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Central Conference of American Rabbis, Pension Board, 1945-
1947.

THE Rabbinical Pension Board 34 WEST SIXTH STREET · CINCINNATI 2, OHIO

Representing: THE CENTRAL CONFERENCE OF AMERICAN RABBIS • THE UNION OF AMERICAN HEBREW CONGREGATIONS

JACOB ARONSON, <i>New York</i> , CHAIRMAN	RABBI SAMUEL M. GUP, <i>Columbus</i> , VICE-CHAIRMAN	RABBI GEORGE ZEPIN, <i>Cincinnati</i> , VICE-CHAIRMAN AND SECRETARY
RABBI MAURICE N. EISENDRATH <i>Cincinnati</i>	LEE M. FRIEDMAN, <i>Boston</i>	RABBI EMIL W. LEIPZIGER, <i>New Orleans</i>
RABBI SOLOMON B. FREEHOF, <i>Pittsburgh</i> PRESIDENT, C.C.A.R.	RABBI JAMES G. HELLER, <i>Cincinnati</i>	RABBI HARRY S. MARGOLIS, <i>St. Paul</i>
	LOUIS L. KAUFMAN, <i>Cincinnati</i>	HERBERT C. OETTINGER, <i>Cincinnati</i>
		ADOLPH ROSENBERG, <i>Cincinnati</i> PRESIDENT, U.A.H.C.
		RABBI ABBA HILLEL SILVER, <i>Cleveland</i> MELVILLE S. WELT, <i>Detroit</i>

1348

September 4, 1945

Dr. Abba Hillel Silver
E 105th and Ansel Road
Cleveland, Ohio

Dear Dr. Silver:

The local papers carry an account of your return to this country which furnished me the opportunity of writing to you.

My congratulations on your election to the presidency of the C.C.A.R. As a member thereof I offer my services in any capacity you may find useful.

I know that this is about the worst week of the year to expect your attention for a "detail" but I have a perfectly good excuse.

We are reprinting our season's supply of the description pamphlets of the Pension Plan and several other items including letterheads. These should contain the membership of the Pension Board.

When you became president of the CCAR, you also became an ex-officio member of the Pension Board. This left a vacancy formerly filled by yourself.

We usually ask the president to appoint the vice-president of the CCAR on the Pension Board, so that he may be in touch with the problems before he becomes president.

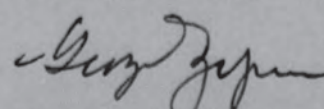
This is not "a rule", anybody whom you care to appoint will be a welcome addition to the Board.

If we print our supply of literature and omit a name there will be heartache in Israel which I wish to avoid.

As soon as you get around to it, please fill this vacancy. Thanks

With best wishes for a Happy New Year

Sincerely,



George Zepin
Secretary

GZ:mjt

September 5, 1945

Rabbi George Zepin, Secretary
Rabbinical Pension Board
34 West Sixth Street
Cincinnati 2, Ohio

My dear Rabbi Zepin:

In reply to your letter of September 4 - it seems to me that I wrote to Rabbi Samuel Gup some time ago appointing Rabbi Feldman on the Pension Board. Anyhow, I do now so officially designate him.

I trust that you are well and with all good wishes for a happy new year, I remain

Very cordially yours,

AHS:BK

THE RABBINICAL PENSION BOARD

1408

3825-1
Copy for Information of

Dr. Abba Hillel Silver

September 10, 1945

Rabbi Abraham J. Feldman
145 Ballard Drive
W. Hartford, Conn.

Dear Abe:

My congratulations on your election to the vice-presidency of the C.C.A.R.

I am in receipt of a letter from Dr. Abba Hillel Silver, President of the C.C.A.R. appointing you on the Rabbinical Pension Board to fill the unexpired term of Dr. Silver (to December 31, 1945). The president of the C.C.A.R. and the president of the Union serve as ex-officio members of the Pension Board.

With kind regards and the greetings of the season,

Cordially,

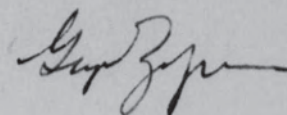
George Zepin
Secretary

GZ:jg

THE RABBINICAL PENSION BOARD

1409

Copy for Information of
Dr. Abba Hillel Silver



September 10, 1945

Dr. Isaac E. Marcuson
Administrative Secretary
Central Conference of American Rabbis
204 Buford Place
Macon, Georgia

Dear Isaac:

Please be so kind as to bring to the attention of the Executive Committee of the C.C.A.R. the following vacancies due to expiration of terms on the Rabbinical Pension Board.

Emil W. Leipziger to serve until December 31, 1945 —
Abba Hillel Silver to serve until December 31, 1945 —

(Rabbi A. J. Feldman has been appointed by Dr. Silver to fill this unexpired term.)

With kind regards and season's greetings,

Cordially,

George Zepin
Secretary

GZ:jg

MEMBERSHIP OF
RABBINICAL PENSION BOARD
INDICATING THE TERMS THAT EXPIRE DECEMBER 31, 1945

BY THE CONFERENCE

Abba Hillel Silver	Ex-officio
EMIL W. LEIPZIGER	TO SERVE UNTIL DECEMBER 31, 1945 ✓
ABRAHAM J. FELDMAN	TO SERVE UNTIL DECEMBER 31, 1945 ✓
James G. Heller	to serve until December 31, 1946
Harry S. Margolis	to serve until December 31, 1946
Samuel M. Gup	to serve until December 31, 1947
George Zepin	to serve until December 31, 1947

BY THE UNION

Adolph Rosenberg	Ex-officio
LEE M. FRIEDMAN	TO SERVE UNTIL DECEMBER 31, 1945
MELVILLE S. WELT	TO SERVE UNTIL DECEMBER 31, 1945
Maurice N. Eisendrath	to serve until December 31, 1946
Herbert C. Oettinger	to serve until December 31, 1946
Jacob Aronson	to serve until December 31, 1947
Louis L. Kaufman	to serve until December 31, 1947

THE **Rabbinical Pension Board** 34 WEST SIXTH STREET · CINCINNATI 2, OHIO
Representing: THE CENTRAL CONFERENCE OF AMERICAN RABBIS • THE UNION OF AMERICAN HEBREW CONGREGATIONS

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1342

October 2, 1945

Dr. Abba Hillel Silver, President
Central Conference of American Rabbis
19810 Shaker Blvd.
Cleveland, Ohio

Dear Dr. Silver:

A number of months ago, the Conference and the Union appointed a Joint Committee on Investment of Pension Funds.

We have been struggling with the problem of the proper type of investments for a Pension Fund and the problem of investing the holdings of both parent bodies uniformly so that the capital can be liquidated ratably.

I am enclosing a copy of a letter and resolution prepared by Mr. Aronson for this purpose.

Copies have been sent out to the members of the Committee on Investment which is scheduled to meet at the Gibson Hotel, Monday evening, 7 P.M. (dinner) October 8th.

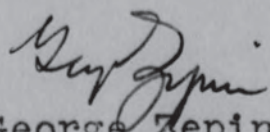
They will present their conclusions and recommendations to the Executive Board of the CCAR on the day following, when you meet.

The enclosed is about the only recommendation we have.

I believe you will want to look it over before it is presented.

With kind greetings,

Sincerely,


George Zepin
Secretary

GZ:jg

C O P Y

NEW YORK CENTRAL SYSTEM

Jacob Aronson
Vice-President, Law

466 Lexington Avenue
New York (17)

September 29, 1945

Rabbi George Zepin
Union of American Hebrew Congregations
34 West 6th Street
Cincinnati, Ohio

Dear George:

As the enclosed letters indicate, I am trying to catch up on my Pension Board arrears and have now come to the question of the Committee on Investment of Pension Funds. Rabbi Gup and I had a few moments to discuss this subject last Sunday when he was in New York on another matter. As a matter of fact, Hyman Kanter, Rabbi Gup and I spent a few moments in discussion of it. I am disturbed over your memorandum which accompanied your letter of September 10th because I am fearful that the Executive Committee of the Conference would find it formidable, as you, yourself, indicate.

I think that we would all agree that if the Executive Board of the Conference were to designate as its members of the Pension Investment Committee three persons resident in or near Cincinnati, the problem would be greatly simplified. In that event, the securities might be physically lodged in a safe deposit box in Cincinnati, with access thereto by any two members of the Committee. This would permit of the punctual and simple cutting of semi-annual coupons. I think, also, that such Pension Investment Committee should be authorized by the Executive Board of the Conference not only to have the custody of the securities but, as well, the right from time to time, by majority vote, to buy and sell, invest and reinvest, any of the funds of the Conference in the custody of such Committee. In the hope that such an arrangement may be found agreeable to the Executive Board of the Conference, and authorized by it, I am taking the liberty of enclosing herewith to you and to Rabbi Gup, draft of a resolution which I suggest you and Rabbi Gup critically examine and indicate whether or not it meets with your views. If it does, Rabbi Gup may find it appropriate to submit the same at the next meeting of the Executive Board of the Conference.

Sincerely yours,

(Signed) JACOB

Copy to Rabbi Samuel M. Gup

ja-t

Resolution of the Executive Board of the
Central Conference of American Rabbis.

The meeting took under consideration the matter of the custody and administration of the Capital Pension Fund of the Conference which has heretofore been segregated in our accounts for the benefit of the Rabbinical Pension Plan. That Fund now consists of the following:

(Here list securities in the Fund and cash,
if any, resulting from past interest coupon
collections, or otherwise.)

The Union of American Hebrew Congregations also has segregated its Capital Pension Fund, designated for the benefit of the Rabbinical Pension Plan. Inasmuch as both Funds are intended to implement the Rabbinical Pension Plan, it is desirable that they be administered as nearly as may be as if they constituted one joint Fund. It is recognized that this may most practically be accomplished if the two Funds are in the custody and charge of two small committees, so situated geographically that they can conveniently meet, with authority to constitute themselves into one joint committee. Among other desirable results, this would facilitate the investment and reinvestment of the two Funds in like securities on a ratable basis.

Whereupon, after consideration and on motion duly seconded, it was unanimously

Resolved:

1. A committee, to be known as the Committee on Investment of the Capital Pension Fund of the Central Conference of American Rabbis is hereby created. It shall consist of three (or, if preferred, five) members, who need not be members of the Conference Executive Board. The members of that Committee shall consist of _____, _____, _____.

They shall hold office during the pleasure of the Executive Board of the Conference. In the event of vacancies at times when the Executive Board is not in session, the president of the Conference is authorized to make interim appointments.

2. Such Committee is authorized to administer the Fund and shall have the charge and custody of all investments and assets of said Fund, and may invest and reinvest any assets in the Fund, with full power from time to time to purchase securities for said Fund and to sell the same.

3. The Committee may make rules for the performance of its duties, including the delegation to one or more of its members of authority to have access to any safe deposit box in which securities in the Fund may be held. The Committee may associate itself with a corresponding Committee of Union of American Hebrew Congregations in charge of the Capital Pension Fund of said Union, including the formation of a joint Committee which shall have custody and charge of the Capital Pension Funds of the Conference and the Union.

