in the months of January, February and March, in any year, are provisionally stated, subject to final ascertainment and apportionment.

LATE OR INSUFFICIENT PAYMENTS: Acceptance of any payment is subject to the Company's requirements for reinstatement, if the full amount due is not paid before the grace period expires.

RECEIPTS: You need no additional receipt if you pay by check (or money order) to the Company's order. In all other cases, have your payment receipted at your office; for your convenience this may be done by returning this stub.

CHECK OR DRAFT will constitute payment only after being honored on presentation.

Where dividend is used to provide additional one year term insurance as elected, any dividend shown indicates balance of dividend.

ELECTION OF COMPANY'S TRUSTEES

An election for the Board of Trustees of at least 10 members to serve a term of three years is held at the Home Office (1740 Broadway, New York, N. Y. 10019) on the first Monday in June, 10 A.M. to 4 P.M. Those holding contracts in force at least one year may vote in person, by proxy, or by mail. Write the Secretary of the Company or the Superintendent of Insurance of New York for further information.

Nominations for Trustees are made by the Board of Trustees at least seven months prior to election or, as provided by the N. Y. Ins. Law, by groups of policyholders at least five months prior to election.

The Mutual Life Insurance Company of New York

Dave Eisner will mail a form to be completed for reduction of policy - it has to be signed for the UAHC and by Herb -- if he's here in the 4th we should have it and can complete -- Dave will advise the premium payment at that time.



5/25
Dave Eisner

HKG's office

re. Herb Friedman's
Insurance

725-0360

Holds for
meeting with Tannenfeld
next week.

How do you feel
about insurance?
Should we continue?



025-1-1
The following is a list of the
names of the members of the
committee.

15. III. 74

WORLD EDUCATION CENTER
FOR PROGRESSIVE JUDAISM
13 King David Street
Jerusalem, Israel
Tel: 02 - 232444

Dear Alex -

I think this decision is
yours to make.

Harry Guttman^{is} wanted the
insurance to be in force. You may
decide to drop it.

I don't care either way,
obviously.

Are you feeling well? Are
you taking it reasonably easy?

See you soon, I hope.

Herb

Herbert A. Friedman

Reduce to 100,000. —
free value



review
make payment

Lib

For
L. H. H. H.

MONY

The **MUTUAL** Life Insurance Company **OF NEW YORK**

Suite 1700, 475 Park Ave. South, New York, N. Y. 10016
(212) 725-1800

DAVID EISNER
Associate Manager
Registered Representative

September 12, 1974

Ms. Edith J. Miller
Administrative Assistant
U A H C
838 Fifth Avenue
New York, New York 10021

Re: Policy 1008 26 53
Rabbi Herbert Friedman

Dear Edie:

I am enclosing the additional form to be signed by Rabbi Schindler, where marked, and a reply envelope addressed to the Office Supervisor who is familiar with the change that is to take place with the above policy, i.e., reduction in the face amount to \$100,000. Please send it back as soon as possible. I will be away for the first few days of next week, therefore she will handle the processing.

I hope this reaches you by tomorrow morning's mail, if not, I'll have to get a form to you by messenger or meet you somewhere.

Best wishes for the New Year.

Sincerely,

Judy
Judith Jacobson

Encs.

*Sent
① 9/18/74*

FIRST CLASS

PERMIT NO. 13293

NEW YORK, N. Y.

BUSINESS REPLY MAIL

No Postage Stamp Necessary If Mailed In The United States

POSTAGE WILL BE PAID BY

MONEY
MUTUAL OF NEW YORK

Suite 1700

475 Park Ave. South

New York, N. Y. 10016

DAVID EISNER

ELECTION OF SURRENDER
OR PAID-UP INSURANCE ON LAPSE



4244 REV. 8-72 PRINTED IN U.S.A. 973

Policy No. 1008 26 53 Insured Herbert A. Friedman

I hereby elect the option or benefit indicated below under this policy issued by The Mutual Life Insurance Company of New York.

- ☐ (A) Surrender the policy for its cash value, less any indebtedness to the company.
- ☐ (B) Continue the policy for a reduced amount of paid-up insurance free from loan.
- ☐ (C) Continue the policy for a reduced amount of paid-up insurance and continue the loan.
- ☐ (D) Continue the policy as paid-up term insurance with pure endowment, if any.

- ☒ (E) Part surrender \$ 150,000 of the face amount of the policy (Basic Face Amount if a Family Policy) for its full cash value less proportionate part of any indebtedness to the Company, unless otherwise specified under Remarks below. If the policy includes any Term Insurance riders which will be continued, the amounts of insurance under any such rider will be reduced in the proportion that the new face amount of the policy bears to the face amount of the policy just before this part surrender, unless otherwise specified under Remarks below.

REMARKS: _____

Upon receipt of this election by the Company, the Company's liability will be limited to the option or benefit elected, except that when Option B or C is elected and the policy provides that Option D is the automatic option on lapse, Option D becomes effective at the end of the days of grace and continues until the end of the period specified in the policy for election of reduced paid-up insurance on lapse or until the prior end of the term insurance and then the reduced paid-up insurance becomes effective.

If Option E is elected, all benefits under the policy

will be reduced in the proportion that the reduced face amount bears to the face amount just before this part surrender, except as may be specified in Remarks above.

If the policy now provides for additional insurance benefits (such as, double indemnity, disability benefits, family income, etc.) any paid-up insurance will be without such benefits.

Unless otherwise provided in the policy, any paid-up insurance will be non-participating.

Dated at _____ State or Province of _____

Has an application for new insurance coverage or an equity product with MONY been submitted by you, or a MONY policy or a MONY equity product been issued to you in the past six months. ☐ Yes ☐ No
If yes, give policy numbers below: _____

This _____ Day of _____ 19____
Union of American Hebrew Congregations

RABBI SCHINDLER
Signature of Rightsholder President

Signature of Other Rightsholder

Signature of Other Rightsholder

FOR AGENCY USE AND INSTRUCTIONS

1. Prepare separate 4244 for each policy.

2. For Part Surrender on 1964 D Form policy use Form 4242 (Request to Reduce and Rewrite Policy) instead of Form 4244 when reduced amount requires change from Estate to Protector Series.

3. If surrender request made within 30 days prior to policy anniversary, Home Office should:

☐ Hold until anniversary _____; ☐ Process now.

4. Complete when applicable to policy:

☐ Common Remitter ☐ Gov't Allot. Serial No. ☐ MONY-matic - Has Agency an open unpaid check ☐ Yes - month ☐ No. ☐ Yes - month ☐ No. ☐ Surrender with PD to date of: Yr. Mo. ☐ Extended Term ☐ If issued prior to 1932, insert Policy Form: ☐ Has Agency received

5. Special Instructions: ☐ Policy is in possession of the Agency and has been carefully reviewed, and there is no evidence of any assignment or change affecting the rights of the payee.
☐ Lost Policy Statement, Form 3551, is attached.
☐ Other Instructions or Enclosures: _____

6. Has request to withdraw dividends been sent to H. O. within 10 days. ☐ Yes _____ ☐ No. DATE

7. Question on reverse side regarding replacement of MONY policy or MONY equity product has been verified. (If incorrect, enter correct information below:)

(OFFICE SUPERVISOR)

SEND CHECK TO:

- ☐ AGENCY OF RECORD
☐ REQUESTING AGENCY (IF NOT AGENCY OF RECORD)
☐ SEND DIRECT TO ADDRESS OF RECORD

Complete only if other than Address of Record.

