

**BYLAWS
of
TEMPLE RODEF SHALOM**

Adopted December 14, 2017; revised June 12, 2018, June 11, 2019, December 12,
2023, and fully restated June 13, 2024 (pending)

ARTICLE I – Name.....	1
ARTICLE II – Purposes.....	1
ARTICLE III – Religious Practices	1
ARTICLE IV – Congregation and Membership	1
ARTICLE V – Meetings of the Congregation.....	3
ARTICLE VI – Notice and Regular Order	4
ARTICLE VII – Governance Structure	4
ARTICLE VIII – Officers.....	7
ARTICLE IX – Duties of Officers.....	7
ARTICLE X – Nominations and Elections.....	8
ARTICLE XI – Attendance at Non-Congregational Activities	9
ARTICLE XII – Temple Clergy.....	9
ARTICLE XIII – Executive Board	10
ARTICLE XIV – Leadership Council	11
ARTICLE XV – Committees	12
ARTICLE XVI – Executive Director	14
ARTICLE XVII – Annual and Membership Support and Special Assessments.....	14
ARTICLE XVIII – Budget and Fiscal Year.....	15
ARTICLE XIX – Endowment	15
ARTICLE XX – Limitation of Liability and Indemnification	16

INDEX OF CERTAIN DEFINED TERMS

Annual Congregational Meeting – V. 1
At-Large Members of the Leadership Council – V. 9 (a)(i), VII. 1
Centers – VII. 2
Designated Advisors – VII. 1
Executive Board – XIII.1
Endowment Directors – XIX. 2
Fall Congregational Meeting – V. 1
Member – IV. 1
Member Household – IV.2
Member in Good Standing – IV. 3, V.2, XIV.2 and XVII. 5 & 6
Policy Book – IX. 5
Senior Rabbi – XII. 2
Special Committees – XV. 2
Special Congregational Meeting – V. 7
Standing Committees – XV. 1
Young Adult Members – XVII. 4

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ARTICLE I – Name

The Congregation shall be known as Temple Rodef Shalom, a non-stock corporation organized under the laws of the Commonwealth of Virginia.

ARTICLE II – Purposes

The “Purposes” of this Congregation are: (i) to promote the fundamental and enduring principles of Judaism and to ensure the continuity of the Jewish people; (ii) to enable its Members to develop a relationship with God and each other through communal worship, study of Torah, and assembly; (iii) to foster our spiritual link to Israel; and (iv) to apply the principles and ethics of Reform Judaism to the values and conduct of the individual, the family, our community, and the society in which we live.

ARTICLE III – Religious Practices

The Congregation shall be guided in the practices of Reform Judaism by the interpretations of the Central Conference of American Rabbis and the Union for Reform Judaism.

ARTICLE IV – Congregation and Membership

Section 1: A “Member” of the Congregation is any adult individual (age 18 or older), living in a Member Household, who subscribes to the Purposes of the Congregation.

Section 2: A “Member Household” comprises a household with: (i) one Jewish adult; or (ii) two adults, one of whom is Jewish, who are married, or who are in a committed relationship and are living together as a unit; or (iii) one adult caring for a Jewish adult with a disability. A household also includes those children in a Member Household who are younger than twenty-six (26) at the start of the Temple fiscal year. In addition:

- a. In the case of divorce, separation, or death, a non-Jewish spouse or committed partner who subscribes to the Purposes of the Congregation may remain a Member of the Congregation.
- b. The Senior Rabbi may approve for Membership a non-Jewish adult, such as a divorced or widowed spouse or committed partner of a Jewish adult, who is seeking to raise Jewish children but who previously were not affiliated with Temple Rodef Shalom.
- c. The Senior Rabbi may approve other special circumstances for Membership after consultation with the President.

Section 3: A Member is in “Good Standing” if such Member’s Household is no more than one fiscal year behind in the Member Household’s financial obligations (see Article XVII of these bylaws). Any Member in a Member Household that fails to meet its financial obligations for a period of one fiscal year may be removed from the rolls of TRS with the prior approval of the President. A Member also may be removed from the rolls of Membership if such an adjudication is made under the TRS Code of Ethics.

Section 4: Members of the Congregation are invited to participate in the meetings and programs of any committee of the Congregation. Members are entitled and encouraged to review the agenda and the minutes of all meetings of the Congregation, the Executive Board, and the Leadership Council.