October 19, 1945

Rabbi Harry S. Margolis, Treasurer
Central Conference of American Rabbis
Holly and Avon Streets
St. Paul, 5, Minn.

Dear Harry:

A few days ago Mr. Adolph Rosenberg informed me of the following proposals by the Executive Board of the CCAR, which he will bring to the attention of the Executive Board of the Union at its next meeting:

1. The Conference, as well as the Union, will in accordance with their Trust Agreement, continue to pay \$5000.00 a year to the Pension Board to defray the outlay for Conference-Union Grants to Rabbis enrolled in the Plan.
2. The Conference Executive Board requested that at the close of the present fiscal year, June 31, 1946, the Union make use of the funds resulting from the present campaign, and earmarked in our solicitation literature as "for pensions for Rabbis" to reimburse the Conference to the extent of such income for the \$5000.00 annual payment above mentioned and to devote any sums of similar character over and above \$5000.00 to enlarging the Pension Fund as originally contemplated.

As the members of the Executive Board of the CCAR seemed to be unanimous in this request, Mr. Rosenberg will transmit it with his favorable recommendation.

Some time ago I wrote to Rabbi Samuel M. Gup, Chairman of the Conference's appointees on the Pension Board calling his attention to the fact that we have exhausted the \$10,000 (Conference \$5000 and Union \$5000.) appropriated last year and that we need the \$5000.00 from both bodies to continue operations.

The Union has paid its \$5000.00 which too has been exhausted. Will you be so kind as to set the wheels in motion to the end that we receive from the Conference the usual \$5000.00. It would be a very poor plan to begin liquidating securities before this is actually needed.

As I am not quite clear as to the method of issuing checks in the CCAR, I am sending copies of this letter to Dr. Silver, the president, and to Rabbi Regner, the Financial Secretary, so as to reach the person who must initiate the steps for this purpose. Your assistance in this matter will be greatly appreciated.

With kind regards,

Cordially,

George Zepin
Secretary

GZ:jg

P.S. In order to avoid duplication, please advise me to whom to write when these and other payments are due from the Conference.

G. Z.



MINUTES
EXECUTIVE COMMITTEE
OF THE
RABBINICAL PENSION BOARD

New York, N. Y.
November 26, 1945

The Executive Committee met pursuant to the call of the chairman.

PRESENT: Messrs. Jacob Aronson, Chairman, Samuel M. Gup and George Zepin, Secretary.

Plan of Campaign for the Current Year.

The secretary reported that letters had been addressed to all rabbis in the Plan explaining that increased coverage could be obtained to correspond with increases in salary. To date of meeting, fourteen such policies issued.

A Questionnaire had been inserted in the October Pension Bulletin to those Rabbis not yet in the Plan - offering to send a schedule of benefits if age and salary furnished. To date of meeting, twenty-five responses.

Total policies issued - 175.

Pension Bulletin

The secretary was authorized to continue the Pension Bulletin at monthly or bi-monthly intervals.

Changes in Pension Plan

The secretary reported that the officers of the CCAR and the UAHC had signed an agreement to amend the Trust Agreement in the following respect, and that a copy of same had been forwarded to the Northwestern Mutual Life Insurance Company, namely

To delete the words "As of any subsequent anniversary date of an initial policy" in the opening sentence of paragraph 7 of Article III, Section 3 (on page 7) whereby the issuing of Supplementary policies was limited.

Supplementary policies can now be issued whenever desired.

Extending Conference-Union Grants to Unemployed Rabbis Already in the Plan.

It has been suggested that the Pension Board should rule on the matter of the period during which primary and supplementary grants will be continued during unemployment

of participants. In this connection, attention is called to the provision of the last paragraph of Article III, Section 3, of the Trust Agreement, wherein provision is made for the continuance of policies in the event of temporary unemployment of participants. It is the recommendation of the Executive Committee that in such cases temporary and supplementary grants will be continued for a full policy year following the commencement of such unemployment. The Secretary was authorized to submit this recommendation to the members of the Pension Board for balloting by mail.

Report on Vote Received

The secretary reported that the members of the Pension Board had unanimously voted by mail, to approve applying for sub-standard policies in the Union Central Life Insurance Company for such Rabbis as are refused insurance by the Northwestern and who together with their employing bodies requested such procedure.

Restudying the Pension Plan

The Executive Committee considered the problem presented by the Rabbis past age 50 for whom the plan yielded but small annuity returns.

Action Taken

The secretary was requested to prepare a case study dealing with each CCAR Rabbi eligible but not in the Plan, in order to ascertain as far as possible the probable number of entrants in our Plan as of present date.

The Secretary, Rabbi Zepin, and the Vice-Chairman, Rabbi Gup, were authorized to communicate with the Northwestern Mutual Life Insurance Company in order to secure from their actuaries a recalculation of the funds at our disposal for the purpose of ascertaining whether these sufficed to consider increasing the Supplementary Grants for the older men.

Campaign for Bequests

The Executive Committee regarded with favor the inauguration of a campaign directed to lawyers for the inclusion of our Capital Pension Funds in wills. The officers of the Board were requested to take the matter up with the officers of the Union, it being the considered opinion of the Executive Committee that this procedure would not interfere in any way with any current efforts to secure annual subscriptions or large gifts.

ADJOURNED

ATTEST:

Jacob Aronson, Chairman

George Zepin, Secretary

ANNUAL REPORT
OF THE
RABBINICAL PENSION BOARD

Cincinnati, Ohio
December 9, 1945

To the Executive Board of
the Union of American Hebrew Congregations

This report deals with several subjects: the number and character of the policies issued, the attitude of Rabbis and Congregations toward the Pension Plan, and a summary of our financial transactions and status.

POLICIES ISSUED

To June 30, 1945, we issued 160 policies of which 104 include life insurance and annuity features, and 56 policies were for annuities only. These were issued to 152 rabbis, 8 being supplementary policies due to increases in salaries.

These policies entailed the collection of \$78,191.47 from rabbis and congregations toward the annual premiums. These premiums were supplemented by Primary and Supplementary Grants from the Pension Funds of the Conference and the Union in the amount of \$9,602.12, representing a total payment to the Insurance Company of \$87,793.59.

The 104 policies including life insurance totalled \$1,021,735.00 in immediate, face value life insurance. These, if continued to maturity, will have an estimated insurance or estate value of \$2,017,715.00. The 56 policies for annuities without insurance will have an estimated value at maturity of \$844,859.00.

The 160 policies issued to 152 men will thus have an estimated estate value of \$2,862,574.00.

The annuities payable on these policies, at maturity will total \$239,355.96 per annum, which includes the estimated additions resulting from Dividends.

ATTITUDE OF RABBIS AND CONGREGATIONS

We are embarking upon this enterprise at a time when it is difficult to determine the number of potentially eligible participants.

121 members of the Central Conference are chaplains in the Armed Forces. A large proportion of these had been employed by Union Congregations. Their former congregations are now served by Rabbis who are, in some cases, beyond pension age, but who have been temporarily recalled during the absence of the acknowledged occupant of the pulpit. Others are served by undergraduates of the Hebrew Union College and the Jewish Institute of Religion, who

have been temporarily licensed. These latter are not eligible for our Pension Plan until they return to their respective seminaries and are graduated. Other pulpits are filled by men who ordinarily would be eligible but for the fact that their status is uncertain until the return of the chaplains. The licensed Rabbis and those serving congregations at the moment not affiliated with the Union comprise about 75.

Without counting the chaplains, there are 231 rabbis serving Union congregations who are presently eligible to enter the plan. Of these, we enrolled 121 from July 10, 1944 to June 10, 1945. This represents 52 per cent of those presently eligible.

Of the 121 chaplains, members of the CCAR, we have enrolled 31. It would be misleading to make a percentage study of this class as many of the chaplains, although members of the CCAR, did not at any time serve Union congregations.

An additional class of rabbis was declared eligible by the Pension Board during the past year, namely members of the CCAR serving organizations, other than congregations, engaged in some type of Jewish educational or social work. There are only 49 in this group, of whom 5 are enrolled, with appropriate adjustment of primary and supplementary grants equal to what normally would have been the Union's share of such grants.

Judging the results thus far achieved and basing our opinion on wide-spread comment and voluminous correspondence, we believe that rabbis and congregations look upon this plan with favor. We anticipate a considerable additional enrollment as soon as conditions in the rabbinate, due to the termination of the War and the return of chaplains, become stabilized.

It may interest the Boards to learn that many competent men in the field of insurance have spoken highly of our Pension Plan, and have recommended it to their respective congregations. In this connection we might mention the fact that the Conservative Group is now engaged in working out a somewhat similar plan for its constituency and that one-third of the Jacob H. Schiff Pension Fund is available for this purpose. The B'nai B'rith has inaugurated a pension plan for the Rabbis serving as Hillel Directors. We have also, on request, furnished details concerning our Pension Plan to Welfare Work organizations in South Africa, to the Hebrew University of Jerusalem and to the Council of Jewish Federations and Welfare Funds with headquarters in New York City.

FINANCIAL TRANSACTIONS AND STATUS

As part of this report, we submit financial statement prepared by the auditing department of the Union. The total figures in our report differ slightly as our records are on an accrual basis while the financial report of the auditor is on a cash basis.

The Pension Funds at the end of the year aggregated \$229,742.76 including \$5,000.00 from the Conference and \$5,000.00 from the Union.

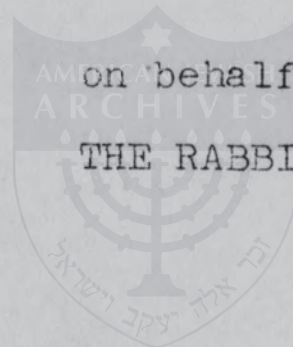
Payments by the Pension Board of Primary and Supplementary Grants if continued to maturity, will amount to \$191,543.00. For the payment of these liabilities, we look to our present and prospective reserves.

MISCELLANEOUS

During the year, the Trust Agreement was modified by the execution of a Supplementary Agreement of the Union and Conference, so as to provide that additional policies may be issued at any time rather than only on anniversary dates of initial policy. This enables congregations and rabbis to increase the amount of the insurance and annuity protection, if they so desire, contemporaneously with the effective date of salary increases.

Respectfully submitted,

JACOB ARONSON
Chairman



on behalf of
THE RABBINICAL PENSION BOARD

Copy for Information of

Rabbi Samuel M. Gup

February 28, 1946

Dr. Abba Hillel Silver, President
Central Conference of American Rabbis
19810 Shaker Boulevard
Cleveland, Ohio

Dear Dr. Silver:

At the request of the officers of the Pension Board, I would appreciate your placing before the Executive Board of the Conference at its forthcoming meeting the following request:

The Union and the Conference usually appropriate \$1500.00 each for the expenses of the office of the Pension Board. We call upon the two organizations for as much of the appropriation as is needed.