NAME	
NO. AND STREET	
CITY	STATE ZIP CODE

TO BE COMPLETED BY AGENCY
(shaded areas to be completed by Service Center)

A. FULL SURRENDER

SURRENDER
Surrender the policy for its cash value less any indebtedness to the Company.

[illegible]

B. PART SURRENDER

Surrender a portion of the face amount of the policy.

Surrender a portion of the face amount of the policy.										0		DO NOT SURRENDER ANY DIVIDENDS							
AGCY. OF REC.		253		POLICY NO.		SURRENDER DATE		COMM. REMITTER PAID TO DATE		FACE AMOUNT BEING TERMINATED		1		SURRE. DIVDS. IN SAME PROPORTION AS FACS					
00						YR. MO. DAY		YR. MO.		\$		2		SURRENDER ALL DIVIDENDS					
1-2		3-5		6-8 9-10		11-20		21-26		27-30		31-37		38 39					
(✓)										(✓)									
0 DO NOT REPAY LOAN										600 OPTION 1									
1 REPAY PROPORTIONATE AMT. OF LOAN \$										601 OPTION 2, 4									
2 REPAY ENTIRE LOAN										803 OPTION 3, 5, 6									
40										61-68									
41-50										636 OPT. 6%-8 YRS.									
51-53																			


C. REDUCED PAID-UP

Continue the policy for a reduced amount of paid-up insurance.

Continue the policy for a reduced amount of paid-up insurance.										COMM. REMITTER PAID TO DATE		(y)
00	AGCY. OF REC.	375	POLICY NO.	YR.	MO.	0	REPAY ENTIRE LOAN	INSERT 1 TO RETAIN INSURANCE - FACE AMT. UNDER \$250.00		BYPASS CODE		
1	2	3	4	5	6	7	8	9	10	11		
12	13	14	15	16	17	18	19	20	21	22		
23	24	25	26	27	28	29	30	31	32	33		

D. EXTENDED TERM

Continue the policy as paid-up term insurance with pure endowment, if any.

Continue the policy as paid-up term insurance with pure endowment, if any.										COMM. REMITTER PAID TO DATE	
AGCY. OF REC.		POLICY NO.		YR.		MO.		BYPASS CODE			
00	376										
1-3	3-5	6-8	11-20	21-26	27-30	31-32	33				

FOR ASO OR SERVICE CENTER ONLY				
HOLD CODE				TYPE
76	77	78	79	80
FILE WITH APPLICATION				

RABBI ALEXANDER SCHINDLER

Phoned to MHR - 6/19/74

To best of AMS knowledge and without H.F. contract in front of him memo to A.G. correct and certainly has his approval.

In this connection should know that H.F. received \$5000. advance against salary 11/27/73 in order to purchase war bond after Yom Kippur War - approved by AMS and AG.

By all means send to Gottschalk.



MEMO from . . .


MATTHEW H. ROSS

June 18, 1974

Dear Alex:

Attached is memorandum relative to the modification of Herb Friedman's contract which I propose to send to Fred and Ted after you have telephoned your approval. Hope all is well.

Kindest regards.



*Answered by
phone
7/14*

June 18, 1974

MEMORANDUM

To: Rabbi Alfred Gottschalk

From: Matthew H. Ross

I understand you will be in Israel shortly. I want to bring you up to date on Herb Friedman's talks with Alex relative to his agreement of June 11, 1973 (the "Agreement").

Alex spoke to Herb on the telephone regarding our feeling that the College and Union can not continue the heavy burden of Herb's salary because of the situation in Israel which makes it appear that it will take considerably longer to achieve our goals than was originally contemplated and consequently we can not expect the anticipated cash flow. Herb expressed great confidence that the projected goals would ultimately be achieved. Needless to say we all share his feeling.

In order to make the program possible, Herb has agreed to convert his arrangement with the Union and College from a fixed salary and bonus contingent on contributions to a contingent bonus arrangement. Under the proposed bonus arrangement if we achieve

the projected goals, Herb will receive the same total remuneration he would have received under the Agreement.

Under the Agreement Herb was to receive fixed compensation of \$200,000 in the aggregate and a bonus of \$50,000 for every \$3,333,000 in contributions in excess of \$5,000,000, such bonus not to exceed the sum of \$300,000. In effect the cost to the College and Union under the Agreement was to be 4% on the first \$5,000,000 of contributions and 1-1/2% of contributions in excess of \$5,000,000 with a limit of \$300,000 on the bonus.

Under the proposed arrangement, as I understand it, Herb would, in effect, receive the same compensation as under the Agreement except that it would be almost entirely contingent. He would be paid 4% on the first \$5,000,000 of contributions and 1-1/2% in compensation (but not exceeding \$300,000) on contributions in excess of \$5,000,000. The College and Union would continue to pay Herb's fixed salary until January 31, 1975. By that time we will have paid Herb a total of \$39,583.33. This will be regarded as a non-refundable advance against Herb's bonus. The bonus, of course, would be paid as contributions are received and expenses and services would continue as provided

for in the Agreement. The term of the arrangement would be for four years from July 1, 1973 and Herb would be entitled to compensation with respect to funds pledged within the four year term and received within either of the following periods: two years of the final date specified in any such pledge or agreed upon extension thereof, or the later of five years from the date of any pledge for which no final payment date is specified, or three years after the end of the four year term.

It would be helpful if during your stay in Israel you would discuss the proposed arrangement with Herb and get his authorization for me to prepare a new agreement.

May 24, 1974

Mr. Matthew H. Ross
245 Park Avenue
New York, N.Y. 10016

Dear Matt:

Herb Friedman has indicated that there were errors in the numerical computation in the contract and therefore he cannot sign it as yet. His attorney, Herbert Rose, will contact Helen Minkin early next week.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Alfred Gottschalk
The Hon. Theodore Tannenwald, Jr.

August 6, 1974

Rabbi Herbert A. Friedman
15 Ibn Gabirol Street
Jerusalem, Israel

Dear Herb:

I returned from Israel and met with Alex, Matt and Ted and gave them the various options open to us to raise the funds necessary for our effort and in regard to the resolution of our mutual problem in connection with your contract.

Inasmuch as we have verbally agreed that the contract could be terminated by us on January 31, 1975 instead of May of 1974 - as per our conversation at the Diplomat Hotel last March - we think that you ought to continue with your work until January and make another determined venture to come to the States in early September. At that time you could re-approach your various prospects - old, and, hopefully, also some new ones. When you are here the five of us will meet and allow for sufficient discussion for the resolution of our mutual problem, particularly with reference to the level of your compensation during the period from July 1st and the conditions of termination if that should unfortunately prove necessary.

According to Jewish tradition we are all of us still enraptured by the dream of the World Education Center for Progressive Judaism and our hopes are still high that you will be a successful instrument for its attainment.

It was wonderful to see you and Stella Adler. Be well.

Sincerely,

Alfred Gottschalk

AG:cg

cc: Matthew H. Ross

Theodore Tannenwald, Jr.