Section 5: The following positions in Temple governance may be held only by Jewish Members of the Congregation:

- a. officers;
- b. chairs of Standing Committees;
- c. At-Large members of the Leadership Council;
- d. representatives of the Temple to affiliated organizations;
- e. chairs and members of search committees and task forces concerned with clergy or religious practices; and
- f. chairs of:
 - i. search committees and task forces concerned with religious education; and
 - ii. search committees to select an Executive Director.
- g. Provided, however, that the Chair of a Standing Committee may designate non-Jewish Members to chair subcommittees or to direct specific programs or activities.
- h. Provided further, however, that the President may appoint non-Jewish Members to all other positions, including as chairs of the Early Childhood Center Parents Committee, special committees established for specific tasks or for limited duration and as Designated Advisors; and
 - i. in consultation with the Senior Rabbi,
 - 1. appoint a non-Jewish Member as the Chair of a Standing Committee; and
 - 2. authorize the Nominating Committee to nominate non-Jewish Members as At-Large Members of the Leadership Council

ARTICLE V – Meetings of the Congregation

Section 1: Regular meetings of the Congregation shall be held in the fall (Fall Congregational Meeting) and the spring (Annual Congregational Meeting) at a time and place determined by the Executive Board.

Section 2: Only individual Members in Good Standing may be counted as part of a quorum or may vote on matters brought before the Congregation.

Section 3: Seventy-five (75) Members eligible to vote shall constitute a quorum. A quorum must be present at any meeting at which business is transacted or a vote is taken committing the Congregation to any proposal or action.

Section 4: Each individual Member shall have one (1) vote.

Section 5: Members may not participate in or vote at Congregational meetings by proxy or by mail. Members may participate in a Congregational meeting via electronic means only when and to the extent such participation is described in the Notice of that meeting.

Section 6: The Nominating Committee, as provided in Article X, shall be elected at the Fall Congregational Meeting. All elections and the approval of the Budget shall take place at the Annual Congregational Meeting.

Section 7: A Special Congregational Meeting: (i) may be called with at least ten (10) days' notice by the President on his or her own motion; or (ii) must be called by the President within thirty (30) days upon the action of the Executive Board, or on a petition presented to the President which has been signed by at least twenty-five percent (25%) of the Members who are eligible to vote.

Section 8: A regular meeting may be postponed by the President or the Executive Board for no more than thirty (30) days.

Section 9: The matters listed here require an affirmative vote of the Congregation. For matters requiring an affirmative vote, the notice of the meeting must include a reference to the matters upon which such votes will be taken.

- a. By a simple majority of the Members eligible to vote who are present and voting:
 - i. The election of officers, elected Endowment Directors, and At-Large Members of the Leadership Council.
 - ii. The approval of the persons selected to serve on a Nominating Committee.
 - iii. The approval of an annual budget for the Congregation.
- b. By a vote of two-thirds (2/3) of the Members eligible to vote who are present and voting:

- i. The hiring of a Senior Rabbi or Senior Cantor or any modification, extension or renewal of a Clergy contract, and the essential terms thereof, as well as the termination of a Clergy contract.
 - ii. Any contract for the purchase, sale, exchange, lease or encumbrance of real estate that obligates the Congregation to a total amount in excess of \$100,000.
 - iii. Special assessments.
 - iv. Amendment of these Bylaws other than the vote required to dissolve the Congregation or terminate the Endowment which are both inviolate and cannot be changed.
- c. An officer may be removed from office by a vote of three-fourths (3/4) of the Members eligible to vote who are present and voting.

Section 10: Notwithstanding Section 3 of this Article, the Congregation can be dissolved, and the Endowment can be terminated only when at least three-quarters (3/4) of all Members eligible to vote are present at a Congregational meeting and voting in favor of such dissolution or termination.

ARTICLE VI – Notice and Regular Order

Section 1: Unless a different form, method, or period is required by statute, whenever notice of a meeting of the Congregation is required to be given by these Bylaws or statute such notice shall be given to each Member at the electronic address or the street address of such person as it appears on the records of the Congregation. Such notice shall be deemed to be given when: (i) deposited in the United States mail; or (ii) delivered to an express delivery service; or (iii) sent by electronic means. Unless a different notice period is provided in these Bylaws or required by statute, such notice shall be provided at least thirty (30) days prior to the meeting. A copy of such notice shall be included in any regularly distributed publications of the Congregation.

Section 2: To the extent not inconsistent with these Bylaws or applicable law, at any time before or during the conduct of a meeting of the Congregation, the Executive Board, the Leadership Council, or any committee, that meeting may be conducted in adherence to the procedures established in the most recent version of Roberts Rules of Order upon the decision of the person presiding at such meeting; provided, however, Roberts Rules of Order will not apply to other operations of the Congregation and provided further the President may vote on any and all matters properly coming before any meeting of the Congregation, the Executive Board, the Leadership Council, or a committee, as the case may be.

Section 3: A person shall leave a meeting of the Congregation, Executive Board or Leadership Council: (i) whenever the employment or performance of such person is the subject of discussion; or (ii) upon the decision of the person presiding at such meeting.