At the beginning of the last fiscal year (July 1, 1944 to June 30, 1945) the Pension Board was under the impression that it would not need the full appropriation and requested each body to contribute \$914.30 instead of the full appropriation of \$1500.00.

At the close of that fiscal year, we were called upon for unexpected payments and ended the year with a deficit of \$708.67.

This deficit was carried over into the current year in the hope of effecting economies to offset this. We have not succeeded in doing this and find ourselves hampered in the conduct of the office for lack of funds.

We are therefore requesting the Union and the Conference each to re-appropriate the amount not called for last year, namely \$585.70.

The principle items leading to the deficit are cost of bookkeeping, \$500.00 and cost of auditing by Loeb and Troper, \$150.00.

Very sincerely yours,

George Zepin
Vice-Chairman and Secretary

GZ:jg

RABBI SAMUEL M. GUP.

1. Checks to be signed
2. Resolution for signatures

ITEMS TO COME UP AT EXECUTIVE BOARD, U.A.H.C. - Saturday Night

3. Deficiency Appropriation

ITEMS FOR CCAR EXECUTIVE BOARD (Probably Tuesday or Wednesday)

1. Deficiency Appropriation
2. Voting Mr. Weil gift of \$300.00 into Pension Fund Capital
3. Voting \$504.74 of Estate of Sylvan L. Busch into Pension Fund Capital.



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JACOB ARONSON, <i>New York</i> , CHAIRMAN		
RABBI SAMUEL M. GUP, <i>Columbus</i> , V.-CHAIRMAN	RABBI GEORGE ZEPIN, <i>Cincinnati</i> , V.-CHAIRMAN & SEC'Y	HERBERT C. OETTINGER, <i>Cincinnati</i> , TREAS.
RABBI MAURICE N. EISENDRATH <i>Cincinnati</i>	RABBI SOLOMON B. FREEHOF, <i>Pittsburgh</i> PRESIDENT, C.C.A.R.	ADOLPH ROSENBERG, <i>Cincinnati</i> , PRES., U.A.H.C.
LEE M. FRIEDMAN, <i>Boston</i>	RABBI JAMES G. HELLER, <i>Cincinnati</i>	RABBI ABBA HILLEL SILVER, <i>Cleveland</i> MELVILLE S. WELT, <i>Detroit</i>

1242

March 29, 1946

Dr. Abba Hillel Silver
Tifereth Israel Congregation
East 105th and Ansel Road
Cleveland, Ohio

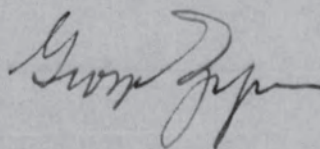
Dear Dr. Silver:

I take pleasure in sending you enclosed the Minutes
of the Annual Meeting of the Rabbinical Pension Board.

Not having been present, will you kindly let us have
your vote of approval on enclosed voting blank in order
to complete the records.

With kind regards,

Sincerely,



George Zepin
Secretary

GZ:jg

MINUTES
Of The
RABBINICAL PENSION BOARD

Cincinnati, Ohio
March 5, 1946

Pursuant to due notice by mail to all members, the annual meeting of the Rabbinical Pension Board was held at the Netherland Plaza Hotel, Cincinnati, Ohio, on March 5, 1946 at 1:00 P.M. Mr. Jacob Aronson, Chairman, presided. The minutes were recorded by George Zepin, Secretary.

The following members of the Board were present: Messrs. Jacob Aronson, Samuel M. Gup, James G. Heller, Emil W. Leipziger and George Zepin.

Communications from the following were presented, regretting their inability to be present: Messrs. Lee M. Friedman, Louis L. Kaufman, Harry S. Margolis, and Herbert C. Oettinger.

ELECTION OF OFFICERS AND APPOINTMENT
OF AN EXECUTIVE COMMITTEE

The following officers were duly elected:

Mr. Jacob Aronson, Chairman
Rabbi Samuel M. Gup, Vice-Chairman
Rabbi George Zepin, Vice-Chairman and Secretary
Mr. Herbert C. Oettinger, Treasurer.

Messrs. Jacob Aronson, Samuel M. Gup and George Zepin were duly re-elected to serve as the Executive Committee of the Board.

SECRETARY'S REPORT

The secretary's report was presented by Rabbi Zepin (see Appendix A) and was duly received and ordered spread upon the minutes.

Further Action Taken on Items in the Above Report
A Trial Trip to a Limited Number of Cities

In connection with the suggestion that the secretary or some other member of the Board be authorized to visit a limited number of Communities where we have not yet succeeded in securing the participation of the Congregations in the Pension Plan,

IT WAS RESOLVED, That such authorization be granted provided the funds are available.

REPROJECTING OUR LIABILITIES

In connection with the suggestion of the Secretary that we request the actuaries of the Northwestern Mutual Life Insurance Company to recalculate our liabilities, especially with reference to increasing the

Supplementary Grants for the older men,

IT WAS RESOLVED, That this be postponed until the Board determined upon a date for finally closing the Supplementary Grants to all new entrants.

CAMPAIGN FOR LEGACIES AND BEQUESTS.

IT WAS RESOLVED, That the officers of the Pension Board request the permission of the Executive Board of the Union to conduct a campaign for legacies and bequests, in cooperation with the Campaign Committee of the Union; also that the needs of the Pension Plan be stressed during the first year of such campaign, and that thereafter, the campaign at the option of the Union Campaign Committee be devoted to any additional objectives desired by the Union Campaign Committee.

APPOINTMENT OF OFFICIAL INSURANCE UNDERWRITER

IT WAS RESOLVED, That C. Ralph Weil of Cincinnati be appointed Official Underwriter for the policies to be issued to the Pension Board.

FISCAL YEAR

IT WAS RESOLVED, That the fiscal year for reports and accounting be the same as applies in the case of the Union, namely July 1 to June 30.

POSTPONING THE FINAL DATE FOR ELIGIBILITY FOR
SUPPLEMENTARY GRANTS

The following resolution was unanimously adopted:

WHEREAS, Previous action of the Pension Board had set the date August 1, 1946 as the final date of eligibility of new applications for the receipt of Supplementary Grants, and

WHEREAS, This date will fall in the midst of the vacation period,

RESOLVED, That the final date for the receipt of applications by new entrants in the Pension Plan which shall be eligible for Supplementary Grants be postponed from August 1, 1946 to December 31, 1946.

DEFICIENCY APPROPRIATION

The Secretary directed the attention of the Board to the fact that in the fiscal year preceding the present year, the Union, as well as the Conference, had each appropriated \$1500.00 for the expenses of the Pension Office. However, the Secretary of the Board had called upon each of the parent bodies for only \$914.30 under the impression that this would suffice for the expenses of the year. We closed the year with a deficit of \$708.67 due to unexpected charges. He suggested

APPENDIX A

THE SECRETARY'S REPORT

Cincinnati, Ohio
March 5, 1946

To the Rabbinical Pension Board

Gentlemen:

As the Pension Board has not held a formal meeting since June 27, 1944, it will interest the members of the Board to review very briefly the activities of the intervening months, including progress made and pending problems.

At its first meeting, the Board appointed an Executive Committee consisting of the Chairman and the two vice-chairmen. This Committee has transacted all business that required immediate attention. The Committee keeps minutes of its meetings and on all important questions has secured a vote by mail from the members of the Board.

PROGRESS OF THE PENSION PLAN

Our first policy was dated July 10, 1944. In the nineteen months to and including January, 1946, we have enrolled 170 rabbis in the plan, and have issued to them 197 policies, twenty-nine of these being supplementary policies due to increases of salaries.

VALUES REPRESENTED IN POLICIES ALREADY ISSUED

The 131 Retirement Endowment policies (such as include life insurance) represent \$1,198,434.00 in initial, face value life insurance. The guaranteed maturity value at retirement dates will be \$1,770,768.00. The increased value of these policies at maturity based on current dividend rates will be about \$2,353,571.89.

The sixty-six Retirement Annuity policies (not including life insurance) have a guaranteed value at maturity (retirement dates) of \$799,342.00 and an estimated value based on current dividend rates of \$908,535.00.

Both types of policies together represent potential savings of about \$3,262,106.00.

The annuities on the above policies, if kept to maturity and based on present dividend rates will total \$271,112.00 per annum.

TOTAL PREMIUMS AND PENSION BOARD GRANTS

The annual premiums on the above policies total \$100,188.00. Of this amount \$88,923.00 is paid by rabbis and congregations. Towards these premiums the Pension Board pays annually \$5,130.00, in Primary Grants, \$4,987.00 in Supplementary Grants and \$188.86 toward waiver-of-premiums.

TOTAL LIABILITIES CREATED BY THE POLICIES ALREADY ISSUED
(Approximate Figures)

While the Trust Agreement gives the two contracting parties, namely the Central Conference and the Union the right to terminate the agreement by mutual consent there are other organizations and persons who are, in a certain sense, parties to the agreement, namely the congregations and the rabbis enrolled in the plan. Toward them we have a responsibility represented by the publicised promises contained in the Trust Agreement and are as follows:

In Primary Grants, including waiver-of-premium payments, if these policies are maintained to maturity, we are morally obligated to pay the sum of \$126,722.00 from now until maturity of each policy. It was originally contemplated that these Primary Grants were to be met by the annual contribution of \$5,000.00 each from Conference and Union.

In Supplementary Grants, if the present policies are maintained to maturity, we are obligated to pay the sum of \$82,196.76.

AN AGE STUDY OF CASES ENTERED

It has been our own conviction that the plan had the greatest appeal for the younger men but a study of the enrollment indicates that the plan appeals in about the same measure to rabbis of all ages, as set forth in the following table. Figures as of December 31, 1945.

<p style="text-align: center;"><u>TABLE I</u> <u>PERCENTAGE OF ENTRANTS ACCORDING</u> <u>TO AGES</u></p>							
	Under 30	31 through 39	40 through 50	51 through 60	61 and over	Ages Un- known	TOTALS
Total Eligible	38	148	137	54	14	38	429
Total in Plan	18	61	59	22	7	--	167
Percentage in Plan	47%	43%	43%	41%	50%	--	39%

Viewed statistically, we have enrolled about 39% of those immediately eligible. Out of a possible 429, we had enrolled on December 31, 1945, 167. The count of 429 possible entrants includes not only those immediately eligible, namely CCAR rabbis serving Union Congregations or engaged in Jewish educational or social activities, but also sixty-one rabbis who are either members of the CCAR serving non-Union congregations (of which there are forty) or non-Conference members serving Union Congregations or serving the Hebrew Union College (of which classes there are twenty-one).

At the time these figures were prepared there were still sixty-five chaplains in service who are members of the CCAR. Some of these have never served Union Congregations but may do so. Upon their discharge they may not all be immediately eligible, but they constitute an element in our more remote liabilities. Of course, if only those immediately eligible were considered, the percentage of enrollment would be somewhat greater.

