

The Bylaws of the Ohavi Zedek Synagogue of Burlington, Vermont (Revised December, 2025)

Article I. Name

This congregation will be known as the "Ohavi Zedek Synagogue."

Article II. PURPOSE

Ohavi Zedek Synagogue is a pluralistic, welcoming, diverse and egalitarian synagogue located in Burlington, Vermont. It is committed to sustaining and strengthening Jewish life in Northwestern Vermont. The purpose of the Ohavi Zedek Synagogue is to establish and maintain a Synagogue and such religious, educational, charitable, social, communal, social justice and recreational activities as will foster, nurture and build the spiritual objectives of Conservative Judaism. Ohavi Zedek pulls from a variety of Jewish sources to make Judaism relevant, inspirational and meaningful in the lives of our members, their families, and the community at large.

Ohavi Zedek must be established and maintained as a non-profit corporation in compliance with requirements for qualification as such under 26 U.S.C.A. § 501 (c)(3) or its equivalent.

Article III. MEMBERSHIP

3.1 Any household with at least one individual of the Jewish faith, age thirteen (13) years or older, is eligible to become a member household.

3.2 Upon application to the Membership & Outreach Committee, households desiring to be member households of the Congregation may be presented by said committee to the Board of Directors and elected to membership by a majority present.

3.3 Individual members belonging to member households in good standing will be entitled to hold office, to send their children to the Hebrew School, to burial and cemetery privileges, and to the full enjoyment of the facilities of the Synagogue, as limited by these bylaws, custom and such rules as may be adopted for such enjoyment, and other privileges and rights as may be conferred elsewhere in these bylaws or by determination of duly authorized governing bodies or agents of the Congregation.

3.4 Minor children of member households in good standing will enjoy the privileges and rights of membership, except the right to vote and hold office, and may enjoy the

ceremony of B Mitzvah (Bar and Bat) if meeting the congregation's requirements for that honor then in effect.

3.5 Adult children of member households in good standing will enjoy the privileges and rights of membership until the age of twenty-six (26) years, at which time they may join the Congregation as a separate member household.

3.6 A member household will be in "good standing" as that term is meant in these bylaws if the member household has fulfilled all obligations in accordance with these bylaws.

3.7 A household may be removed from membership by vote of a majority of Directors present and voting at a meeting of the Board of Directors, upon notice and an opportunity to be heard, for failure to fulfill obligations in accordance with these bylaws.

3.8 Each member household is entitled up to two votes at congregational meetings. Each vote must be cast by a distinct adult individual in the member household in attendance at the congregational meeting. Individuals may not cast two votes. Households consisting of only one adult will only receive one vote. The votes of each household may be cast by any member of the household aged eighteen (18) years or older, except where limited by these bylaws. Only members of the Jewish faith, as determined by the standards set by the Rabbinical Assembly's Committee on Jewish Law and Standards and as interpreted by the senior rabbi of the Congregation, may vote to elect clergy members or on religious issues, as determined by the Rabbi and Religious Committee. Members who are not of the Jewish faith but otherwise meet the requirements set forth in these bylaws may vote on all other issues.

Article IV. MEETINGS

4.1 There must be semi-annual meetings of the Congregation, which typically take place in the Fall and in the Spring.

4.2 At the Spring meeting, the agenda will include but not be limited to approval of the Synagogue budget for the following fiscal year. The date of commencement of the fiscal year must be established by the Board of Directors with approval of the Congregation. Once a budget has been duly passed by the Congregation, no over expenditure will be allowed for any purpose, except that the Board of Directors may authorize such expenditure by a two-thirds vote of those present and voting.

4.3 At the Fall meeting, the agenda will include but not be limited to the election of members of the Board of Directors of the Congregation.

4.4 Special meetings of the Congregation may be called by the President of the Congregation, or by vote of the majority of the Board of Directors, upon petition of any thirty (30) individual members in good standing, or as otherwise provided by law. The petition will clearly state the purpose of the meeting.