ARTICLE VII – Governance Structure

Section 1: The formal governance structure of the Congregation includes the Congregation as a whole; the Officers, who together also constitute the Executive Board; the Leadership Council;

Standing Committees; special committees, groups and task forces; and the individual volunteers who serve in any of these capacities, as well as Designated Advisors, At-Large Members of the Leadership Council, and elected Endowment Directors. Together, these volunteers, serving in these various capacities comprise a collective voice of the Congregation between Congregational meetings. A Designated Advisor is a Member with special skill or experience appointed by the President to address a specific task or responsibility, often in conjunction with and in support of one or more paid staff. Up to three (3) At-Large Members of the Leadership Council may be elected for no more than two (2) consecutive two-year terms. At-Large Members shall fulfill various responsibilities as the President shall assign.

Section 2: There are six (6) Centers, each of which is directed and supported by a specific Officer or the Executive Board directly. The Centers are:

- a. Connection and Belonging
- b. Social Justice and Community Service
- c. Adult Education and Cultural Programming
- d. Youth Engagement
- e. Internal Operations
- f. Planning and Development

Section 3: The Center for Connection and Belonging includes the following Standing Committees, groups, and functions which may be assisted by Designated Advisors:

- a. Engagement and Belonging
- b. Caring
- c. Inclusion and Accessibility

In addition, the Vice President for Connection and Belonging is responsible for providing support to the Women of TRS, the Men of TRS, and Rodef 2100 - as well as for initiatives relating to Diversity, Equity, and Inclusion.

Section 4: The Center for Social Justice and Community Service includes the following Standing Committees:

- a. Community Service
- b. Social Justice

Section 5: The Center for Adult Education and Cultural Programming includes the following Standing Committees:

- a. Adult Education

- b. Israel
- c. Music & Performing Arts

Section 6: The Center for Youth Engagement includes the following standing committees:

- a. Religious School
- b. Camp
- c. Youth
- d. Early Childhood Center

Section 7: The Center for Internal Operations oversees the following administrative functions, none of which is a Standing Committee but some or all of which may be assisted by Designated Advisors:

- a. Archives
- b. Fine Arts
- c. Human Resources and Employee Relations
- d. Library
- e. Physical Plant and IT
- f. Security
- g. Sustainability

Section 8: The Center for Planning and Development oversees the following administrative functions, none of which is a Standing Committee but some or all of which may be assisted by Designated Advisors:

- a. Philanthropy
- b. Strategic Planning
- c. Leadership Development

Section 9: Standing Committees, special committees, groups and task forces meet at the call of their chairs to conduct their regular business. In addition, Standing Committees, special committees, groups, task forces and Designated Advisors within a given Center meet as the Vice President responsible for that Center determines. The Vice-President for a given Center shall seek to ensure the full and free flow of information among volunteers working within the Center and seek to achieve maximum coordination of activities within that Center.

Section 10: No person acting as a chairperson or co-chairperson of a Standing Committee shall serve in a leadership position for that Committee for more than two (2) consecutive two-year (2) terms; provided, however, the President has the discretion to approve additional terms when required.

ARTICLE VIII – Officers

Section 1: The Officers of the Congregation shall be a: (i) President; (ii) President- Elect (in alternate years); (iii) Vice-President – Connection and Belonging; (iv) Vice-President – Social Justice and Community Service; (v) Vice-President – Adult Education and Cultural Programming; (vi) Vice-President – Youth Engagement; (vii) Vice-President – Planning and Development; (viii) Vice-President – Internal Operations; (ix) Treasurer; (x) Assistant Treasurer and Assistant Vice President At Large; (xi) Secretary; and (xii) Assistant Secretary and Assistant Vice-President At Large.

Section 2: Each officer, other than the President-Elect, shall be elected to and hold office for a term of two (2) years, or until his or her successor is duly elected. The term of an officer shall commence with the beginning of the fiscal year following his or her election. A President shall not serve successive terms. No other officer shall serve in his or her respective office for more than two (2) consecutive elected two-year (2) terms and shall not serve on the Executive Board for more than four (4) consecutive two-year (2) terms, excluding a term as President.

Section 3: The officers of the Congregation shall perform the usual duties incident to their offices, including those hereinafter specifically prescribed. In addition, all officers shall perform such additional duties as may be assigned to them by the President.

ARTICLE IX – Duties of Officers

Section 1: It shall be the duty of the President to preside (or designate an officer to preside) at all meetings of the Congregation, the Executive Board, and the Leadership Council; to act as executive head of the Congregation and principal lay leader; and to perform all other duties incident to the office. The President shall designate all Committee Chairpersons subject to approval by the Executive Board. The President shall be an ex-officio Member of all committees, with the exception of any Nominating Committee. The President shall make an oral report on the state of the Congregation at each Congregational Meeting.