RABBIS NOT IN THE PLAN

A study of the rabbis immediately or remotely eligible is set forth in the following table:

<p><u>Table II</u></p> <p><u>RABBIS NOT IN THE PLAN</u></p>	
CLASSIFICATION	NUMBER
CCAR members serving Union Congregations	81
CCAR members serving Educational and social agencies	45
* CCAR members serving Non-Union Congregations	40
CCAR members - Chaplains in Service	65
CCAR members serving Hebrew Union College	10
# Non-CCAR members serving Union Congregations	15
# Non-CCAR serving Hebrew Union College	6
TOTAL	262
<p>* Not eligible unless Congregation affiliates with U.A.H.C.</p> <p># Not eligible unless members of C.C.A.R.</p>	

CLASSIFICATION ACCORDING TO AGES

In view of the division of those enrolled according to ages, the following table divides those not in the Plan in a similar manner.

Table III							
RABBIS NOT IN PLAN							
CLASSIFICATION ACCORDING TO AGES							
DESCRIPTION	30 and Under	31 through 39	40 through 50	51 through 60	61 and Over	Ages Un- known	Group Total
CCAR Members - Serving UAHC Congregations	6	27	28	12	3	5	81
CCAR Members - Serving Eligible Institutions other than Congregations	1	16	12	9	1	6	45
CCAR - Serving Non- Union Congregations	3	7	13	5	--	12	40
CCAR - Chaplains in Service	9	34	17	1	--	4	65
Non-CCAR - Serving Union Congregations	1	1	--	1	1	11	15
CCAR - Professors, Hebrew Union College	--	--	7	2	1	--	10
Non-CCAR - Professors Hebrew Union College	--	2	1	2	1	--	6
Total Not in Plan	20	87	78	32	7	38	262

METHODS OF REACHING THE PROSPECTS

We have found it necessary to reach two classes of persons for the success of the plan. The rabbis, of course, had to be persuaded of the value of a contributory plan as all previous practice consisted of non-contributory pensions based upon the generosity of the congregations.

Judging from the fact that we have persuaded only 39% of the congregations to think in terms of pensions, funded through insurance policies, we are not preening our feathers over our success. All that we can say is that the movement shows steady progress.

Whatever results we can point to, were achieved by personal letters to rabbis, presidents and board members, by occasional notices in the Jewish Layman and by occasional issues of the Pension Bulletin.

We find the Pension Bulletin a very helpful and a comparatively inexpensive way of reaching the trustees of Temples. One personal letter sent first-class to this mailing list would cost over \$300.00.

The use of each one of these media is followed by an immediate but moderate response. The effect of this occasional prodding must be cumulative as many correspondents answer communications received many months previously.

We have considered the possibility of arranging several trips for the purpose of visiting some of the more eligible prospects. Mr. C. Ralph Weil, our official underwriter, is willing to try out this plan at his own expense, but is of the opinion that he should be accompanied by a member of the Pension Board, traveling at the expense of the Board. The opinion of the Board is solicited on this subject. I must say, however, that we have exhausted our appropriation for expenses, this year because we carried over a deficit from the preceding year.

ACTION TAKEN BY THE EXECUTIVE COMMITTEE

The Executive Committee has been engaged for the most part in adjusting the rules set forth in the Trust Agreement to various exigencies as these arose. Every major variation of the original plan has been submitted by mail to the members of the Board for their approval. Annual reports have been submitted at regular intervals both to the Union and to the Conference.

The following review summarizes action taken by the Executive Committee since the last meeting of the Board:

- November 27, 1944 - At this meeting the terms of eligibility were enlarged to include members of the CCAR who are serving non-profit organizations other than congregations, engaged in Jewish religious, educational or social work.
- February 20, 1945 - The final date of entry for the receipt of Supplementary Grants was postponed from March 1, 1945 to August 1, 1946.
- Temporary arrangements were made with Mr. C. Ralph Weil to serve as Official Underwriter. This is subject to formal action by the Board.
- July 2, 1945 - Authority was given to the secretary to apply for Endowment Annuity policies in the Union Central Life Insurance Company for applicants who were refused insurance by the Northwestern.
- November 26, 1945 - Authority was given to the secretary to extend the Primary and Supplementary Grants to chaplains and rabbis already insured under the plan but who find themselves temporarily unemployed or in the temporary employ of non-eligible bodies, for one yearly premium payment during the period of such unemployment.

The secretary was requested to prepare a case study of all eligible rabbis not in the plan with the view of reprojecting our liabilities, the same to be brought to the attention of the Pension Board.

ACTION TAKEN BY CONFERENCE AND UNION

December 9, 1945 - Pursuant to action by the respective Executive Boards of the CCAR and UAHC, the Trust Agreement was amended to eliminate the clause that required supplementary policies to be issued only on an anniversary date of the original policy.

The Conference and the Union through their Executive Boards appointed a Joint Committee on Investment of Pension Funds. The Joint Committee carrying out the instructions of the two parent bodies, has placed the securities of the Pension Funds in the custodial care of the Central Trust Company of Cincinnati.

REPROJECTING OUR LIABILITIES

As mentioned above, we have made a study of the rabbis not in the plan. Where the correspondence indicated that neither the rabbi nor the congregation is interested in the Plan, we have, for the present season, eliminated these names from the list to receive personal communications. About thirty-nine have been so removed including some who have meanwhile passed age of eligibility.

The purpose of the study is to secure a list of the ages of all possible entrants. We feel reasonably sure that the actuaries of the Northwestern will recalculate the liabilities involved.

This is necessary for two reasons. Our first reason is that the membership of the CCAR has greatly increased since 1943 when the last study was made.

A second motive in reprojecting our liabilities is to ascertain whether our resources permit us to increase the grants for the men over fifty or fifty-five for whom 10% of salary, even with the present grants, can buy only very inadequate annuities.

There is no escaping the fact that any increase of grants to the older men will entail a considerable sum of money. It cannot be argued that this is a problem for another generation. The men are now in the rabbinate, many of them are enrolled, and are now advanced in years.

We propose to furnish the Insurance Company with the ages of all possible entrants, also with the status of our Capital Pension Funds. We will ask them to figure out the possible increment in the Capital Pension Funds through interest, etc., keeping in mind the obligations entailed by those already in the plan. Based upon

this information, we will ask them how this increment can best be applied to increasing the grants of the older men, without detracting from the benefits of the men in the plan towards whom we have a contractual obligation.

BEQUESTS AND LEGACIES

While it is true that the interest on our Capital Pension Funds will, in the next twenty years during which these funds will be liquidated, yield us some increment, this increase when divided over the sixty-eight men who are now past fifty will not add very much to the annuities of each. This problem confronts every pension plan at its beginning, because there are always older men in each group.

The Executive Committee of the Pension Board, at its various meetings, has considered a plan for increasing the Capital Pension Funds through an active campaign for legacies. This plan would address itself to an untapped source of income, and as far as we can see, would not in any way interfere with any of the fund-raising enterprizes of the Union or the Conference. We do not anticipate spectacular results, but over the years this can aggregate to a considerable amount.

There are about twenty church pension organizations in the United States. Their assets are very near 250 million dollars. These pension funds are being constantly increased. Most of this was accumulated in the last twenty-five years. In other words, this is, at the moment, a well advertised avenue of benevolence. Among us Jews there are over 150 congregations that have entered their rabbis in our plan. They have very recently discussed the idea either at board meetings or at congregational meetings. This should therefore be a splendid time to inaugurate such an effort.

Our campaign would be addressed primarily to the men who draw up wills, namely lawyers. A large part of the business of our coreligionists is transacted by non-Jewish attorneys, who, we have found on other occasions are quite responsive to such appeals.

The fact that a large part of the above mentioned 250 million dollars has been accumulated in the last twenty-five years means that many lawyers of standing have drawn some type of legal instrument for the benefit of minister's pensions.

A campaign for bequests must start with a captivating project, something with human interest. We believe that the pension plan would furnish the human interest. The Union and the College are now engaged in an effort to increase their incomes. It would be unreasonable to use the agencies of the Union for a campaign of this kind and to deny either the Union or the College the benefits of such a plan.

However, in order to launch such an effort and to win for it the affectional regard of the men to whom we will appeal, we believe that this should be started, first of all with the pension

plan as the beneficiary. After the lapse of a year (it will take that long to build up the necessary mailing lists and introduce the subject), we can add as many additional projects as desired, giving the legator the choice of objects for his generosity.

The office of the Pension Board is at present well able to handle this undertaking. The Executive Committee is of the opinion that this project should now be urged upon the Union for immediate action.

DEFICIENCY APPROPRIATION

At the beginning of the fiscal year, July 1, 1944 to June 30, 1945, we were under the impression that we would not need the full amount of \$3,000.00 usually appropriated to defray the expenses of the office. We called upon the Union and the Conference each to contribute \$914.30 instead of the usual appropriation of \$1,500.00. Unfortunately we ended the year (June 30, 1945) with a deficit of \$708.67. The writer of this report was ill at the time and did not attend the convention of the CCAR. In fact, he did not become cognizant of the situation until after the Conference had met.

This deficit was carried over into the current year, but it has been impossible to effect any material savings to offset it. A detailed report of our expenditures is submitted separately.

I request the authorization of the Board to requisition the Union and the Conference each for the uncalled for balance between the \$914.30 donated and the \$1,500.00 appropriated.

LOOKING FORWARD

We find that the Pension Plan in a general way, has met with the approval of rabbis and congregations. The rabbis have become reconciled to the contributory character of the plan seeing that this gives them a vested interest in the policy proceeds and the congregations are becoming accustomed to the idea of providing a fund, through insurance, for the benefit of the rabbis during the period that they serve them. At one time, we imagined that when we had secured the entry of 75% of the rabbis our task would be as complete as could be expected. Upon closer study, we find a somewhat different situation.

Here are some of the recurring tasks. The insurance companies insist that the premiums, in plans of this kind, must be collected by the Pension Board. About 50% of the congregations pay annually. The remainder pay quarterly and some monthly. This involves no difficulty but requires time. It also indicates a continuing activity.

We also find that the plan requires moderate but periodic urging. One Board of Trustees agrees to enter the rabbi in the plan. The next Board, sometimes never having heard of the plan, has to be reeducated in this matter.

Above all we find that entering the plan at an early age on a moderate salary does not provide the annuity which will satisfy a man at the end of his career when he has become used to living on a much larger salary. In other words, unless a man increases his annuity coverage with each increase of salary, the ultimate annuity will not bear a reasonable relationship to his final salary.

Securing the entry of rabbis in the plan is one undertaking. Securing the consent of rabbis and congregations to increasing the coverage is another problem. Neither problem is insurmountable and we find the congregations very generous in their attitude. Nor are the sums involved in such increases very large. In a group form of insurance or annuity, this works automatically. In a plan based upon individual policies (for many reasons more adapted to our needs) this does not work quite so automatically.

These several reasons, not omitting the fact that the Conference and the Union are growing bodies, seem to indicate the pension project will require continuous attention for a number of years.