Rabbi Alexander M. Schindler ✓

Hebrew Union College-Jewish Institute of Religion

UNDER THE PATRONAGE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

CINCINNATI
NEW YORK
LOS ANGELES
JERUSALEM, ISRAEL

40 WEST 68 STREET • NEW YORK, N. Y. 10023

TRafalgar 3-0200

Office of the Assistant to the President

April 3, 1974

Miss Edith Miller
UAHC
838 Fifth Avenue
New York, N. Y. 10021

Dear Miss Miller:

Please note my letter to Mr. Herbert Rose and find enclosed for your files two copies of the Letter of Agreement and the accompanying letter dealing with expenses.

Sincerely yours,


Fritz Bamberger

FB:cg
enc.

April 5, 1974 - One (1) Copy to Matthew H. Ross

Hebrew Union College-Jewish Institute of Religion

UNDER THE PATRONAGE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

CINCINNATI
NEW YORK
LOS ANGELES
JERUSALEM, ISRAEL

40 WEST 68 STREET • NEW YORK, N. Y. 10023

TRafalgar 3-0200

Office of the Assistant to the President

April 3, 1974

Herbert B. Rose, Esq.
535 Fifth Avenue
New York, N. Y. 10017

Dear Herbert:

Enclosed please find two signed copies of the June 11th, 1973 Letter of Agreement with Rabbi Herbert A. Friedman and the accompanying letter of even date dealing with expenses.

Sincerely yours,

Fritz Bamberger

FB:cg

enc.

HEBREW UNION COLLEGE: JEWISH INSTITUTE OF RELIGION
and

UNION OF AMERICAN HEBREW CONGREGATIONS

June 11, 1973

Rabbi Herbert A. Friedman
c/o Hotel Plaza
Fifth Avenue at Central Park South
New York, New York

Dear Rabbi Friedman:

This letter sets forth the basis on which, commencing July 1, 1973, you are to be engaged as Director of Planning and Development ("Director") for and as a consultant to the Hebrew Union College: Jewish Institute of Religion (the "College") and the Union of American Hebrew Congregations (the "Union") in connection with our plans for the establishment of a World Center in Jerusalem and the development of Progressive Judaism in Israel, as follows:

1. As Director, you shall develop such plans and programs and raise the necessary funds therefor.

a) It is our intention to first erect the World Center in Jerusalem before proceeding with any other aspect of the program. Accordingly, it is agreed that you shall use your best efforts to raise, through outright gifts and pledges, the sum of at least \$10,000,000 for the World Center and that your first efforts shall be directed to such objective.

b) Such fund-raising activities are to be conducted in such manner as not to conflict with any other College or Union fund-raising activities, and, to that end, you shall, from time to time in advance of any solicitation of funds, submit to us for approval a list of persons from whom you intend to solicit contributions. You will not seek funds from any of the persons whose names we delete from any such list submitted by you.

2. a) Your engagement as Director shall be for annual terms commencing July 1, 1973, up to a maximum of four (4) such terms, subject to termination as hereinafter provided.

b) Notwithstanding the foregoing, we may elect to terminate your engagement as Director as of any June 30 by giving you written notice of such election at least sixty (60) days prior thereto. In such event, you shall be engaged as a consultant, and shall have the severance pay and other benefits provided in paragraph 8(a) hereof.

3. a) Your engagement as a consultant shall commence upon (i) the expiration of the fourth annual term provided in paragraph 2(a) hereof, or (ii) our earlier termination of your engagement as Director as provided in paragraph 2(b) hereof. Such engagement shall be for a term of two years; provided, however, that if your engagement as Director

terminates at the end of one year, your engagement as a consultant shall also be limited to one year.

b) Notwithstanding the foregoing, your engagement as a consultant shall be subject to extension as provided in paragraph 6 hereof.

c) During your engagement as a consultant you shall render advice to the College and Union in connection with their activities in Israel. You may render such services in such manner and at such times as you, in your reasonable discretion, determine to be appropriate.

4. On sixty (60) days prior written notice you may elect at any time to terminate either your engagement as Director or your engagement as consultant. Upon such termination, you shall be entitled to receive the amounts set forth in paragraph 8(d) of this agreement.

5. a) Subject to the provisions of this agreement with respect to earlier termination, you shall receive the following compensation for the services you shall render, payable in equal monthly installments on the first day of each month:

<u>Term as Director</u>	<u>Term as Consultant</u>	<u>Year</u>	<u>Compensation</u>
First		7/1/73 - 6/30/74	\$25,000
Second		7/1/74 - 6/30/75	25,000
Third		7/1/75 - 6/30/76	50,000
Fourth		7/1/76 - 6/30/77	50,000
	First	7/1/77 - 6/30/78	25,000
	Second	7/1/78 - 6/30/79	25,000

b) Payment of the monthly compensation you are to receive for the term commencing July 1, 1973, and ending June 30, 1974 shall be deferred to and shall commence on July 1, 1977; provided, however, that if your engagement as Director is terminated before June 30, 1977 pursuant to the provisions of paragraph 2(b) hereof, such deferred monthly payments shall commence on July 1 next following the date of such termination.

c) Payment of the monthly compensation you are to receive for the term commencing July 1, 1974, and ending June 30, 1975 shall be deferred to and shall commence on July 1, 1978; provided, however, that if your engagement as Director is terminated before June 30, 1977 pursuant to the provisions of paragraph 2(b) hereof, such deferred monthly payments shall commence on the second July 1 following the date of such termination.

6. a) You shall be entitled to continue your engagement as a consultant for one or more terms (herein "Extended Terms") up to a maximum of six Extended Terms following the end of your term or terms as a consultant on the basis of (1) the amounts specified below in excess of \$5,000,000 (herein "Contributions") paid to us for the World Center or other programs or projects of Reform Judaism in Israel from July 1, 1973 to the end of your engagement as Director (herein the

"Relevant Period"), or (ii) the amounts pledged to us for the World Center or other programs or projects of Reform Judaism in Israel during the Relevant Period and paid to us within either of the following periods: two years of the final payment date specified in any such pledge or agreed upon extension thereof, or the later of five years from the date of any pledge for which no final payment date is specified or three years after the end of the Relevant Period.

b) You shall be entitled to one Extended Term at compensation at the rate of \$50,000 per annum for each \$3,333,333.33 (herein "Unit") of the Contributions, up to a maximum of six Extended Terms. If the final Unit shall be less than \$3,333,333.33, the final Extended Term and compensation therefor shall be prorated.

c) The number of Extended Terms shall initially be determined upon the basis of the Contributions received during the Relevant Period and shall thereafter be redetermined during the continuance of the Extended Terms on the basis of further payments of Contributions made after the expiration of the Relevant Period.

d) If after the expiration of your last consecutive Extended Term other than the sixth such Extended Term, we shall receive additional Contributions you shall be entitled in lieu of any further Extended Term or Terms, to a bonus equal to one and one-half (1.5%) per cent upon such additional Contributions provided, however, that no bonus shall be paid on Contributions which when added to Contributions previously received are in excess of \$20,000,000.

e) The first Extended Term shall commence on the earlier of July 1, 1979, or July 1 next following the date your engagement as a consultant terminates.

f) In the event of your death after the expiration of Relevant Period, your estate shall receive the compensation which would have been paid to you pursuant to the provisions of this paragraph had you survived.

g) All pledges shall be subject to our approval. We reserve the right to reject or delay the acceptance of any and all pledges obtained by you. A pledge obtained by you during the Relevant Period which is accepted after the expiration of the Relevant Period shall be deemed to have been made during the Relevant Period.

h) We shall periodically review with you the status of all pledges in order to adjust our records to reflect pledges which we, in our sole discretion, determine to cancel

or deem to have been recorded in error, and in such event the amount deemed to have been pledged during the Relevant Period shall, for the purposes of this agreement, be reduced accordingly. We shall have no obligation to take any steps to collect any pledge.

i) The pledges heretofore made for the World Center listed in Exhibit "A" hereto, whether or not the same shall have been paid prior to July 1, 1973, shall be excluded from any computation which may be made under this paragraph 6 for the purpose of determining your entitlement to any Extended Term or Terms or bonus and shall not be deemed to be Contributions.