Section 2: It shall be the duty of each Vice-President to supervise, coordinate, assist and guide the activities of the leaders assigned within their respective Centers. Assistant Vice-President duties shall be assigned by the President.

Section 3: The Treasurer shall be the custodian of all funds, shall be the disbursing agent of the Congregation and shall maintain a set of books of account disclosing monies received, liabilities incurred, and expenditures made in connection with the operation of the Congregation. The Treasurer also shall be in charge of the collection of Membership support and other monies payable to the Congregation and shall maintain a permanent set of books that shall accurately disclose the status of Membership with regard to the payment of Membership support, pledges, and assessments. The Treasurer shall notify the President of delinquencies. Any and all of these duties may be delegated to the Assistant Treasurer and to full-time staff. At all meetings of the

Congregation, the Treasurer shall report on the financial condition of the Congregation. The Treasurer shall be available to make a similar report, upon request, at all meetings of the Executive Board and the Leadership Council. Within sixty (60) days after the end of the fiscal year, the Treasurer shall submit to the Executive Board and Leadership Council a report on the status of Memberships and a written statement of operations, for the fiscal year just ended, prepared in standard accounting format. The Treasurer shall serve as Chair of the Financial Management Committee.

Section 4: The Assistant Treasurer shall serve under the Treasurer, who shall assign specific duties.

Section 5: The Secretary shall keep an accurate record of the formal proceedings of all meetings of the Congregation, the Executive Board and the Leadership Council. The Secretary shall maintain and make available upon request to the Membership the current Bylaws of the Congregation. The Secretary shall maintain a current Policy Book to provide a permanent record and ready reference on policies adopted by the Executive Board, Leadership Council, and/or the Congregation applicable to more than a one-time action. The Policy Book shall be available to all Members of the Congregation, and it shall be a responsibility of the Secretary to advise the President when proposed actions are inconsistent with a previously established policy. The duty for maintaining the Policy Book may be delegated to full-time staff.

Section 6: Promptly at the end of their terms of office, all officers shall transfer Congregational records and property to their successors, or, if a successor has not been selected, to the President.

Section 7: If the President ceases to serve during a term for any reason, the Executive Board shall appoint an acting President, by majority vote, to fill the office of President for the remainder of the President's unexpired term. That person may be, but need not be, the President-Elect, if one is then in office. In the case of absence, disability, or vacancy in the office of any other officer, the President shall appoint a person to replace such officer who shall serve on an interim basis until confirmed as an officer by a majority vote of the Executive Board.

ARTICLE X – Nominations and Elections

Section 1: Nominations of all officers, At-Large Members of the Leadership Council, and the elected Endowment Directors shall be made by a Nominating Committee. The President, with the advice and consent of the Executive Board and the Leadership Council, shall recommend five (5) Members who then shall not be eligible for nomination by the committee, one of whom shall be designated by the President as the committee chairperson. No more than two Members of the Nominating Committee may be Members of the current Leadership Council. Immediately following the fall meeting of the Congregation, the names and contact information for the Members of the Nominating Committee shall appear in the monthly Temple publication or in a separate Congregational mailing together with a summary of the Committee's timetable. Deliberations of the Nominating Committee shall be confidential.

Section 2: The slate of nominees presented by the Nominating Committee shall consist of one nominee for each office. All nominees must be Members in Good Standing. Nominations by the Nominating Committee shall be reported to the Secretary.

Section 3: Additional nominations to any elective office may be made by petition of seventy-five (75) voting Members of the Congregation. Such petition must be filed with the Secretary at least sixty (60) days before the election. The Secretary shall provide notice of such nominations to the Congregation with the notice of the Congregational meeting.

Section 4: A President-Elect shall be elected every two (2) years and shall serve as President-Elect during the second year of a current President's term. The President-Elect shall automatically become President at the conclusion of the current President's term. The President-Elect may serve concurrently in any other office he or she currently holds.

Section 5: All elections shall take place on the day and in the manner as described in Article V of these Bylaws.

ARTICLE XI – Attendance at Non-Congregational Activities

Section 1: The President is the principal lay representative of the Congregation in matters outside of the Congregation, and the Clergy are the representatives of the Congregation with respect to matters reserved to the Clergy. The President is the principal delegate to conferences and conventions of the Union for Reform Judaism and his or her reasonable expenses for each are to be reimbursed in full by the Congregation. The Congregation shall reimburse the President for expenses associated with any other meetings at which he or she represents the Congregation. Expenses reimbursed shall be within the resources provided by the budget of the Congregation and related policies.