Respectfully submitted,

GEORGE ZEPIN

AMERICAN JEWISH
ARCHI Secretary



REPORT

OF

THE JOINT COMMITTEE ON INVESTMENT OF PENSION FUNDS

Cincinnati, Ohio
February 18, 1946

THE RABBINICAL PENSION BOARD

Gentlemen:

In view of the meeting of the Rabbinical Pension Board to be held on March 5, 1946, the following report dealing with the status of funds turned over to this Joint Committee will be of interest.

The Joint Committee met for organization on October 9, 1945, pursuant to appointment by the Central Conference and the Union of American Hebrew Congregations. Mr. Herbert C. Oettinger was elected Chairman, Rabbi Samuel M. Gup, Vice-Chairman, and Rabbi George Zepin, Secretary. An Executive Committee consisting of the Cincinnati members of the Joint Committee was appointed to act in the interim between meetings of the Joint Committee.

On November 10, 1945, we received from the Central Conference the following cash and securities:

					MARKET VALUE		
					6/21/44		
CASH							\$ 6,609.32
INVESTMENTS:							
\$30,000	U.S. Treas.	2%	12/15/47	...	\$31,096.88	*	
28,000	" "	"	2%	12/15/50-48	29,242.50	*	
10,000	" "	"	2%	3/15/50-48	10,228.13	*	
40,000	" "	"	2%	9/15/51-49	41,200.00	*	
2,000	" " " G "	2½%	5/1/53	....	2,000.00	**	Registered
15,000	" " " " "	2½%	12/1/53	....	15,000.00	**	"
10,000	" " " " "	2½%	11/1/54	....	10,000.00	**	"
13,000	" " " " "	2½%	5/1/54	....	13,000.00	**	"
2,000	" " " " "	2½%	4/1/55	....	2,000.00	**	"
TOTAL							\$ 160,376.83

* Market Value

** If held to maturity

On November 14, 1945, the Joint Committee received from the Union the following cash and securities:

	MARKET VALUE 6/21/44	
CASH		\$ 3,705.05
INVESTMENTS: (book figures)		
\$20,000 * U. S. War Bonds "F", 12/1/54	\$14,900.00	
30,000 * " " " " 8/1/53	22,646.00	
45,000 * " " " " 12/1/53	<u>33,300.00</u>	<u>70,846.00</u>
TOTAL		\$ 74,551.05

* Value at maturity

The above securities were turned over to The Central Trust Company with whom arrangements were made for custodial care. A bank account in the Central Trust Company was opened.

On December 10, 1945, on vote of the Joint Committee, the following securities were sold:

\$108,000.00 (face value) U. S. 2% Government Bonds

The proceeds together with some of the cash on hand was used to subscribe for:

\$120,000.00 - U. S. 2 $\frac{1}{4}$ % Government Bonds

the same being coupon bonds maturing 11/15/59-62.

STATUS OF PORTFOLIO

<u>CLASSIFICATION</u>	<u>MARKET VALUE</u> <u>February 28, 1946</u>	<u>MATURITY VALUE</u>
U. S. 2 $\frac{1}{4}$ % due 11/15/59-62	\$124,200.00	\$ 120,000.00
U. S. Series F War Bonds (2.53%)	72,185.00	95,000.00
U. S. Series G War Bonds (2.50%)	<u>37,972.00</u>	<u>42,000.00</u>
	234,357.00	\$ 257,000.00
Uninvested cash in bank	<u>1,970.23</u>	
	\$ 236,327.23	

Respectfully submitted,

SAMUEL M. GUP

Vice-Chairman

THE Rabbinical Pension Board 34 WEST SIXTH STREET · CINCINNATI 2, OHIO

Representing: THE CENTRAL CONFERENCE OF AMERICAN RABBIS • THE UNION OF AMERICAN HEBREW CONGREGATIONS

JACOB ARONSON, <i>New York</i> , CHAIRMAN			
RABBI SAMUEL M. GUP, <i>Columbus</i> , V.-CHAIRMAN	RABBI GEORGE ZEPIN, <i>Cincinnati</i> , V.-CHAIRMAN & SEC'Y	HERBERT C. OETTINGER, <i>Cincinnati</i> , TREAS.	
RABBI MAURICE N. EISENDRATH <i>Cincinnati</i>	RABBI SOLOMON B. FREEHOF, <i>Pittsburgh</i> PRESIDENT, C.C.A.R.	LOUIS L. KAUFMAN, <i>Cincinnati</i>	ADOLPH ROSENBERG, <i>Cincinnati</i> , PRES., U.A.H.C.
LEE M. FRIEDMAN, <i>Boston</i>	RABBI JAMES G. HELLER, <i>Cincinnati</i>	RABBI EMIL W. LEIPZIGER, <i>New Orleans</i>	RABBI ABBA HILLEL SILVER, <i>Cleveland</i>
		RABBI HARRY S. MARGOLIS, <i>St. Paul</i>	MELVILLE S. WELT, <i>Detroit</i>

1348

April 12, 1946

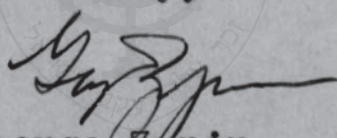
Dr. Abba Hillel Silver
President, CCAR
Cleveland, Ohio

Dear Dr. Silver:

As your approval will be needed for the enclosed transactions, I am furnished you with the complete correspondence.

With kind regards,

Sincerely,


George Zepin
Secretary

GZ:jg

⌘ *Resolution* ADOPTED BY THE ⌘
Union of American Hebrew Congregations

IN CONVENTION ASSEMBLED AT
CINCINNATI, OHIO, MARCH 5, 1946

THE 39TH COUNCIL of the Union of American Hebrew Congregations views with satisfaction the enrollment of 170 Rabbis in the Rabbinical Pension Plan to whom 197 annuity policies have been issued in the last year and a half, and tenders its commendation to the Pension Board for its devoted efforts in behalf of this exemplary cause.

IT IS THE OPINION of the delegates here assembled that the Pension Board has adopted a plan admirably fitted to the conditions that obtain in the rabbinate and that the plan meets a need long felt by congregations as well as Rabbis.

IT IS THEREFORE RESOLVED that all congregations of the Union be urged to enroll all eligible Rabbis serving them in this plan and that with each increase in salary, additional coverage be secured, so that the ultimate annuity shall bear a reasonable relationship to salary.



April 12, 1946

Rabbi Harry S. Margolis, Treasurer
Central Conference of American Rabbis
Holly and Avon Streets
St. Paul, Minn.

Dear Harry:

I judge from the recent receipt of your vote regarding the Minutes of the Pension Board that you are back in St. Paul and I trust, feeling perfectly well.

In this letter, I am enclosing a copy of a letter from Mr. Clarence J. Thesing, Trust Officer of the Central Trust Company and copy of my reply.

You will recall that the Joint Committee on the Investment of Pension Funds entered into an agreement with the Central Trust Company for the custodial care of the securities turned over to them. A copy of this agreement is herewith enclosed for ready reference.

Some of these securities are registered in the name of the Central Conference of American Rabbis and some in the name of the Union. The Trust Department expects the interest checks to be received and deposited by them on the day they are due and paid.

The present procedure, with all the delays entailed, makes it very troublesome to keep books on this account. The rates we secured are very low and we ought to take the steps suggested by them so as to facilitate this business.

The enclosed form, PD 345 will give the federal office permission to send these interest checks to the Trust Department of the Central Trust Company for deposit in the account of the Joint Committee. A notice of each deposit is furnished to us. As we are keeping books on these matters for the Joint Committee on Investment of Pension Funds, each deposit is checked and also entered in our books of record. I am sending this to you for your signature as Treasurer.

You will also note in Mr. Thesing's letter and my reply, that, in view of the fact that the Central Conference and the Union each regard the securities turned over to the Central Trust Company as their own property, the authorization for custodial care granted by the Joint Committee on Investment of Pension Funds should be supplemented by separate authorization from the Central Conference and

from the Union.

Resolutions, prepared by the Central Trust Company, to this effect are also enclosed.

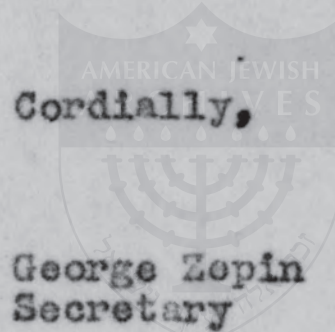
While I think you are authorized to sign the Form PD 345, the resolution pertaining to the CCAR will have to be passed by the Executive Board of the CCAR, and the resolution pertaining to the Union will similarly have to be passed by the Administrative Committee of the Union.

As I am asking you for a check and as checks are made out by the financial secretary, I am sending a copy of my letter to you together with enclosures to Rabbi Sidney L. Regner, Financial Secretary.

Also as the above and the adoption of the resolutions may require the approval of the president of the CCAR, I am sending similar copies to Dr. Abba Hillel Silver.

Can I count upon you to present the resolutions at the next meeting of the Executive Board of the CCAR?

With kind regards,



GZ:jg

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THE CENTRAL TRUST COMPANY

CINCINNATI, 1, OHIO

Clarence J. Thesing,
Trust Officer

Trust Department

April 8, 1946

Rabbi George Zepin, Secretary
Joint Committee
on Investment of Pension Funds
The Rabbinical Pension Board
34 West Sixth Street
Cincinnati, 2, Ohio

Dear Rabbi Zepin:

As mentioned to you over the telephone, we do not appear to have received the interest due April 1, 1946 on \$2,000 U. S. Series G. Savings Bonds that are registered in the name of Central Conference of American Rabbis and the reason therefor probably is that, as far as we know, no instructions have been filed with the Treasury Department to have the interest on these bonds, as well as on similar bonds held by us, forwarded in our care.

In order to remedy this situation, it would be our suggestion that the Central Conference execute the enclosed Treasury Department Form PD 345, and that this form be returned to us for forwarding to the Treasury Department.

It also seems to us, that in view of the fact that these bonds are registered in the name of the Central Conference, and are still regarded by the Conference as their property, we ought to have some authorization from them to hold these bonds, collect the interest thereon and to dispose of this interest as outlined in your agreement with us dated February 5, 1946. We therefore suggest that a resolution be passed by the Central Conference that would give us the authorization to do these things. We are enclosing a sample form of resolution that we believe would serve this purpose.

It also occurs to us that we should have a similar resolution from the Union of American Hebrew Congregations to cover bonds deposited with us, owned by them, and we are therefore enclosing a form of resolution that could be used for this purpose. This resolution covers only the Series F. Savings Bonds. There are also \$120,000 U. S. 2½% Treasury Bonds in this account, but as these are

in bearer form, we do not believe we need a resolution covering them, especially in view of the language of the last paragraph of each of the enclosed resolutions, which covers all bonds that are now or may be hereafter deposited with us.

We shall appreciate your attention to these matters.

Yours very truly,

(signed) CLARENCE J. THESING

Trust Officer

CJT:BJH



April 12, 1946

Mr. Clarence J. Thesing,
Trust Officer
Central Trust Company
Cincinnati, 1, Ohio

Dear Mr. Thesing:

I have your letter of April 8, informing me that the interest on \$2000.00 U. S. Series G Savings Bonds due April 1, 1946 has not been received by you.