4.5 Meetings of the Congregation will be held in the Synagogue building. All meetings of the Congregation will make available remote participation by Zoom or a similar technology that allows for both listening and speaking in a video format. The Synagogue must allow those participating remotely to also vote remotely, in the same manner as if they were present at the meeting in person.

4.6 The Secretary of the Congregation will notify, by letter or by official publication of the Congregation, all member households of the time, place, and agenda, to the extent then known, of any meeting of the Congregation. Such notice will be mailed or sent via electronic mail at least fifteen (15) days prior to the meeting. Member households must opt-in to receiving notices via mail; member households who do not opt-in to receiving notices by mail will be sent notices by electronic mail at their e-mail address on file.

4.7 A quorum will consist of representatives from thirty (30) member households of the Congregation in good standing, together with at least one (1) officer, whether present by Zoom or in person.

Article V. GOVERNANCE

5.1 The affairs of the Synagogue will be managed by its Board of Directors.

5.2 The number of the adult Directors will be within the range of twelve (12) to seventeen (17) with an additional youth director to total thirteen (13) to eighteen (18).

5.3 A plurality vote of the Congregation will elect directors annually at its Fall meeting. Directors must be of the Jewish faith as determined by the standards set by the Rabbinical Assembly's Committee on Jewish Law and Standards and as interpreted by the senior rabbi of the Congregation.

5.4 Each director will be elected for a term of three (3) years. Terms will overlap in such a manner that each year the terms of office of approximately 33% of directors will expire.

5.5 Prior to the meeting for the election of Directors, the President of the Congregation will appoint a nominating committee that will prepare a slate containing at least one nominee for each available Director's position. The Board of Directors will act on the report of the nominating committee in closed session.

5.6 The notice to the Congregation of the Fall meeting at which the election of Directors will occur must state that notwithstanding Section 6 of this Article, nominations may be made by any member of the Congregation by writing to the Secretary of the Congregation or from the floor at the time of the meeting.

5.7 The notice to the Congregation of the Fall meeting, at which the election of Directors will occur, must include the slate of nominees acted upon by the Board, together with other nominees as known at the time.

5.8 If, at the time of election, the number of nominees is greater than the number of Directors being elected, then election will take place by paper and/or electronic ballot.

5.9 A Director who was appointed to complete the term of another Director, and who has served 18 months or less as of the date of the Congregational meeting at which that Director's term is due to expire, will be able to run for two additional, consecutive, three-year terms.

5.10 The Board of Directors will include one Youth Director aged no younger than fourteen (14) and no older than seventeen (17). The Youth Director must be the child of a member in good standing. The Youth Director will be elected by the Congregation, typically at the spring meeting, and will serve for one (1) year. The Youth Director will be subject to the same rules and responsibilities as the other board members, with the following exception: the Youth Director will not have a binding vote, and will not be eligible to attend any executive sessions or vote on any personnel issue. The Youth Director will not be eligible to vote at congregational meetings or to hold office.

Article VI. BOARD OF DIRECTORS

6.1 The Board of Directors will have in its complete charge, consistent with these bylaws, the operation, management, and welfare of the Congregation and its property and assets, in all respects.

6.2 All committees must report and be responsible to the Board, except as provided in these bylaws.

6.3 The Board will employ any employees of the Synagogue it determines are appropriate for the mission of the Synagogue, and will determine the job responsibilities for such employees.

6.4 All contracts, including employment agreements, must be approved by the Board of Directors, except that the Board may delegate its contracting authority to a person or committee for any contract provided for by an approved budget.

6.5 The Board of Directors must hold at least one regular meeting each month and such special meetings, at such reasonable time and place, as may be called by the President of the Synagogue. Unless impracticable, regular meetings will be held at the Synagogue. All meetings not held exclusively at the Synagogue will also be held by Zoom or a similar technology that allows for both listening and speaking in a video format, and electronic voting will be equivalent to in-person voting in all instances

6.6 A majority of members of the Board will constitute a quorum. Except as otherwise set forth in these bylaws, decisions of the Board must be made by a majority vote of those present and voting. The President may call for a vote to be held by e-mail whenever the President makes a determination that it is impracticable to vote at a meeting.