Section 2: The President may appoint representatives of the Congregation to various meetings and organizations, as appropriate, and authorize them to speak on behalf of the Congregation's policies and positions. As far as practical, the Congregation shall defray expenses of these representatives.

ARTICLE XII – Temple Clergy

Section 1: The Congregation may hire one or more Rabbis and Cantors, who shall be the Clergy of the Congregation. The Clergy shall be the spiritual leaders of the Congregation, called to serve its religious, educational, and pastoral needs. The Clergy's pre-eminence in these areas of unique competence must be recognized by the Congregation and its lay leadership. The Clergy shall consider lay desires and recommendations pertaining to religious practices; however, the Congregation recognizes the Clergy's freedom of the pulpit.

Section 2: The Senior Rabbi is the principal leader and authority within the Congregation on matters pertaining to worship and religious practices, religious education, Jewish ethics, and Jewish culture. All Clergy shall be under the direction of the Senior Rabbi. The stated duties of all Members of the Clergy shall be agreed upon by the Senior Rabbi and approved by the Executive Board. The Senior Rabbi may delegate to another Temple Clergy any matter for which he or she has a duty or authority under these Bylaws.

Section 3: When the Executive Board determines there is a need for a new Member of the Clergy for a term of more than one year, a special search committee shall be appointed by the President and approved by the Executive Board, to recommend nominee(s) and compensation. The search committee's recommendation shall be provided to the Executive Board for approval. In the case of a new Senior Rabbi or Senior Cantor, upon the Executive Board's approval of the search committee's recommendation, the recommendation shall be submitted to the Congregation for approval at a regular or a special meeting, whichever can be held sooner.

Section 4: At least four (4) months prior to the expiration of the current contract for a Member of the Clergy, the President shall make recommendations concerning new contract terms, including compensation, to the Executive Board, and, upon its approval, to the Leadership Council, and upon its approval to a meeting of the Congregation for its approval.

Section 5: The terms of engagement or continued employment of each Member of the Clergy shall be embodied in a written contract.

Section 6: The Clergy may attend, as non-voting Members, all meetings of the Leadership Council and the Congregation.

Section 7: The Senior Rabbi shall be consulted with respect to the selection and the evaluation of all Clergy.

ARTICLE XIII – Executive Board

Section 1: The Executive Board shall serve as the Board of Directors for corporate purposes pursuant to the corporate laws of the Commonwealth of Virginia and shall include the President, the President-Elect (in alternate years), the six Vice-Presidents, the Treasurer, the Assistant Treasurer and Assistant Vice President At Large, the Secretary, and the Assistant Secretary and Assistant Vice-President At Large. Minutes of the meetings of the Executive Board shall be recorded and maintained by the Secretary as part of the permanent records of the Congregation.

Section 2: The Executive Board shall be responsible for the general management and supervision of the affairs of the Congregation, including the employment of all staff, with the power and authority to make appropriate rules, regulations, policies and guidelines consistent with these Bylaws. The Executive Board shall provide direct support to the following Standing Committees:

- a. Endowment
- b. Financial Management

The Executive Board has the responsibility to coordinate with the Clergy on Congregational matters related to religious practices, including the appointment of committees and working groups related to religious practices.

Section 3: The Executive Board shall have ten (10) scheduled meetings each year. Additional meetings may be called by the President. A quorum shall consist of a majority of the Members of

the Executive Board. The agenda for a given meeting of the Executive Board shall be provided to each Member of the Board at least two (2) days prior to the meeting.

Section 4: Any action that may be taken at a meeting of the Executive Board may be taken without a meeting through a written consent of such action signed (or acknowledged electronically) by a majority of the Executive Board and filed with the minutes of the Executive Board. Any one or more of the Members of the Executive Board may participate in a meeting of the Executive Board remotely by electronic means or similar communications so long as all of the persons participating in the meeting can communicate with each other.

ARTICLE XIV – Leadership Council

Section 1: The Leadership Council shall consist of: (i) the Officers; (ii) the elected At-Large Members of the Leadership Council; (iii) the elected Endowment Directors; (iv) no more than two Chairpersons for each Standing Committee; (v) the immediate three (3) past Presidents; and (vi) a President or no more than two designated representatives for each of the Women of TRS (WOTRS), the Men of TRS (MOTRS), Rodef 2100 and TRSTY. Each Member of the Leadership Council shall be entitled to one (1) vote, except that each Standing Committee, WOTRS, MOTRS, Rodef 2100, and TRSTY shall only be entitled to (1) vote. All past Presidents, other than those listed above, shall be non-voting Members of the Leadership Council. Minutes of the meetings of the Leadership Council shall be recorded and maintained by the Secretary as part of the permanent records of the Congregation.