These bonds are registered in the name of the Central Conference of American Rabbis and the checks undoubtedly are sent directly to the Treasurer, Rabbi Harry S. Margolis, St. Paul, Minn. I am writing him today requesting a check for the semi-annual interest which is \$25.00.

Pursuant to your letter and our conversation, I am sending Rabbi Margolis, Treasurer of the CCAR, the Form PD 345 which you prepared for his signature. This will instruct the Treasury Department to forward interest checks on the U. S. Bonds listed on the above Form to the Central Trust Company for deposit in the account of the Joint Committee on Investment of Pension Funds.

As you send us a duplicate deposit slip for each deposit, we will post our books accordingly.

I am sure that Rabbi Margolis will realize that this is the only way to keep accurate account of the securities in your custodial care.

A similar procedure will be followed by the Union of American Hebrew Congregations.

In our conversation on this subject, I pointed out that the Central Conference of American Rabbis regards the securities which they turned over to the Joint Committee on Investment of Pension Funds as their property. The same applies to those securities turned over to you by the Joint Committee on Investment of Pension Funds, but which are the property of the Union of American Hebrew Congregations.

Your letter suggests that, in view of the above understanding, the Central Conference of American Rabbis and the Union of American Hebrew Congregations should each, through their respective governing bodies, adopt proper resolutions authorizing the Central Trust Company to have such custodial care.

Your letter also contained separate resolutions for adoption by the Central Conference and the Union.

I shall present to the Administrative Committee of the Union, the resolution you prepared for the Union and I am sending to the Treasurer of the Central Conference, the resolution prepared for adoption by the Executive Board of the Conference.

While the Treasurer of the Central Conference is undoubtedly authorized to sign the Form PD 345 so that future checks on these particular bonds be sent to you, the adoption of the resolutions will have to await the meeting of the respective Boards which have the power to grant this authority.

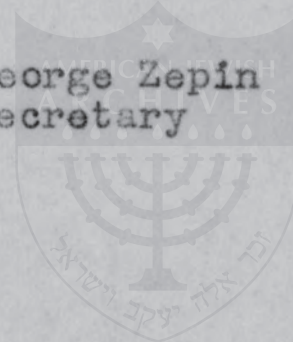
Trusting that the above procedure will be satisfactory, and with kind greetings,

Sincerely,

GZ:jg



George Zepin
Secretary



Copy of The Agreement

Cincinnati, Ohio
February 5, 1946

The Central Trust Company
Trust Department
Cincinnati 1, Ohio

Gentlemen:

We are delivering to you herewith the property shown on the list marked "Schedule A", attached to this letter. The following are the terms and conditions which we desire you to observe in so acting for us as custodians of said property.

1. You are to collect the income from the securities and investments held from time to time and also collect the principal from any securities which may mature or be redeemed.
2. The income, when and as received, is to be deposited by you in our commercial account at The Central Trust Company.
3. You are to make such sales and investments and reinvestments as we may desire in writing.
4. You are to furnish us quarter-annual statements of all receipts and disbursements and are to furnish when requested an inventory of the property you are holding for us.
5. We shall have the right to add additional funds or property to that held hereunder, the same to be subject to this agreement and also the right to withdraw any property held hereunder upon our written request and proper receipt.
6. You are authorized to do all things on our behalf which are necessary and useful to you in carrying out this custodianship, including endorsing of checks and signing instruments of transfer and proxies. Any securities and investments may be held in your name or in the name of your nominee or nominees. We agree to protect and hold you harmless against any and all losses or expenses and liabilities incurred by you while acting as custodian hereunder, and any one dealing with you need not ascertain whether you have obtained our approval or direction and may deal with you as though you were the outright owner.

7. This arrangement may be terminated by either of us on thirty (30) days' written notice to the other or sooner by mutual consent.

8. In connection with this custodianship, you may rely on any written direction of Herbert C. Oettinger, Chairman, and George Zepin, Secretary of the Joint Committee on Investment of Pension Funds of the Union of American Hebrew Congregations and the Central Conference of American Rabbis, and will be fully protected in so doing. You may deal with Herbert C. Oettinger and George Zepin, as such Chairman and Secretary, respectively, until you receive written notice of any change in such Chairmanship and Secretaryship.

9. As compensation for your services, you are to receive the sum of One Hundred Fifty Dollars (\$150.00) per year, which compensation is based upon the present market value of the securities and investments in the custodianship, viz: approximately \$235,000.00. If the market value of such assets substantially increases or decreases, your compensation will be subject to modification by mutual agreement.

If the foregoing is satisfactory to you, will you please acknowledge receipt of the property and indicate your acceptance on the copy of this letter enclosed.

Yours very truly,

JOINT COMMITTEE ON INVESTMENT OF
PENSION FUNDS OF THE UNION OF
AMERICAN HEBREW CONGREGATIONS AND
THE CENTRAL CONFERENCE OF AMERICAN
RABBIS

By /s/ HERBERT C. OETTINGER
Chairman

By /s/ GEORGE ZEPIN
Secretary

SCHEDULE A

LIST OF SECURITIES DELIVERED TO THE
CENTRAL TRUST COMPANY OF CINCINNATI, OHIO

- \$ 2,000 U.S. 2 $\frac{1}{2}$ % Saving Bonds Series "G" Nos. M31981G-82G for \$1,000 each due 5/1/53 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 15,000 U.S. 2 $\frac{1}{2}$ % Saving Bonds Series "G" Nos. V8515G for \$5,000; XI3067G for \$10,000 due 12/1/53 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 2,000 U.S. War Savings Bonds Series "G" Nos. M915741G-42G for \$1,000 each due 11/1/54 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 8,000 U.S. 2 $\frac{1}{2}$ % Saving Bonds Series "G" Nos. V136490G for \$5,000; M915738G-40G for \$1,000 each due 11/1/54 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 13,000 U.S. 2 $\frac{1}{2}$ % Saving Bonds Series "G" Nos. M722002G-4G for \$1,000 each; X153223G for \$10,000 each due 5/1/54 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 2,000 U.S. 2 $\frac{1}{2}$ % Treasury Savings Bonds Series "G" Nos. M1380934G, M1380898G for \$1,000 each due 4/1/55 without coupons, registered in the name of Central Conference of American Rabbis, a corporation.
- 120,000 U.S. 2 $\frac{1}{4}$ % Treasury Bonds of 1959-62 Nos. 144433C-4D-5E-6F-7H for \$1,000 each; 11311-A for \$5,000, 16608J to 16618J inclusive for \$10,000 each, all having the June 15, 1946 and all subsequent coupons attached.
- 30,000 U.S. Savings Bonds Series "F" due 8/1/53 Nos. X4619F, X4620F, X4621F for \$10,000 each, registered in the name of The Union of American Hebrew Congregations, a corporation.
- 20,000 U.S. Savings Bonds Series "F" due 12/1/54 Nos. X112534F-35F for \$10,000 each, registered in the name of the Union of American Hebrew Congregations, a corporation.
- 45,000 U.S. Savings Bonds Series "F" due 12/1/55 Nos. V155634F for \$5,000; X154443F-44F-45F-46F for \$10,000 each, registered in the name of The Union of American Hebrew Congregations, a corporation.

Suggested Resolution

WHEREAS, certain United States War Savings Bonds, Series G, totalling \$42,000 face value registered in the name of Central Conference of American Rabbis, A corporation, have been deposited with The Central Trust Company of Cincinnati, Ohio, by the Joint Committee on Investment of Pension Funds of the Union of American Hebrew Congregations, and the Central Conference of American Rabbis, under an agreement dated February 5, 1946.

NOW THEREFORE BE IT RESOLVED, that the action in depositing said bonds under the terms of said agreement is hereby ratified and confirmed, and said The Central Trust Company is hereby authorized and directed to make such disposition of said bonds and the income therefrom as is provided for in said agreement.

BE IT FURTHER RESOLVED, that any and all bonds or securities owned by the Central Conference of American Rabbis that are now or may be hereafter deposited under the terms of said agreement by said Joint Committee shall be held and disposed of in accordance with said terms.

* * * * *

I, _____, Secretary of the Central Conference of American Rabbis, hereby certify that the above is a true and correct copy of a resolution adopted at the meeting of the Executive Board of the Central Conference of American Rabbis, held _____, 1946.

Secretary

Seal

ANNUAL REPORT
THE RABBINICAL PENSION BOARD

Chicago, Illinois
June 25, 1946

TO THE CENTRAL CONFERENCE
OF AMERICAN RABBIS:

This report is submitted by the rabbinical appointees of the Central Conference, serving on the Rabbinical Pension Board and deals with problems that are of especial interest to us rabbis.

The Conference and the Union have every reason to feel gratified over the progress of the Rabbinical Pension Plan. We pioneered in this field and our success has already induced at least two organizations whose work is somewhat related to our own to do likewise. The Independent Order B'nai B'rith has inaugurated a pension plan for Hillel directors, and the Rabbinical Assembly has installed a pension plan for rabbis of the Conservative group. We have received requests for a description of our plan, our method of operation, legal documents, promotional literature and our advice in formulating similar plans from the Hebrew University of Palestine, the national association of Jewish Social Workers, the National Association of Temple Secretaries and others.

PROGRESS OF THE PENSION PLAN

In the 22 months since the first policy was issued in July, 1944, we have enrolled 177 rabbis in the plan. For them we have secured 210 policies, 33 of these being supplementary policies due to increases in salaries.

VALUE OF LIFE INSURANCE AND ANNUITIES ON
POLICIES ISSUED

Life insurance in the above policies, the same being designed to meet the problem of widows' pensions, are summarized in the following very gratifying figures. These deal only with policies already issued.

The 145 policies which include life insurance (Retirement Endowment) have an initial face value of \$1,316,286.00. If maintained to maturity, their guaranteed value will be \$1,951,384.00. The dividends based on present rates will increase these values to \$2,585,836.

The 65 policies that do not contain life insurance (Retirement Annuities) if maintained to maturity will have a guaranteed value of \$790,563.00. Dividends, based on present rates, will increase this to \$906,521.00.

Both types of policies together represent potential savings of \$ 3,492,357.00.

The annuities resulting from the above policies at maturity and including dividends at current rates will be \$ 288,984.00 annually.

TOTAL PREMIUMS AND PENSION BOARD GRANTS

The success of the plan is attested in a very practical manner by the fact that rabbis and congregations pay each year on the above policies \$ 94,552.07 (including Waiver of Premium). The Conference-Union contributes towards the premiums in addition to the above, \$ 5229.21 for Primary Grants and \$ 5798.86 for Supplementary Grants, together \$ 11,028.07 making the grand total of \$ 105,580.14 in annual premiums.

FINANCIAL LIABILITIES CREATED BY POLICIES ALREADY ISSUED

If the pension plan is continued, the following liabilities inhere in its execution. The Supplementary Grants were based upon the present Pensions Funds. Unless the membership of the Conference greatly increases, the Pension Funds will undoubtedly suffice to meet these needs.