7. You shall have the option, to the extent legally permissible, to avail yourself of the provisions of Section 403(b) of the Internal Revenue Code dealing with tax sheltered annuities in connection with any sums payable to you under this agreement, provided you give us timely notice of the exercise of such option, and there is no increase in amount, or acceleration of the due date of any compensation payable hereunder.

8. a) In the event of the termination at our election of your engagement as Director prior to the completion of four full annual terms, you shall:

(i) Serve as a consultant for such annual term or terms as provided in paragraph 3(a) and for such Extended Term or Terms as provided in paragraph 6 hereof at the compensation provided for in paragraphs 5(a) and 6 hereof;

(ii) Receive the bonus, if any, computed under paragraph 6(d) hereof;

(iii) Receive the balance of deferred compensation due to you pursuant to paragraphs 5(b) and 5(c) hereof; and

(iv) Receive the sum of \$25,000 as severance pay, the same to be payable in such annual installments, not in excess of five, as shall be agreed upon between us.

b) If you are prevented for three (3) or more consecutive months from performing the services contemplated hereunder by reason of physical or mental illness or injury or by any other event or circumstances not within your or our control, we may on written notice to you terminate your engagement hereunder.

c) In the event of your death, or in the event of the termination of your engagement in accordance with the provisions of paragraph 8(b) hereof, you or your estate, as the case may be, shall:

(i) Receive the balance of deferred compensation due to you pursuant to paragraphs 5(b) and 5(c) hereof, in monthly installments commencing on the first of the month next following such termination;

(ii) Receive an amount equal to the compensation which would have been paid to you as a consultant pursuant to paragraphs 5(a) and 6 hereof had you served the full annual term or terms or Extended Term or Terms as consultant which had accrued to you pursuant to paragraphs 3(a) and 6 hereof as at the date of your death or the date of termination of employment; and

(iii) Receive the bonus, if any, computed under paragraph 6(d) hereof. The compensation to be paid under subdivisions (ii) and (iii) of this paragraph 8(c) shall be paidⁱⁿ such installments as we and you

or the executor or administrator of your estate, in the case of your death, mutually agree, such installments to commence not later than the first of the month following the last payment under subdivision (i) of this paragraph 8(c), and to continue for a period not in excess of ten years; provided, however, that the due dates of the installments shall not be earlier than they would have been had your engagement as Director not so terminated.

(d) In the event that you shall elect, prior to the completion of four full annual terms, to terminate your engagement as Director, you shall:

(i) Receive the balance of deferred compensation due to you pursuant to paragraphs 5(b) and 5(c) hereof in monthly installments commencing on the first of the month next following such termination;

(ii) Receive an amount equal to the compensation which would have been paid to you as a consultant pursuant to paragraph 5(a) had you served the full annual term or terms which had accrued to you pursuant to paragraph 3(a) as at the date your services as Director terminates and as a consultant pursuant to paragraph 6 had you served one or more Extended Term or Terms determined pursuant to paragraph 6 on the basis of the amounts paid to us during the Relevant Period; and

(iii) Receive a bonus of one and one-half (1.5%) percent upon Contributions received after the Relevant Period provided, however, that no bonus shall be paid on Contributions which when added to the Contributions previously received exceed \$20,000,000 and provided further that such bonus shall be reduced as follows:

<u>Date of Termination of Engagement as Director</u>	<u>Reduction in Bonus</u>
Between 7/1/73 and 6/30/74	75%
Between 7/1/74 and 6/30/75	50%
Between 7/1/75 and 6/30/76	25%
Between 7/1/76 and 6/30/77	None

The compensation to be paid to you under subdivisions (ii) and (iii) hereof shall be paid in such installments as may be mutually agreed upon, such installments to commence not later than the first of the month following the last payment under subdivision (i) of this paragraph and to continue for a period not in excess of ten years, provided, however, that the due dates of the installments shall not be earlier than they would have been had you not elected to terminate your engagement as Director.

9. At any time during your engagement as Director, we may, in our discretion, apply for and obtain, as owners and with the College and Union, or anyone they may designate as beneficiaries, insurance on your life, in such amounts and form as we may choose. You shall have no interest in any policy or policies, but you shall, at our request, submit to such physical examinations, supply such information and execute such documents as may be required by the company or companies to whom we shall have applied for such insurance.

10. No extensive campaign organization is contemplated in connection with the performance of your duties hereunder. We shall provide a suitably furnished office for you at the College in Jerusalem and at the Union in New York.

11. Your engagement shall be as an independent contractor, and not as an employee. All plans and programs for the project and all matters involving policy shall be subject to our review and approval. Statements of policy in our behalf are to be cleared with us prior to release by you.

12. You agree not to engage in any fund-raising activities for any organization other than the College, the Union and the United Jewish Appeal.

13. Our liability hereunder for the compensation and other benefits to be paid to you shall be joint and several. Any action taken hereunder shall be binding and enforceable only if taken by us jointly.

14. We hereby represent that each of us is duly

authorized under the by-laws and resolutions of our respective organizations to enter into this agreement.

15. This agreement constitutes the entire agreement between us and cannot be modified except by an agreement in writing signed by all parties.

16. This agreement has been executed in the State of New York and shall be governed by and interpreted under the laws of the State of New York.

Please signify your approval and agreement to the provisions hereof by signing and returning a copy of this letter.

Very truly yours,

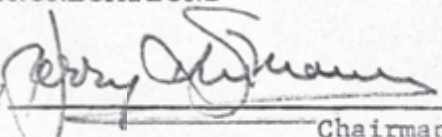
HEBREW UNION COLLEGE: JEWISH
INSTITUTE OF RELIGION

By

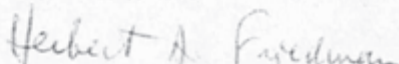

President

UNION OF AMERICAN HEBREW
CONGREGATIONS

By


Chairman

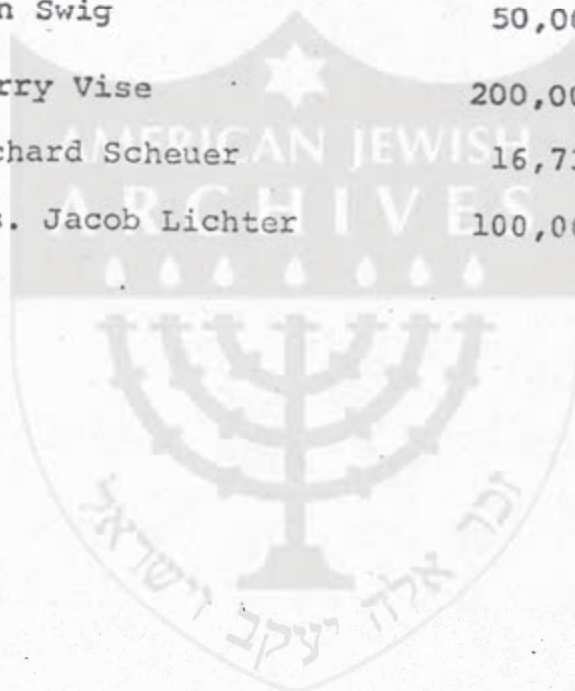
ACCEPTED AND AGREED to
this 11th day of June, 1973.