Section 2: Only Members in Good Standing may serve on the Leadership Council.

Section 3: Paid employees of the Temple may serve on the Leadership Council only at the discretion of the President.

Section 4: With the exception of contracts for a new Senior Rabbi or Senior Cantor, all actions in Article V, Section 9 that are to be put before the Congregation first shall be approved by the Leadership Council by a majority vote. In addition, the Leadership Council shall by a majority vote approve modifications to the Executive Director's terms of employment, including compensation.

Section 5: The Leadership Council shall have at least five (5) scheduled meetings each year, with one (1) or more meeting every other year devoted to orientation, leadership development and strategic planning. Additional meetings may be called by the President. A quorum shall consist of a majority of the Members of the Leadership Council then serving. The agenda for a given meeting of the Leadership Council shall be provided to each Member of the Leadership Council at least two (2) days prior to the meeting.

Section 6: The President may declare that any Member of the Leadership Council (other than an Officer, a Past President and representatives of the Women of TRS, the Men of TRS, Rodef 2100 and TRSTY) who is absent without adequate reason from more than three successive regularly called meetings of the Leadership Council shall have forfeited his or her position on the Leadership Council.

ARTICLE XV – Committees

Section 1: The Standing Committees and the duties of each are listed below. As appropriate, the Standing Committees coordinate with the Clergy and Senior Staff. Each Standing Committee shall have at least one Chairperson, who shall be appointed by the President. Other than the Standing Committees listed in this Section, the President-Elect may, with the approval of the Executive Board, designate additional committees that shall be deemed Standing Committees solely during their term as President.

a. **Adult Education.** The Adult Education Committee develops and implements a program of adult Jewish learning. The Committee's goal is to grow the community of adult learners, while deepening each adult Member's connections to Judaism and to each other.

b. **Camp.** The Camp Committee provides oversight and policy and budget review with regard to Temple camp activities. It partners with staff and leadership to plan and implement programs and other activities. The Committee promotes building and strengthening relationships among parents, campers, and families.

c. **Caring.** The Caring Committee coordinates and provides direct assistance for congregants in need. This includes organizing congregant volunteers to assist fellow congregants with transportation, friendly calls, meal delivery, and holiday care packages, among other acts of loving kindness.

d. **Community Service.** The Community Service Committee coordinates volunteer opportunities for congregants to help neighbors in need, as well as engaging in outreach to local service organizations to develop community partnerships.

e. **Early Childhood Center (ECC) Parent.** The ECC Parent Committee provides oversight and policy, curriculum and budget overview of the ECC. It partners with staff and leadership to plan and implement programs and activities. The Committee promotes building and strengthening relationships among parents, students, and families.

f. **Endowment.** See Article XIX.

g. **Financial Management.** The Financial Management Committee develops and oversees, on a continuing basis, financial plans for the Congregation. Each year the Committee shall prepare and submit a proposed budget for the forthcoming fiscal year to the Executive Board and Leadership Council for approval prior to the Annual Congregational Meeting. The Committee shall provide for an annual audit of the Treasurer's accounts and related financial records by a Certified Public Accountant who shall not be a Member of the Congregation. Selection of the CPA, and the terms of employment, shall be subject to approval by the Executive Board. The audit report shall be reviewed by the Committee and submitted to the Executive Board with appropriate comments of the committee. The Committee is also responsible for providing risk management oversight and advice to the Executive Board.

h. **Inclusion and Accessibility.** The Inclusion and Accessibility Committee strives to ensure our sacred community is inclusive and accessible by accommodating the needs of congregants and guests of all ages and abilities in all aspects of Temple spiritual and community life. The

Committee focuses on meeting the needs of congregants and guests with physical, intellectual, developmental, social, sensory, and mental health challenges, and health related conditions, including those with chronic illness and food sensitivities.

i. **Israel**. The Israel Committee aims to enhance congregant connection to the history, culture, and people of Israel. The Committee promotes educational programs about Israel and U.S.- Israeli relations, encourages travel to Israel to strengthen understanding and support, and develops projects to facilitate contact with Israeli communities and organizations.

j. **Engagement and Belonging**. The Engagement and Belonging Committee works to build community by fostering member connection, helping members find meaningful ways to participate in congregational life, and ensuring that all feel a sense of belonging.

k. **Music and Performing Arts**. The Music and Performing Arts Committee collaborates with the Cantors to provide programs that increase the Congregation's appreciation of Jewish music and cultural heritage. The Committee plans and implements all related programs, including music, dance, theatrical, and other performance programs.

l. **Religious School**. The Religious School Committee provides oversight and policy, curriculum and budget overview of the Religious School. It partners with staff and leadership to plan and implement programs and other activities. The Committee promotes building and strengthening relationships among parents, students, and families.

m. **Social Justice**. The Social Justice Committee facilitates the Congregation's participation in educational and advocacy initiatives that aim to address societal injustices and inequities through systemic change.

n. **Youth**. The Youth Committee provides oversight and policy and budget review with regard to the Temple's youth programming. It partners with staff and leadership to plan and implement programs and other activities. The Committee promotes building and strengthening relationships among parents, all Temple youth, and families.