6.7 Failure to carry out the duties of a Director as set forth in these bylaws will be cause for dismissal of a Director by action of the Board of Directors by a vote of 2/3 of those present. The office will, upon such dismissal, be declared vacant.

6.8 In the event of removal, absence, resignation or inability to act by a member of the Board of Directors, the Board may appoint a member to fill the vacancy until the next semi-annual meeting of the Congregation, at which time the position will be filled for the duration of the unexpired term by special election.

6.9 The Board will implement an orientation program for new Directors regarding the Synagogue's mission and their responsibilities as Directors.

6.10 Each Director must be an active member of the Synagogue, which can include being a member of at least one of the standing committees of the Board, as described in these bylaws.

Article VII. OFFICERS

7.1 The officers of the Synagogue will be a President, a Vice President, two Trustees, a Secretary and a Treasurer, and such other officers as may be elected in accordance with the provisions of this article. The Board of Directors may elect or appoint such other officers as it will deem desirable, such officers to have the authority and perform the duties prescribed, from time to time, by the Board.

7.2 The officers of the Synagogue, except the Trustees, will be elected annually by the Board of Directors at its first meeting following election of new Directors. Officers must be of the Jewish faith as determined by the standards set by the Rabbinical Assembly's Committee on Jewish Law and Standards and as interpreted by the senior rabbi of the Congregation.

7.3 Any officer elected or appointed by the Board may be removed by a majority of the Board at any regular or special meeting of the Board.

7.4 A vacancy in any office, whether due to death, resignation, removal, disqualification or otherwise, may be filled by the Board of Directors for the unexpired portion of the term.

7.5 The President will be elected from among the Board of Directors. The President will be the chief executive officer of the corporation, and will exercise general supervision and control over all activities of the Synagogue except those otherwise delegated by these bylaws. The President will preside at all meetings of the Congregation and of the Board of Directors. The President may sign, with the Secretary or other officer duly authorized by the Board, any deeds, mortgages or deeds of trust, bonds, contracts, or other instrument the execution of which has been authorized by the Board, except in cases where the signing and execution have been delegated by the Board, by these bylaws, or by law to some other officer or agent. The President with the consent of a majority of Directors in office, will appoint all members of committees of the Congregation and appoint committee chairs. In general, the President will perform all duties and have such authority incident to the office of President.

7.6 The Vice President will also be elected from among the Board of Directors. In the absence of the President, the Vice President will perform the duties of the President, and, when so acting, will have all the powers of, and be subject to all the restrictions on, the President. The Vice President will perform such other duties as may be assigned from time to time by the President or by the Board of Directors.

7.7 The Treasurer and Secretary will be elected either from among the Board of Directors or from among the membership-at-large of the Congregation. If not Directors, the Secretary and Treasurer will be ex- officio members of the Board.

7.8 The Treasurer will be the chief financial officer of the Synagogue, and have charge and custody of and be responsible for all funds and securities of the Synagogue; receive and give receipts for moneys due and payable to the Synagogue from any source whatsoever and to draw checks on the funds of the Congregation to pay bills as will be duly authorized and presented for payment and to keep records of all disbursements. The Treasurer will be required to give a bond, or its equivalent, to the Congregation in a sum to be determined by the Board of Directors, the cost to be paid by the Congregation. The Treasurer must be a member of the Finance Committee.

7.9 The Secretary will keep regular minutes of the meetings of the Congregation and of the Board of Directors; including records of attendance at such meetings; see that all notices are duly given in accordance with these bylaws or as required by law.