The Primary Grants, including Waiver of Premium payments were to be paid out of the annual contributions of \$5000.00 each by the Union and the Conference. We consider it important to direct the attention of the Conference to the fact that if the policies already issued are maintained to maturity, we will be morally obligated to pay about \$ 135,000.00, in Primary Grants. No funded provision has been made for this. These payments are dependent upon annual contributions from the Conference and the Union.

ELIGIBLE RABBIS NOT IN THE PLAN

There are about 535 members of the Central Conference. Eliminating those beyond pension age, those already pensioned, those living abroad, and some who are definitely not interested there are about 400 who might be considered eligible. Of these we have enrolled 177, or 45 percent. About 225 more are ^{now} eligible but not enrolled. There are several additional classes of rabbis who are partially or rather potentially eligible such as 40 members of the CCAR who serve non-Union congregations and 21 non-Conference men who serve Union Congregations.

RECENT MODIFICATIONS OF THE PLAN

The Pension Plan has now been modified in the following respects:

Rabbis serving non-profit organizations engaged in Jewish education or social work, are now eligible.

The final date when new entrants will receive supplementary grants has now been postponed until December 31, 1946. The final date has been postponed several times as a matter of accommodation. We cannot continue to do this indefinitely, for the reason that the amounts of the individual grants were based on figures as of 1943. Every postponement means that we open the door to the assumption of

greater responsibilities in the matter of supplementary grants; in the near future we shall be faced with the necessity of closing this door.

Applicants who are refused life insurance by the Northwestern Mutual can now have similar policies issued to them by the Union Central Life Insurance Company.

Supplementary policies which originally could be issued only on the anniversary date of the original policy can now be issued at any time.

Rabbis carrying our policies, but temporarily unemployed will receive the usual grants for one year if they pay the total premium due from rabbi and congregation.

INCREASING THE PENSIONS FOR THE OLDER MEN

Under our type of plan the annuity returns purchasable by men over 50 for ten percent of their salaries is very inadequate and declines rapidly from that age level onward. A limited number of congregations have met this situation by paying much more than ten percent of the rabbi's salary. The members of the Pension Board are of the opinion that the supplementary grants for men in this group should be considerably increased. This will require a large increase in the Capital Pension Funds through contributions and allocations by contributing organizations. We would welcome gifts and bequests from those whose attention could be directed to this subject.

GIFTS RECEIVED

In this connection, the members of the Conference will be pleased to learn that aside from contractual contributions from Union and Conference toward the Primary Grants, we have received the following gifts and legacies which have been voted into the Pension Funds.

Through the agency of the Central Conference-

Initial appropriation (Adjusted value)	\$ 153,767.51	
Additional Gifts and Bequests	<u>3,331.04</u>	\$157,098.55

Through the agency of the Union of American Hebrew Congregations

Initial appropriation	\$ 69,683.09	
Additional Gifts	<u>4,867.06</u>	<u>74,551.05</u>
		\$231,649.60

The Pension Board is deeply appreciative of the generous assistance of the Conference and the Union in this undertaking.

RETURNING CHAPLAINS

Chaplains, enrolled in this plan cannot be too frequently reminded that it is to their advantage to convert their annuity policies

to corresponding policies containing life insurance. The premium remains the same and the policy will be dated back to the original date of entry.

OUR THANKS

This report would be incomplete without due acknowledgment of the notable services which have been rendered to the progress of our pension program by Mr. Jacob Aronson, Chairman of the Board, and Dr. George Zepin, Vice-Chairman and Executive Secretary. Both men have given themselves most self-sacrificingly to the promotion of this cause. From the early days of the development of our plan, their enthusiasm and enterprise have been continuously evident.

Mr. Aronson's extensive knowledge and experience in this particular field, always available, have proven invaluable. We are especially indebted to Dr. George Zepin for the wise and helpful administration of his office. Without the active assistance and encouragement of both these men our program could not have attained the success which it has so rapidly achieved. Their devotion arises from the conviction that both the pulpit and the pew will be most wisely served by this program, which is designed to provide for the security of the rabbi in his old age, and of his family in the event of his death, and which offers to each congregation the opportunity of discharging a manifest obligation. For their generous cooperation we are most grateful.

LOOKING FORWARD

The enrollment of 45% of the rabbis who are immediately eligible is probably the best evidence of the approval of rabbis and congregations for the Pension Plan. Your representatives on the Pension Board find, however, that the plan is still in need of periodic publicity. It frequently happens that one Board of Trustees agrees to enter the rabbi in the plan, but that succeeding Boards, sometimes never having heard of the Plan, have to be re-educated in this matter.

Again we find that entering the plan at an early age on a moderate salary does not provide the annuity which will satisfy a man at the end of his career when he has become used to living on a much larger income. This points to the necessity for increasing one's annuity coverage with each increase of salary.

While the sums involved in such increases are not very large, this too requires periodic stimulation. Neither problem is unsurmountable. We find the congregations as a rule very generous in their attitude.

From the above reasons, and not overlooking the fact that both the Conference and the Union are growing bodies, it is apparent that the pension project will require continuous attention for a number of years.

Bespeaking the continued interest of the Conference in this undertaking.

Respectfully submitted,
On Behalf of the Conference Appointees
SAMUEL M. GUP
Chairman

SECOND SUPPLEMENTAL AGREEMENT, made this 2nd day of June, 1947,
between the Central Conference of American Rabbis (hereinafter referred
to as the "Conference") and the Union of American Hebrew Congregations
(hereinafter referred to as the "Union")

W i t n e s s e t h:

Whereas, the parties hereto entered into an agreement, dated as
of the twenty-first day of June, 1944, establishing a Pension Plan for
Rabbis in which the fifth and sixth paragraphs of Section 3 of Article
III provide for the payment of Primary Grants and Supplementary Grants
toward the premiums on the policies to be secured for those enrolled in
the plan,

and

Whereas, it is desired to increase the annuities for Rabbis en-
rolled at ages 50 and over but not beyond age 65 (as determined for
insurance purposes) and thus to offset some of the disadvantages that
inhere in the pension plan for men of this age group,

Now, Therefore, in consideration of the premises, the parties
agree as follows:

1. That Section 3 of Article III of the agreement be amended by
inserting a paragraph after paragraph six to read as follows:

"For each participant enrolled in the Pension Plan who, at the
time of his entry into the Pension Plan, was fifty years of age
or older (as determined for insurance purposes) but who shall not
be beyond age 65 (as determined for insurance purposes) at the
time he makes application for the benefits described in this para-
graph, and for each new entrant into the Plan between said age
limits at the time of his entry into the Plan who shall enter the
Plan within such reasonable period hereafter as may be fixed by
the Rabbinical Pension Board, the Board will also pay, from the
Capital Pension Fund, an additional grant which shall be, in each
case, the equivalent of the premium for one unit of annuity insur-
ance, the same providing a guaranteed monthly annuity of \$10.00
plus such additions as may result from the dividends, and if the
Rabbi is insurable, the same also to provide life insurance of
face value of \$1000.00 plus such additions as may result from
dividends and other accretions. This additional unit shall con-

sist of a separate policy, and shall be maintained by the Pension Board only as long as the policy of policies which it supplements shall remain in force at not less than a \$3000.00 salary basis."

2. This second supplemental agreement shall be and become effective, in respect of each participant affected thereby, upon the issuance by the Insurance Company of an additional policy for the benefit of such participant as herein contemplated; and neither of the parties to this agreement nor any member of the Rabbinical Pension Board shall be answerable for any delays or failures which may ensue in the making of application for or issuance of any such policies.

3. In all other respects, the said agreement, dated as of the twenty-first day of June, 1944, as supplemented by supplemental agreement dated the 9th day of October, 1945, shall continue in full force and effect.

In Witness Whereof, the parties have executed this agreement the day and year first written above.

THE CENTRAL CONFERENCE OF AMERICAN RABBIS

by _____
President

ATTEST:

Administrative Secretary

THE UNION OF AMERICAN HEBREW CONGREGATIONS

by _____
Chairman of the Executive Board

ATTEST:

Administrative Secretary

THE Rabbinical Pension Board 34 WEST SIXTH STREET · CINCINNATI 2, OHIO

Representing: THE CENTRAL CONFERENCE OF AMERICAN RABBIS • THE UNION OF AMERICAN HEBREW CONGREGATIONS

JACOB ARONSON, <i>New York</i> , CHAIRMAN			
RABBI SAMUEL M. GUP, <i>Columbus</i> , v.-CHAIRMAN	RABBI GEORGE ZEPIN, <i>Cincinnati</i> , v.-CHAIRMAN & SEC'Y	HERBERT C. OETTINGER, <i>Cincinnati</i> , TREAS.	
RABBI LOUIS BINSTOCK, <i>Chicago</i>	LEE M. FRIEDMAN, <i>Boston</i>	ADOLPH ROSENBERG, <i>Cincinnati</i>	RABBI ABBA HILLEL SILVER, <i>Cleveland</i>
RABBI MAURICE N. EISENDRATH, <i>Cincinnati</i>	LOUIS L. KAUFMAN, <i>Cincinnati</i>	PRESIDENT, U.A.H.C.	PRESIDENT, C.C.A.R.
RABBI ABRAHAM J. FELDMAN, <i>Hartford</i>	RABBI EMIL W. LEIPZIGER, <i>New Orleans</i>	RABBI HENRY TAVEL, <i>Washington, D.C.</i>	MELVILLE S. WELT, <i>Detroit</i>

1342

June 5, 1947

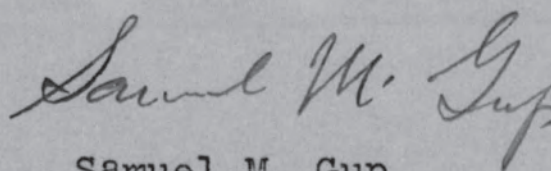
Dr. Abba Hillel Silver
c/o Tifereth Israel Congregation
East 105th and Ansel Road
Cleveland, 6, Ohio

Dear Colleague:

Please look over this report and if acceptable
let me have permission to append your name thereto.

Looking forward with pleasure to meeting you
at the Conference and with kind personal regards,

Faithfully,



Samuel M. Gup
Chairman
Conference Appointees

SMG:jg

ANNUAL REPORT
OF CONFERENCE REPRESENTATIVES ON
RABBINICAL PENSION BOARD

MONTREAL, CANADA
June 24, 1947

To the Central Conference of
American Rabbis

Colleagues:

This report is submitted by the rabbinical appointees of the Conference, serving on the Rabbinical Pension Board and deals with matters that are of especial interest to us.

Members of the Conference will be interested to learn that we have enrolled 214 rabbis in the Pension Plan. This compares with 177 rabbis enrolled in the Plan a year ago. It must be kept in mind in this connection that many members of the Conference are beyond age 65, and, therefore, are not eligible. Others approaching 60 find that the annuity returns, based upon a premium of approximately 10% of salary, are not very attractive. Still others are performing rabbinical duties for congregations and other eligible organizations which have not yet consented to carry the usual 7% which the congregation is required to pay. We think in terms of a 300 participation and hope to achieve this before long.