Herbert A. Friedman

PLEDGES TO BE EXCLUDED FROM
PARAGRAPH 6 COMPUTATION

Kivie Kaplan	\$100,000
Rosalie Feinstein	100,000
Ray Wolfe	100,000
Ben Swig	50,000
Harry Vise	200,000
Richard Scheuer	16,730
Mrs. Jacob Lichter	100,000



Israel

BLUMBERG, SINGER, ROSS, GOTTESMAN & GORDON
245 PARK AVENUE, NEW YORK, NEW YORK 10017

LEON SINGER
MATTHEW H. ROSS
CALLMAN GOTTESMAN
SAMUEL GORDON
FREDERICK NEWMAN
ALFRED K. KESTENBAUM
HELEN MINKIN
EVELYN FRANK
ARNOLD C. ABRAMOWITZ
PAUL M. FRANK
ALLEN N. ROSS

(212) MURRAY HILL 2-7700

CABLE: ELBLU, N.Y.

SAMUEL BLUMBERG (1907-1966)
DAVID KUGEL (1921-1969)

March 4, 1974

*Blumberg with
Houses
Put in
folder*

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

Dear Alex:

In response to your letter of February 28, 1974 with respect to the employment agreement with Herbert Friedman, that agreement provides that Friedman's employment may be terminated by the Employer on sixty days prior written notice effective as of the end of the first contract year (i.e. June 30, 1974). In such event the Employer is required to pay the Employee:

1. The balance of any compensation for the contract year July 1, 1973 to June 30, 1974 which has been deferred;

2. Compensation at the rate of \$25,000 for one year as a consultant;

3. 1.5% of all amounts in excess of \$5,000,000 (a) received prior to such termination, or (b) pledged prior to such termination and received within two years of the final payment date specified in any pledge, or received within five years of the date of any pledge for which no final payment date is specified; and

4. Severance pay in the amount of \$25,000.

It is to be noted that the Employer may terminate the employment prior to June 30, 1974 if the Employee is unable because of circumstances beyond his or the Employer's

February 28, 1974

Mr. Matthew H. Ross
245 Park Avenue
New York, N.Y. 10017

Dear Matt:

I'll be leaving for Israel on March 11th to attend the CCAR Conference. Fred Gottschalk will also be there and we will be meeting with Herb Friedman. It would be most helpful if I could have from you a brief note in regard to the following:

1/ Should we discontinue Herb's services, what would our obligation be?

2/ Since the Israel situation has created a problem in regard to individual fund raising here in the U.S., would we have the power to have a suspension of Herb's service for one year? What would be involved as to our obligation in such a case?

Looking forward to hearing from you at the earliest and with fondest regards from house to house, I am

Sincerely,

Alexander M. Schindler
President

76
Rec'd
3/6/74

MEMORANDUM

Date April 17, 1974From Rabbi Alexander M. SchindlerTo Harry K. GutmannCopy for information of Matthew H. Ross; Judge Theodore Tannenwald, Jr.;
Gilbert Tilles; Rabbi Herbert A. Friedman

Subject _____

Fred Gottschalk and I met with Herb Friedman attendant upon the CCAR Conference in Israel and for the purpose of reviewing his relationship with us, following that clause in our contract with him which holds that the relationship is to be reviewed in the spring of the first year to determine whether we want to proceed or discontinue his employment.

While Herb has had some successes, his progress has not been sufficient to allow us to be overly encouraged. We understand the reasons, of course, the Yom Kippur War intervened and impeded his work.

Accordingly, we agreed to extend his contract for a six-month period, that is to say until January 1, 1975, before which time we will have a further review. In that period Herb will make at least two trips to the U.S. and one through Europe. This will give us some further concrete evidence to judge the true potential of our joint venture. Herb Friedman agreed to this extension of his contract for a six month period and to a review prior to that time of his success on behalf of the World Center project.

Hebrew Union College-Jewish Institute of Religion

UNDER THE PATRONAGE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

CINCINNATI
NEW YORK
LOS ANGELES
JERUSALEM

CLIFTON AVENUE - CINCINNATI, OHIO 45220

Office of the President

April 10, 1974

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

Dear Alex:

I am grateful to you for your summary of our conversation with Herb Friedman and would like to add just one item, namely, that Herb Friedman agreed to the decision to extend his contract for a six month period and to have a review prior to then of his success on behalf of the World Center project.

Sincerely,



Alfred Gottschalk
President

AG:ec

cc: Mr. Harry K. Gutmann
Mr. Matthew H. Ross
Judge Theodore Tannenwald, Jr.

MP
TT.
#2
84.

April 1, 1974

Rabbi Alfred Gottschalk
President, HUC-JIR
3101 Clifton Avenue
Cincinnati, Ohio 45220

Dear Fred:

I am enclosing a memo summarizing our conversations with Herb which I propose to send to Harry Gutmann and Matt Ross. I will not send it out until you review it, as a matter of fact, if you wish, I can send the memo of understanding to the people on your list at the same time.

Of course, a copy will be sent to Herb too.

I await word from you.

I'm sorry we didn't get together on the phone last week but I imagine this memo was what you wanted to discuss. The last time I called you, I think it was Thursday, I was told you were a bit under the weather. I hope it was nothing serious and that you are feeling 100% A.O.K.

With warmest regards from house to house, I am

Sincerely,

Alexander M. Schindler

Encl.

Hebrew Union College-Jewish Institute of Religion

UNDER THE PATRONAGE OF THE UNION OF AMERICAN HEBREW CONGREGATIONS

CINCINNATI
NEW YORK
LOS ANGELES
JERUSALEM

CLIFTON AVENUE - CINCINNATI, OHIO 45220

Office of the President

March 28, 1974

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

Dear Alex:

I would appreciate it very much if you would draw up the aide-memoire on our Friedman conversation, but before sending it to him I would like to have Ted take a look at it. I am sure you will want to do the same with Harry so that all of us continue to have the same frame of reference. I appreciate this very much.

Sincerely,



Alfred Gottschalk
President

AG:ec

April 17, 1974

Mr. Matthew H. Ross
245 Park Avenue
New York, N.Y. 10017

Dear Matt:

I had sent Fred a copy of my suggested memo following our meeting with Herb Friedman and didn't share any copies as I wanted him to react and be certain our understanding of the discussion with Herb was in concert. Fred shared his reaction with you, Ted and Harry before you received the original memo.

Be that as it may, enclosed is the summary of the discussion and the agreement reached. You will note that I have shared a copy with Herb.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

Encl.