7.10 The Trustees will be nominated by the Board and elected by the Congregation at its Fall meeting. They may be members of the Board, but will not become Directors by their election as Trustees. The Trustees will serve staggered two-year terms. The Trustees, with the President and Vice President, will assist the Rabbi and Cantor on the bima for services on Shabbat and festivals and distribute honors at those services.

Article VIII. RABBI AND CANTOR

8.1 The Synagogue will have a Rabbi, who shall be the spiritual head of the Congregation.

8.2 The Rabbi and Cantor will perform all duties which normally appertain to their offices, and such specific duties as will be defined in these bylaws or be assigned by the President of the Congregation. Nothing in these bylaws will be understood to modify or alter any terms of any contract between the Rabbi and/or Cantor and the Congregation.

8.3 In the event, that the rabbinical or cantorial pulpit of the Congregation becomes vacant, the Board of Directors must seek applicants to fill the position of Rabbi and may seek applicants to fill the position of Cantor, on behalf of the Congregation. The Board of Directors will recommend to the Congregation for consideration at a semiannual or specially called meeting the election of a Rabbi or Cantor on such terms as recommended by the Board. Election by the Congregation will be by paper or electronic ballot and by majority of those present and voting, either in person or remotely.

8.4 There must be an evaluation of the Rabbi and Cantor, prepared by an ad hoc committee of five members of the Congregation, including at least two members of the Board of Directors, at least every year.

Article IX ORGANIZATION

9.1 The congregation must establish a committee structure that will assist the Board of Directors in the management and operation of the Synagogue with respect to the subject areas described in this Article and such other matters as will be referred to that committee by the Board of Directors or by the President of the Synagogue. These committees will include but not be limited to Adult Education, Archives, Cemetery, Development/Fundraising, Events, Finance, Hebrew School, House, Human Resources, Interfaith & Social Action, Library, Membership & Outreach, Religious and Spiritual, Inclusion, Shalom Shuk, and Youth.

9.2 Each standing committee will consist of three or more members, unless otherwise determined by the President. There will be at least one director on any

committee. Each committee chairperson will provide a report of the work of the committee to the Board of Directors at least once each year.

9.3 Adult Education Committee is responsible in increasing the educational offerings of the synagogue. It creates ongoing adult education programs, from Hebrew language to culture, religion and history, to deepen our understanding of the various aspects of Judaism.

9.4 Archives Committee is responsible for preserving the ongoing history of the synagogue.

9.5 Cemetery & Memorial Committee is responsible to ensure respectful management of all issues related to memorial services and remembrance of loved ones. This committee administers all matters pertaining to burials and is responsible for the upkeep and beautification of the cemeteries.

9.6 Development & Fundraising Committee is responsible for ensuring the financial health of the Synagogue through careful planning and implementation of activities to raise funds in support of the needs of the synagogue.

9.7 The Events Committee is responsible for creating and overseeing social events, speaker series and other programs designed to enlighten and entertain congregants and community members.

9.8 Finance Committee works with the OZ Executive Director and/or Board Treasurer to ensure the financial health of the synagogue and to provide accurate accounting of all activities. It prepares the annual budget of the synagogue with input from each committee and advises the Board on congregational dues and on management of the endowment funds and special funds

9.10 Hebrew School Committee is responsible to oversee the education of all students of all abilities enrolled in the Hebrew School. In addition, it creates policies that ensure the highest quality Jewish education for the children of our community.

9.11 House Committee is responsible to ensure that the physical plant and all other synagogue property except the cemeteries are maintained in a safe, clean, accessible and environmentally-conscious manner. This committee is responsible for acquiring materials and equipment, hiring contractors, and analyzing and implementing methods to create equal access to the facility for people of all abilities.

9.12 Human Resources Committee is responsible to create and maintain personnel policy and hiring procedures for the synagogue and ensures respectful, clear and timely

communication between the Board and staff. This committee is not responsible for issues related to clergy or educational staff.