NUMBER OF POLICIES ISSUED

To these 214 rabbis we have issued 312 policies. The additional policies correspond with the increases in salaries which the rabbis received since the issuance of their initial policies. The willingness of the congregations to increase the coverage with each increase of salary evidences a fine spirit on the part of the congregations. The total contributions of the congregations towards the premium is \$85,304.28 a year.

POTENTIAL SAVINGS AND ANNUITIES

These policies, if kept to maturity, represent potential savings of \$4,769,356.00.

The annuities based on these policies will total \$388,564.00 annually.

CASUALITIES

Two rabbis enrolled in the plan died during the year, Abraham H. Feinberg of Youngstown, and Isaac Landman of Brooklyn. The families of both have benefitted by their having participated in this program.

In the preceding year, one rabbi suffered total disability and in this instance the Waiver of Premium clause operated. He has since recovered and resumed premium payments.

This year two additional rabbis were incapacitated for periods in excess of six months. One has already received the refund of the premium paid during the period of disability and the other will undoubtedly receive same.

Two policies were reduced in amount, one because the rabbi became affiliated with the Hillel Foundations, and another because of change of position, at a lower salary.

HILLEL FOUNDATIONS

Negotiations are on foot to devise a method of exchanging policies with the B'nai B'rith Pension Plan. While Rabbis serving the B'nai B'rith or performing rabbinical duties in similar organizations which are not congregations, are eligible for enrollment in our plan, those already enrolled in the B'nai B'rith plan are at a disadvantage in transferring their policies to the Rabbinical Pension Board when they leave the employ of the B'nai B'rith to accept pulpits.

Preliminary discussions seem to indicate a willingness on the part of the B'nai B'rith to liberalize their pension plan so as to make it more comparable to our own.

INCREASING THE GRANTS FOR THE MEN OVER 50

Every Pension Plan starts with a group of men, some of whom have passed middle life. When the plan hinges upon a premium payment which is a percentage of salary, this results very well for the younger men but it works a hardship on the older men, partly because they have to wait until age 70 for the beginning of annuity payments and partly because 10% of salary, even with the grants of the Conference-Union will not buy an annuity which is a fair percentage of their salaries. To make the annuities serve a social purpose, it is necessary that the grants for those who enrolled past 50 be increased.

For this reason we bring to your attention an amendment to the Pension Trust Agreement, already approved by the Union and which is before the Executive Board of the Central Conference for similar approval. This amendment would authorize the Pension Board to award an Additional Grant to every Rabbi who enrolls at age 50 or over, including those who previously enrolled at or beyond age 50, this additional grant to be the equivalent of the complete premium on a single unit of annuity insurance. This would be issued as a separate policy and would be maintained by the Pension Board out of our Pension Funds as long as the original policy or policies which it supplements would remain in force on a basis of not less than \$3000.00 salary.

VOTE OF APPROVAL REQUESTED

While the favorable action of the Executive Board of the Conference is sufficient to accomplish this, a vote of approval by the Conference itself would express the satisfaction of the Conference with the action of the Pension Board.

POSTPONEMENT OF FINAL DATE FOR RECEIPT OF SUPPLEMENTARY GRANTS BY NEW ENROLLEES

In order that those rabbis who are eligible for the above Additional Grant but who have not yet enrolled in the Plan may not be discriminated against, because of the present ruling which fixes the final date for the receipt of Supplementary Grants by new enrollees as June 30, 1947, the Pension Board by unanimous vote has postponed the final date to February 29, 1948.

SOLICITATION OF TESTAMENTARY GIFTS FOR THE PENSION FUND

Another matter of importance is the request which the members of the Conference have received for selected lists of persons to whom appropriate letters may be addressed asking them to remember the Rabbinical Pension Fund in their wills.

Every member of the Conference is urged to comply with this request. Whatever is raised in this way can be used for only one purpose and that is to provide the actuarial basis for strengthening the Pension Plan with the possibility of increasing the ultimate annuities for our membership.

VOTE OF APPROVAL REQUESTED

The Pension Board would appreciate a vote of approval for this enterprise; and with the permission of the Executive Board of the Conference, it will be my privilege to introduce such a resolution.

FINANCIAL FACTS

The members of the Conference will welcome the news that the Union has appropriated \$3,500.00 this year to increase the Capital Pension Fund. We have also received \$2,500.00 from Mr. Sidney Krause, in memory of Mr. Ralph W. Mack, his father in-law. This is the second payment, totalling \$5,000.00 from this source. From Mr. C. Ralph Weil, we have received during the current year \$2,200.00 for the Pension Fund.

Our Rabbinical Pension Fund as of June 1, 1947 has a book value of \$241,613.67. This represents a growth of \$18,163.07 in three years. Towards this growth the Union has contributed \$12,980.55 and the Conference \$5,182.52.

The Pension Board is deeply appreciative of the continuing assistance of both the Conference and the Union in this undertaking.

OUR THANKS

This report would be altogether incomplete without a word of acknowledgment of the invaluable services which have been rendered to the progress of our pension program by Mr. Jacob Aaronson, Chairman of the Board, and Dr. George Zepin, Vice-Chairman and Executive Secretary. We are exceedingly grateful for all that they have done in our behalf. Without the benefit of their wise counsel and active help, our program could never have attained the success which it has so rapidly achieved. We hope and pray for their continuing cooperation for many years to come.

Respectfully submitted,

For the Conference Appointees
on the Rabbinical Pension Board

Samuel M. Gup, Chairman
Louis Binstock
Abraham J. Feldman
Emil W. Leipziger
Abba Hillel Silver
Henry Tavel
George Zepin



THE Rabbinical Pension Board 34 WEST SIXTH STREET · CINCINNATI 2, OHIO

Representing: THE CENTRAL CONFERENCE OF AMERICAN RABBIS • THE UNION OF AMERICAN HEBREW CONGREGATIONS

JACOB ARONSON, <i>New York</i> , CHAIRMAN			
RABBI SAMUEL M. GUP, <i>Columbus</i> , V.-CHAIRMAN	RABBI GEORGE ZEPIN, <i>Cincinnati</i> , V.-CHAIRMAN & SEC'Y		HERBERT C. OETTINGER, <i>Cincinnati</i> , TREAS.
RABBI LOUIS BINSTOCK, <i>Chicago</i>	LEE M. FRIEDMAN, <i>Boston</i>	ADOLPH ROSENBERG, <i>Cincinnati</i>	RABBI ABBA HILLEL SILVER, <i>Cleveland</i>
RABBI MAURICE N. EISENDRATH, <i>Cincinnati</i>	LOUIS L. KAUFMAN, <i>Cincinnati</i>	PRESIDENT, U.A.H.C.	PRESIDENT, C.C.A.R.
RABBI ABRAHAM J. FELDMAN, <i>Hartford</i>	RABBI EMIL W. LEIPZIGER, <i>New Orleans</i>	RABBI HENRY TAVEL, <i>Washington, D.C.</i>	MELVILLE S. WELT, <i>Detroit</i>

1342

June 9, 1947

Dr. Abba Hillel Silver, President
Central Conference of American Rabbis
Cleveland, Ohio

Dear Dr. Silver:

May I trouble you to bring the following to the attention of the Executive Board of the CCAR for their approval. The same involves a modification to the Pension Trust Agreement. The Supplementary Agreement has been approved by the Union.

The following paragraphs are in explanation of the Supplementary Agreement.

The Rabbinical Pension Board has long considered the problem presented by those Rabbis who enroll in the Pension Plan when they are 50 years of age and older. Every pension plan necessarily starts with a considerable group who are advanced in years, for whom special provision must be made to equalize as far as possible the benefits of the Pension Plan.

While our Pension Plan, which is based on a premium approximately equal to 10% of salary, yields the younger men a reasonable annuity, the same percentage of salary for men of 50 and over yields so small an annuity that it hardly serves a social purpose.

The yield, including the results of our present grants, on a salary of \$3000.00 does not exceed 25.5% of salary, this declining further as the enrollment age exceeds 50.

Additional reasons for giving the older men special consideration are as follows:

Policy holders who enroll at the age of 50 and over must wait until age 70 for the maturity of their policies and for the beginning of annuity payments.

We were compelled to fix the age of retirement at 70 for those enrolled at 50 and over in order to provide as long a period as possible for the accumulation of the reserve out of which the annuity is to be paid.

The age for commencement of annuities for those enrolled under 50 years of age is 65, which puts those 50 and over under a comparative disadvantage.

It has been inadvisable to attempt a solution of this problem until we were reasonably sure of the total number who would probably enter the plan. While the enrollment is not complete, we are in a better position now to estimate our total liability than we were during the preceding two years.

A study of the costs involved indicates that the grants for men in this group can be increased in the manner set forth below, and paid for out of the present Pension Funds, not only without impairing the liabilities already assumed for the others who are enrolled, but would leave us a margin for reasonable growth.

The Rabbinical Pension Board by unanimous vote recommends that the Central Conference through its Executive Committee and the Union of American Hebrew Congregations through its Administrative Committee, approve the following supplement to the Trust Agreement of the Rabbinical Pension Plan, such supplement to enable the Pension Board to make the following additional grants.

That Rabbis who enrolled in the plan at ages 50 and over, but who are not beyond 65, and Rabbis who are 50 and over, but not beyond 65, who enroll within such reasonable time as may be fixed by the Rabbinical Pension Board, receive an additional grant which shall be the equivalent, in each case, of the premium for one unit of annuity insurance, the same providing a guaranteed annuity of \$10.00 per month plus such additions as may result from the dividends, and if the Rabbi is insurable, the same also to provide life insurance of face value of \$1000.00 plus such additions as may result from dividends, etc.

Also that this additional unit of annuity insurance consist of a separate policy on which the Pension Board shall pay the complete premium and that it shall be maintained by the Pension Board only as long as the policy or policies which it supplements shall remain in force at not less than a \$3000.00 salary basis.

It is estimated that the cost of this additional grant will not exceed \$5000.00 a year and a total of about \$60,000.00 to the maturity of the policies involved.

As stated above, this sum can be paid out of the Capital Pension Funds without encroaching upon the liabilities established by policies already in existence and will provide a margin for reasonable growth.

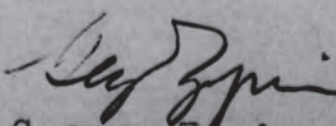
This Amendment, having been approved by the Union, the plan can be put into practice as soon as the same is approved by the Conference and possibly at this meeting of the Conference.

A copy of the proposed supplemental agreement is enclosed for your information.

Rabbi Egelson, a member of the Executive Board of the CCAR will bring with him to Montreal, four copies of the Supplemental Agreement for signature by president and secretary of the Conference, after this is approved.

With kind greetings,

Sincerely,


George Zepin
Secretary