MATTHEW H. ROSS
245 PARK AVENUE
NEW YORK, NEW YORK 10017

April 15, 1974

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

Dear Alex:

I saw the copy of Alfred Gottschalk's letter to you of the 10th relative to the six months extension on Herb Friedman's contract. I am not sure I understand just what you have arranged. In any event, do you think the arrangement should be confirmed with Herb in writing. If you think so, please let me know exactly what understanding was reached with Herb.

~~Kindest regards.~~

~~Sincerely,~~

MHR:JMC

HEBREW UNION COLLEGE: JEWISH INSTITUTE OF RELIGION

and

UNION OF AMERICAN HEBREW CONGREGATIONS

June 11, 1973

Rabbi Herbert A. Friedman
c/o Hotel Plaza
Fifth Avenue at Central Park South
New York, New York

Dear Rabbi Friedman:

By letter agreement of even date you have been engaged as Director of Planning and Development for and as a consultant to Hebrew Union College: Jewish Institute of Religion and Union of American Hebrew Congregations in connection with our plans for the establishment of a World Center in Jerusalem and the development of Progressive Judaism in Israel.

1. Annexed hereto is an estimate (herein "Estimate") which you have prepared of the annual expenses which you expect to incur in connection with the performance of your duties under said agreement. Within ten (10) days after presentation of vouchers, we will pay or reimburse you for disbursements made on our behalf with respect to the items shown in the Estimate in an amount or amounts which in the aggregate do not exceed the amount shown in the Estimate for such item. Any disbursement which, when added to amounts theretofore expended for such items, exceeds the amount shown in the Estimate for such item shall not be paid or reimbursed unless we shall have approved

such disbursement.

2. You agree not to incur any obligations in our name, other than obligations for expenditures reflected in the Estimate, without our prior approval.

3. During your engagement as Director we shall provide you with an administrative assistant and with secretarial help, as needed, in New York and with a full-time secretary at your office in the College, in Israel.

4. During your engagement as Director we shall make an automobile available to you in Israel for your full-time use.

5. It is contemplated that, during your engagement as Director, you shall make two annual trips to the United States of approximately twenty days duration each. If additional trips are required, and if, in your discretion, it is necessary to bring your wife in order to accomplish such additional trip or trips, her travel expenses shall be paid.

Please signify your approval and agreement to the provisions hereof by signing and returning a copy of this letter.

Very truly yours,

HEBREW UNION COLLEGE: JEWISH
INSTITUTE OF RELIGION

By

Alfred Litzchack
President

ACCEPTED AND AGREED to
this 11th day of June, 1973

Herbert A. Friedman
Herbert A. Friedman

UNION OF AMERICAN HEBREW
CONGREGATIONS

By

Ray Friedman
Chairman

ESTIMATE OF EXPENSESANNUALNew York Side

Telephone	\$10,000
Travel of Administrative Assistant:	
Average fare of one trip	\$150
Average daily cost-hotel	
meals, taxis, etc. per trip	100
Each trip	<u>\$250</u>
Approx. 40 trips per year	10,000
Reserve for unanticipated expenses	<u>7,500</u>
	<u>\$27,500</u>

Israel Side

Secretary	\$ 5,000
Telephone (all home and office)*	24,000
Car expenses	3,000
Guest connected: travel, meals, entertainment	10,000
Travel to U.S. - 4-5 trips per year	8,000
Travel in U.S. - see above calculation	
60 days per year @ \$250	15,000
Reserve for unanticipated expenses	<u>7,500</u>
	<u>\$72,500</u>
TOTAL	<u><u>\$100,000</u></u>

*Except overseas calls
not connected with your employment
as Director under your employment
agreement dated June 11, 1973

February 15, 1974

Dr. Fritz Bamberger
HUC-JIR
40 West 68th Street
New York, N.Y. 10023

Dear Dr. Bamberger:

Enclosed herewith please find four copies of the June 11, 1973 Letter of Agreement with Rabbi Herbert A. Friedman and a covering letter of even date which deals with finances. As you will note, these documents have been signed by Harry K. Gutmann for the UAHG.

Since I was not certain as to whom will sign these for the College-Institute I felt it best to forward the documents to you for processing. Once they have been signed, please return the letters to Rabbi Friedman's attorney, Herbert B. Rose, Esq., 535 Fifth Avenue, New York, N.Y. 10017.

With warmest regards, I am

Sincerely,

Edith J. Miller
Administrative Assistant

Encl.

file

February 12, 1974

Dr. Alfred Gottschalk
Hebrew Union College-Jewish Institute of Religion
Clifton Avenue,
Cincinnati, Ohio 45220

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

Dear Fred and Alex:

I have just come back from a trip to Geneva and London. In Geneva, Max Braude, the worldwide director of ORT, who is an interested member of the English-speaking Reform congregation there, offered to put me in touch with some prospects. He was very gracious about it and will continue to be helpful all during the pursuit. I met with two financially qualified people, an Englishman by the name of Leonard Cohen, who has lived in Geneva a long time and is one of the world's largest platinum dealers, and a Frenchman by the name of Claude Bigar, who is coincidentally a leader of the French-speaking Reform community. A third prospect, two elderly sisters by the name of Fox (daughters of the original movie mogul) who live in Lausanne, were ill and not available, but we'll try them again in the future. Both Cohen and Bigar are coming to Jerusalem next week for the annual ORT meeting, and I have invited both of them to Caesarea to continue developing a relationship.

As for England, I went there primarily on a speaking tour for the JIA, and enjoyed the perfect cooperation of the director, Michael Barzilai, with regard to seeing prospects for our project. I have never witnessed a worse time in England than now: coalminers strike, which will really flatten industry, including steel production; a snap general election as a result of the strike; a possible general strike of all labor; a stock market crash; and a similar crash in property values, especially large speculative projects developed by Jews. You can see how this could add up to a mood not very conducive to our success. However, having said all that, I did get a hearing from a half dozen people, so now there are some irons in the fire to be followed up. One or two of these people will be coming here during the months ahead and I will see them here again.

I had a good meeting with some of the Reform and Liberal rabbis which Hugu Gryn arranged. It was held at John Rayner's, and we started making more lists of prospects. I also saw Selwyn Goldberg in Manchester and got a prospects list from him. All this adds up to the fact that another trip to England is in order, and I am tentatively thinking about a week or ten days at the beginning of May.

I am beginning to plan out a trip to Germany, and I am tentatively thinking off that for the third week in March, immediately after the CCAR conference here.

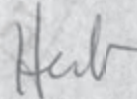
As for a trip to the United States, I must try to clarify whether the moratorium on all Israel connected fundraising is to expire on March 30, or is to be continued. Dick Hirsch told me that at some meeting of the Jewish Agency which he attended, he heard some ill-defined talk about continuation. As soon as I can track that down, I will know how to proceed. I would hope to be able to come on to the United States from England in mid-May. If there is indeed some kind of general moratorium ordered by Government and Agency, I would hope to be able to work round that, with the cooperation of the UJA and the local executive directors. I would much prefer to have no theoretical arguments with powers at the summit, but to work things out in a local way. Let's see what happens.

The brochure will be ready in a few weeks, and I will order a limited number, (perhaps 250) for a limited mailing at this time. An additional reason for the small number at first is that we are using symbolic photographs, and I would prefer to wait for the larger printing (750) until we have real drawings from Safdie, and photographs of his models. When do you think that will be?