Section 2: Special Committees may be appointed by the President or by the Executive Board, on an ad hoc basis, to conduct whatever other functions are designated when such Committee is appointed, and the President or the Executive Board shall designate to which Center such Special Committee shall report. Each such Special Committee may be known as a committee, a group, or a task force, as the President or the Executive Board designates.

Section 3: Each Committee shall formulate its own rules and regulations, subject to the provisions of these Bylaws and the policies of the Executive Board and the Congregation, for the orderly conduct of the affairs of the committee within the scope of its designated activities.

Section 4: Each chairperson of a Standing Committee shall be responsible for making recommendations to their Center Vice President (who in turn will make a recommendation to the Financial Management Committee) for the formulation of the budget, and for the management of that element of the budget applicable to that particular committee's activities. Financial resources budgeted for a committee shall be disbursed by the Treasurer only upon the authority of the

committee's chairperson or such other individual as shall be designated by the committee chairperson.

Section 5: Each chairperson of a Standing Committee shall be responsible for submitting a written annual report to the President, on a schedule to be established by the President, for appropriate use in the President's report to the Congregation at the Annual Congregational meeting.

ARTICLE XVI – Executive Director

Section 1: The Executive Director shall be the chief administrator of the Congregation and shall report to the President. The Executive Director shall collaborate closely with the Clergy, Officers, the Executive Board, the Leadership Council, and Committees and shall be responsible for all aspects of the administration and operation of the Congregation not specifically assigned to the Clergy or to others pursuant to these Bylaws. The Executive Director has the authority to enter into non-employment contracts for budgeted items up to, but not to exceed, fifty thousand dollars (\$50,000). The Executive Director shall adhere to and administer all procedures in the TRS Employment Manual.

Section 2: When the Executive Board determines there is a need: (i) for a special hire; or (ii) to hire a director of a primary TRS function, with such function designated by the Executive Board, a special search committee shall be appointed by the President and approved by the Executive Board to recommend to the Executive Board one or more nominees for the position. A special hire is any non-clergy position designated by the President. The recommendation of the special committee shall include suggested compensation. The special committee shall include, among others appointed, the chairpersons of the committees that have primary oversight over the position. The special committee shall consult with the Senior Clergy and the Executive Director.

ARTICLE XVII – Annual and Membership Support and Special Assessments

Section 1: Annual Membership support, in the aggregate, shall be established by a vote of the Congregation as part of the regular, annual budget process. Each household's share of that support (financial obligation) shall be established by the annual commitment as reflected in their first annual dues statement. Such financial obligation shall be the joint responsibility of the adult Members in a household. Such obligation shall be paid in advance, on a quarterly basis, unless otherwise approved by the Executive Director. The President may authorize modifying the amount of such support due from a household for special circumstances.

Section 2: New households joining during a quarter shall be responsible for annual Membership support on a prorated basis, commencing on the first day of the month in which they join the Congregation.

Section 3: The resignation of a household shall not relieve the household from the payment of any financial obligations then due to the Congregation at the time of resignation.

Section 4: The Executive Board may establish a special level of Membership support for Young Adult Members. Young Adult Members are adults under the age set from time to time by the Executive Board and households in which all adults are under that age. Any Member paying a

Membership rate as a Young Adult shall have all of the privileges of Membership, as provided in these Bylaws, with the exception of the Member rate discount available for Members enrolling children in the Early Childhood Center.

Section 5: Each Member in Good Standing is entitled, without additional charge, to a seat for the religious services on the High Holy Days. Additional tickets shall be made available, without additional charge, for the children of Members in good standing within age limits established by the Executive Board, from time to time.

Section 6: Normally, only children of a Member in Good Standing shall be admitted to the Religious School. However, the President may modify this provision under special circumstances. In addition, adults not yet Members of the Congregation, but actively in the process of conversion under the guidance of a Member of the Clergy, may enroll their children in Religious School with the approval of the Senior Rabbi and the Religious School Director. The cost of religious education of the Temple's youth is a shared responsibility between the Congregation, as a whole, and the parents or guardian(s) of each student.

ARTICLE XVIII – Budget and Fiscal Year

Section 1: The Congregation shall conduct its financial affairs on a fiscal year basis of July 1 through June 30.