9.13 Interfaith/Social Action Committee is responsible for working to nurture relationships with members of other faith and cultural communities in Vermont. They explore social justice needs locally, nationally and internationally that impact the Jewish people and OZ, set priorities and develop action plans to address those needs.

9.14 Library Committee is responsible to maintain and develop Ohavi Zedek's library and makes the collection available to the synagogue community. Their goal is to develop a state of the arts library with a diverse collection of Judaica books and media.

9.15 Membership and Outreach Committee is responsible for suggesting, planning and implementing activities geared to increasing and retaining synagogue membership. It welcomes potential and new members into the OZ community and involves them in community life.

9.16 Religious and Spiritual Committee is responsible to formulate all religious and spiritual policies within the Synagogue. The committee must approve all changes and omissions in the prayer or order of prayers or ceremony connected with the religious services of the Congregation, and will be responsible for Kashrut in the Synagogue. The Rabbi of the Congregation must serve on this committee. Members of the Religious Committee must be of the Jewish faith as determined by the standards set by the Rabbinical Assembly's Committee on Jewish Law and Standards and as interpreted by the senior rabbi of the Congregation.

9.17 Shalom Shuk Committee oversees the operations of the Shuk, determines policies in accordance with the mission statement, and manages finances and staffing.

9.18 Youth Committee is responsible for increasing the Jewish identity, social action, education, and community of youth in our congregation by striving to integrate young people into the larger Jewish community through outreach to other synagogues and unaffiliated Jewish youth to bring young people together.

9.19 Inclusion Committee is responsible for

9. 20. In addition to the standing committees, there will be such other ad hoc committees as the Board of Directors may deem necessary. Such committees will exist for the tasks designated, and the duration determined, by the Board.

Article X. DISPOSITION OF PROPERTY

The assets and income of the Synagogue must be dedicated to its purposes as described in Article 2 of these bylaws, and, upon dissolution, must not inure to any

member, and will be distributed for such purposes allowed for a tax-exempt organization under I.R.S. § 501(c)(3) or its equivalent as will be consistent with the purposes of the Synagogue.

Article XI. FUNDS

11.1 The Board of Directors may by resolution authorize any officer(s) or agent(s) of the Synagogue, in addition to those so authorized by these bylaws, to enter into any contract or to execute and deliver any instrument in the name of and on behalf of the Synagogue. Such authority may be general or be confined to specific instances.

11.2 The Board of Directors will have the power to accept and receive donations and bequests of property or money, whether given to the Synagogue absolutely or in trust for purposes germane to the Synagogue's purposes, and when received in trust, the Board will administer the trust according to law and the trust instrument.

11.3 All funds of the Synagogue must be immediately deposited or regularly invested to the credit of the Synagogue in such financial institutions, depositories or other investment modalities for such purposes and according to such terms as, otherwise consistent with these bylaws, the Board of Directors may in its discretion designate. In determining and implementing an appropriate investment strategy, the Board will retain and consult competent professional advice. The Executive Committee or the Finance Committee must at least on a monthly basis reconcile the books of the Synagogue.

11.4 All monies designated as perpetual care funds will be separately accounted for and used for maintenance and beautification of the Congregation's cemeteries.

Article XII. PLEDGES AND OBLIGATIONS OF MEMBERSHIP

12.1 The Board of Directors will determine on an annual basis the amount of the facilities fee, if any, and the pledges payable to the Synagogue by members. The Board may approve guidelines and procedures for any abatement of dues.

12.2 The Board has the power by a $\frac{3}{4}$ vote of the entire Board of Directors, not just those present, to remove a member or member household who acts in a manner contrary to the purpose expressed in Article II that harms the community.

Article XIII. AMENDMENT OR RESCISSION

Amendments to, or rescission or replacement of, these bylaws, may be approved at any regular or special meeting of the Congregation by a two thirds vote of those present and voting, provided that a quorum is present. Notice of any such amendment or dissolution or replacement of these bylaws will be stated in full in the notice of the meeting.

Current as of December, 2025 – change adopted at the Congregation Meeting