Regarding formal commitment letters, we have two, copies of which are enclosed, and I am waiting for three more. As they come in I shall send them to you.

With all good wishes, and looking forward to seeing you here next month,

As ever,



Herbert A. Friedman

ENCL.

cc: HKG
M. Ross
P. Teller

OT
THE AARON STRAUS & LILLIE STRAUS

Foundation INC.
3002 DRUID PARK DRIVE
BALTIMORE, MD. 21215

January 31, 1974

Rabbi Herbert A. Friedman
World Education Center
13 King David Street
Jerusalem, Israel

Dear Rabbi Friedman:

The Aaron Straus and Lillie Straus Foundation, Inc., is very pleased to pledge the sum of \$100,000 to the World Education Center for Progressive Judaism, in consideration of the pledges of others.

It is our understanding that this Center is a joint project of all the institutions of Reform Movement in the United States, i.e., Hebrew Union College-Jewish Institute of Religion; Union of American Hebrew Congregations, and Central Conference of American Rabbis; as well as the international movement, through the World Union for Progressive Judaism.

We understand further that the basic purpose of this project is to establish a Center in Jerusalem, which shall contain an expansion of the HUC-JIR for the training of rabbis, cantors, educators, communal workers and others in fields of Jewish service; an international headquarters for the full development of a liberal movement throughout Israel; and a model synagogue for progressive Jews, Israelis and visitors from the world over.

Payment of this pledge will be made at the rate of \$20,000 per year, to begin when:

- (1) A building permit has been obtained, including a permit for the synagogue.
- (2) Ground has been broken at the site.
- (3) Three million dollars of pledges have been assigned to the proposed endowment fund, to assure the annual maintenance required.

Payment will be made to the HUC-JIR in Cincinnati, of the UAHC in New York, both of which enjoy IRS tax-exempt status, earmarked for the World Education Center in Jerusalem.

OT
THE AARON STRAUS & LILLIE STRAUS
Foundation INC.
3002 DRUID PARK DRIVE
BALTIMORE, MD. 21215

Rabbi Herbert A. Friedman - 2

January 31, 1974

We are perfectly willing for you to approach the Foundation again four or five years, to ascertain whether the Foundation is in the position to make any further contribution to the World Education Center.

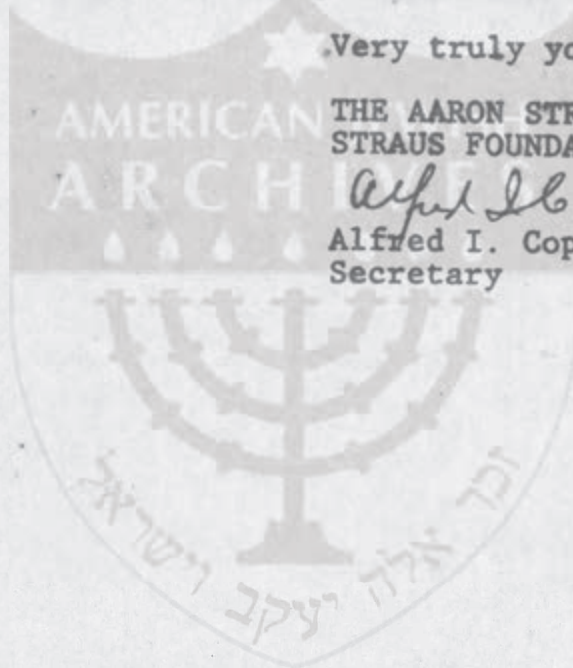
We are pleased to be joined in this project, and hope it achieves the purpose of strengthening liberal Judaism, in Israel, in the United States, and throughout the world.

Very truly yours,

THE AARON STRAUS & LILLIE
STRAUS FOUNDATION, INC.

Alfred I. Coplan
Alfred I. Coplan
Secretary

AIC:jet



MILLSTONE FOUNDATION
8510 EAGER ROAD
ST. LOUIS, MISSOURI 63144

January 21, 1974

Rabbi Herbert A. Friedman
World Education Center for Progressive Judaism
13 King David Street
Jerusalem

Dear Herb:

In consideration of the pledges of others, the Millstone Foundation is happy to pledge the amount of \$100,000 to the World Education Center for Progressive Judaism.

As I understand it, the Center is a project of and sponsored by the institutions of Reform Judaism in the United States and throughout the world. These institutions are: Hebrew Union College-Jewish Institute of Religion, Union of American Hebrew Congregations, World Union for Progressive Judaism, and the Central Conference of American Rabbis.

This contribution shall be used to help make possible the headquarters complex comprising several buildings on a 12-dunam site on King David Street in Jerusalem. The complex in Jerusalem will consist of an expansion of the rabbinical training seminary of the Hebrew Union College; a library; a museum; a synagogue; office space to administer the programs of the UAHC and the CCAR.

I understand that a portion of this contribution will be used for the construction of physical facilities and another portion will be placed in an endowment fund, which will provide annual operational expenses.

It is the intention of the Millstone Foundation to pay this pledge in three annual payments, approximately August 1, 1974, 1975 and 1976. Payment of this pledge will be made through the Hebrew Union College, Clifton Avenue, Cincinnati, Ohio. Payment will be earmarked for the World Education Center.

I am pleased to be part of this project and I hope it achieves the strengthening of Judaism.

Sincerely, yours,

I. E. Millstone
I. E. Millstone
President

December 4, 1973

Rabbi Herbert A. Friedman
World Education Center for
Progressive Judaism
13 King David Street
Jerusalem, Israel

Dear Herb:

It was good seeing you in Israel and I am delighted that we had a chance to meet and discuss the various pending matters of interest to us all.

A check for \$5,000. is being deposited to your account at the Chase Manhattan Bank, in accord with your instructions of the 11th of November. This sum represents an advance against the first installment of deferred compensation coming due under our contract.

With warmest regards, I am

Sincerely,

Alexander M. Schindler

cc: Rabbi Alfred Gottschalk
Mr. Harry K. Gutmann
Judge Theodore Tannenwald, Jr.

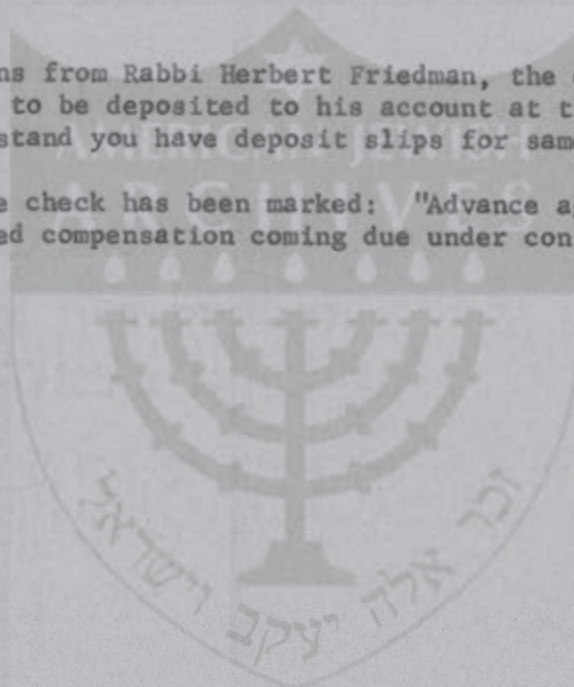
December 3, 1973

Edith J. Miller

Joshua M. Dwork

Per instructions from Rabbi Herbert Friedman, the enclosed check for \$5,000. is to be deposited to his account at the Chase Manhattan Bank. I understand you have deposit slips for same.