Section 2: The Executive Board and the Leadership Council shall review, approve or amend, as appropriate, the proposed budget submitted for their consideration by the Financial Management Committee. A copy of the budget proposed by the Executive Board and the Leadership Council for the ensuing fiscal year shall be provided to all Members of the Congregation with the Notice of the Annual Congregational Meeting. The budget for the ensuing year shall be as approved at the Annual Congregational Meeting.

Section 3: The annual budget presented to the Congregation for approval shall be accompanied by a plan for providing the necessary funds to meet all recommended expenditures, including, whenever possible, a reasonable contribution to a reserve.

ARTICLE XIX – Endowment

Section 1: The Temple Rodef Shalom Endowment shall be an integral part of the Congregation to provide a vehicle to receive, accept, and administer gifts, contributions and bequests and devises of monies and properties. The Endowment shall serve as a permanent and perpetual repository for assets intended to finance both the regular and the special needs of the Temple. Funds shall be distributed as deemed appropriate by the Endowment Directors or as otherwise required by the terms of a particular gift or bequest.

Section 2: The Endowment shall be administered in accordance with such provisions and procedures as shall be established from time to time by the Executive Board and shall be managed by five (5) Endowment Directors who shall be the President and Treasurer together with three (3) Elected Endowment Directors elected by the Congregation. Each fiscal year, the President shall designate one of the Elected Endowment Directors as Chair. The Endowment Directors shall be supported by the Executive Director and the Director of Philanthropy.

Section 3: Each Elected Endowment Director shall serve a three (3) year term. Such terms shall be staggered so one (1) Elected Endowment Director shall be elected each year. An Elected Endowment Director may serve for no more than two (2) full consecutive three (3) year terms. In the case of absence, disability, or vacancy of any Elected Endowment Director, the President shall appoint a person to replace that Endowment Director and that person shall serve on an interim basis until confirmed by a majority vote of the Executive Board.

Section 4: If for any reason Temple Rodef Shalom ceases to exist, the assets of the Endowment shall be disposed of as a majority of the Executive Board and the Endowment Directors, voting together as one body, shall direct, consistent with the laws of the Commonwealth of Virginia, except that no direct financial benefit shall inure to any individual or group of individuals unless such group shall constitute a Jewish organized charitable or Jewish religious body.

ARTICLE XX – Limitation of Liability and Indemnification

Section 1: The Congregation shall have the power to indemnify its directors, officers, agents, and employees in accordance with the applicable provisions of law.

Section 2: The Congregation shall indemnify, defend, and hold harmless each Member of the Executive Board, the Leadership Council, and each Endowment Director (and his or her executor, personal representative, and heirs) (“Covered Individuals”), whether or not then in office, who were or are a party or are threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative (including an action or suit by or in the right of the Congregation) by reason of the fact that he or she is or was a Covered Individual, against expenses (including all attorney’s fees), judgments, claims, liabilities, fines, and amounts paid in settlement incurred by him or her in connection with such action, suit, or proceeding, unless and until there is a final adjudication by a court of competent jurisdiction that such person is liable for gross negligence, willful misconduct, a knowing violation of criminal law, or a breach of an obligation owed to the Congregation. All attorney’s fees and costs shall be reimbursed immediately by the Congregation as they are incurred by such person and shall be promptly repaid to the Congregation only upon a final adjudication by a court of competent jurisdiction that such person is liable for gross negligence, willful misconduct, a knowing violation of criminal law, or a breach of an obligation owed to the Congregation. The foregoing right to indemnification shall be in addition to and not exclusive of, all other rights to which such Covered Individual may be entitled under any Bylaws, agreements, vote, insurance, or otherwise, and shall be made notwithstanding any other determination procedures as may be provided by law. The Leadership Council is empowered, by majority vote of a quorum consisting of disinterested Covered Individuals, to cause the Congregation to indemnify or contract to indemnify any person not specified in this Section 2 who was, is, or may become a party to any matters referenced in this Section, by reason of the fact that he is or was an employee or agent of the Congregation, to the same extent as if that person were specified as one to whom indemnification is granted in this Section.

Section 3: No Covered Individual shall be liable in any proceeding brought by or in the right of the Congregation or brought by or on behalf of Members of the Congregation, unless and until there is a final adjudication by a court of competent jurisdiction that such person was engaged in gross negligence, willful misconduct, a knowing violation of criminal law, or a breach of an

obligation owed to the Congregation. The limitation on liability provided herein shall not be deemed to supersede or prevent any greater limitation on liability as may be afforded by law from time to time.

Section 4: The provisions of Article XX, Sections 2 and 3, regarding indemnification and limitation of liability have been adopted by the Members of the Congregation or are also contained in the Corporation's Articles of Incorporation, in accordance with the corporate laws of the Commonwealth of Virginia.