Please note the check has been marked: "Advance against first installment of deferred compensation coming due under contract."



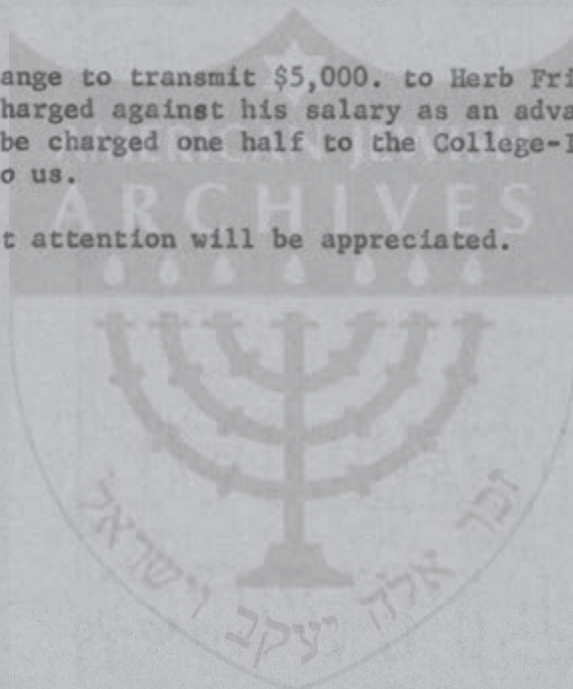
November 21, 1973

Rabbi Alexander M. Schindler

Joshua M. Dwork

Please arrange to transmit \$5,000. to Herb Friedman which is to be charged against his salary as an advance. The sum is to be charged one half to the College-Institute and one half to us.

Your prompt attention will be appreciated.



WORLD EDUCATION CENTER FOR PROGRESSIVE JUDAISM

13 King David Street
Jerusalem, Israel
Tel: 02--232444

November 11, 1973

Dr. Alfred Gottschalk and
Rabbi Alexander Schindler
Hebrew Union College
Clifton Avenue
Cincinnati, Ohio

*Advance
against 1st installment
deferred completely
I can't do under
contract*

Dear Fred and Alex:

Subsequent to my last letter of November 1st, I wrote the enclosed to my father-in-law, which I thought might interest you.

The future is very cloudy. There is tremendous apprehension about the cease fire, its outcome, and the path toward eventual negotiation. In their hearts most people here have awful doubts. In addition there is the confusion as to whether an election should or should not be held so soon without a proper investigation of what really happened at the beginning of the war. The squabbling among our generals and politicians does not add any sense of confidence to the troubled public.

I have a personal matter which I am bringing to your attention because I have no choice. The financial arrangement between us contemplated no payments to me until the middle of 1975. I could have lived with that, even though we are operating on a stringent budget, which often leaves us short before the next monthly check comes in, except for the war. Like everyone else here, I have subscribed to the Voluntary War Loan in the amount of \$20,000. If necessary, I will have to go to the bank and borrow money, and pay interest on it, in order to pay for the War Bonds. But I would like to avoid that.

Specifically, I would like to ask you if you could give me an advance of \$5000. If you agree, I shall, of course, be happy to acknowledge this in written form, and account can be taken of it at the time that regular salary payments commence.

I am somewhat embarrassed to have to do this, but it is really force majeure.

Since I obligated myself to pay for the Bonds by mid-December, speedy decision is necessary. I would suggest that, if you agree, you draw the check to my order and let Joshua Dwork deposit it in my account in the Chase-Manhattan Bank, for which he has some deposit slips.

The news of Eisendrath's death just this minute reached me. Its the

Director of Planning and Development:
Rabbi Herbert A. Friedman

Sponsoring Organizations:
Hebrew Union College-Jewish Institute of Religion - Union of American Hebrew Congregations
World Union for Progressive Judaism - Central Conference of American Rabbis

end of an era. The next quarter century belongs to the both of you, and you will determine what happens to the Movement. May you both be blessed with statesmanship, and a sense of unity.

As ever,

Hub

Encl:

PS. I hate to bring up this mundane matter, but I still do not have a signed contract. Nor do I have a clue any longer as to where the hold-up is.



November 4, 1973

Dear Charlie:

You asked me to give you some feeling of the mood of the people in Israel today, and what I can give you is the synthesis of my own impressions from many sources - talking with soldiers whom one picks up on the roads all the time; newspaper articles and editorials; episodes of daily life; a trip to the Golan with you, while the war was still going on; and a long trip to Sinai and across the Canal into Egypt.

1. As death notices are carried to family after family, the mood remains very heavy. There is the sound of crying throughout the land, and while some people are very brave, others break down. There is also great fear that the death figures may be much larger. No information has been published here since 14 October, when the number of 656 was released. There are complaints in the press here against the government for not telling the people. The government's reply is that they are trying to establish the real figures, as between the dead and the missing. The whole discussion is not healthy. The basic question becomes one of confidence in the government on this most sensitive of all subjects.

2. Mobilization is still in force. No one has been sent home. Every wife and every mother is still waiting. In the city of Suez the other day, I took the telephone numbers of many soldiers, to call their homes, and to reassure their loved ones. In almost every call the mother or wife asked when the soldier was coming home. That was the main question. The army is now trying to give as many 24-hour passes as possible, on rotation. Across the Canal, there is an ex-Egyptian air base, from which some lucky men are flown back to Israel in a couple of hours - others ride busses ten hours in each direction to enjoy three or four hours at home. The other evening I picked up three soldiers in Tel Aviv and took them to Jerusalem. They had been hitch-hiking for six hours, coming down from the Golan Heights, using up the precious hours standing by the side of the road.

The army has huge manpower needs. All borders must be manned, even the quiet ones, like the Jordanian and the Lebanese. A really large force is over on the West side of the Canal, with a tremendous amount of equipment, penetrating as far inland into Egypt as 101 kilometers from Cairo. This is where we stopped at the cease fire. I was at that point and I saw the two tents - one Israeli and one Egyptian - where the officers have been meeting. Another very large force is on the Eastern side of the Canal in

UNION OF AMERICAN HEBREW CONGREGATION ATTN EJM
838 5TH AVE
NEW YORK NY 10021

786

INTL TDMT NEW YORK NY 21/20 06-28 0140P EST
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SHERATON HOTEL
TELAVIV (ISREAL)
HOLD ON DISCUSSING LETTERHEAD FRIEDMAN. FRED QUESTIONS EAGER
KNOW YOUR THOUGHTS LEAVE NOTE HUC
EDIE
COL HUC



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6/28

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RABBI SCHINDLER

SHERATON HOTEL

TEL_AVIV (ISRAEL)

HOLD ON DISCUSSING LETTERHEAD FRIEDMAN. FRED QUESTIONS .
EAGER KNOW YOUR THOUGHTS LEAVE NOTE HUC.

EDIE

249-0161



UAHC, 838 Fifth Avenue, N.Y.C. 10021