

Dear CST Kehillah,

As you know, Congregation Shaarie Torah's Board, Staff, and Clergy began the task two years ago of updating our Constitution to meet the current and modern-day realities in which we are operating. The CST Board began reviewing the Constitution with several goals in mind:

- Building more openness and transparency into processes, such as nominations and elections of Board members.
- Restructuring the membership and committee Articles to reflect both the current and future state of how our Congregation would like to operate.

In our long open review process, we received a substantial amount of honest and constructive feedback, including complex questions regarding membership and board structure. Armed with your input, the CST Board met again just before the High Holy Days to discuss and consider appropriate language and updates. We've now *amended our draft of the proposed Constitution* and are presenting it here to the congregation for a final round of review and comments, please see the link below.

The following is a summary of the key changes for the Congregation to consider:

Membership Related Changes

Articles III and V clarify the definition of a Jew/Jewish member and clarifies the term "Spouse". The amendment now also specifies that only Jewish members can run for or serve on the CST Board, chair a committee, or serve on a committee that pertains to religious matters.

Nomination and Election Related Changes

Article IX creates a more open and transparent nomination and election process of Board members including a clearer call for nominations to go out to the Congregation. A nominating committee is still used and the process for board acceptance or rejection of the slate is laid out.

Executive Director

Article XII was inserted to lay out the existence and duties of the Executive Director. Nothing in the Executive Director's "job" requirement or authorities were changed, just added to the Constitution to better account for this role which did not exist in the original Constitution. Minor, complementary changes were made in Article VIII/Officers to the roles of the Treasurer, Secretary, and President to reflect current operations.

Committee Related Changes

Article XIV (formerly XIII) is overhauled to restate the purpose and need for standing and ad hoc committees, set core values for committees, and committee operations.

The core values guiding committee operations are:

- Kavod (Respect)
- Kehillah (Community)
- Tzedek (Justice and Integrity)
- Chesed (Kindness and Compassion)
- Hachnasat Orchim (Hospitality)
- Talmud Torah (Commitment to Learning)

A new list of standing committees is identified and described. The standing committees are: Cemetery, Development, Finance, Membership, Ritual, and Facilities (this is a newly added standing committee

born out of feedback in our last Town Hall). Note - the current Chesed Committee will be a subcommittee of the Membership Standing Committee.

How you can continue to provide feedback and next steps:

- To review a clean version of the amended constitution which includes the above outlined changes, click here: https://shaarietorah.org/wp-content/uploads/2025/11/CSTConstitution_DraftNovember.pdf
- To review and compare a redline version of the “current” constitution, email VP Andrea Kreiner – akreinerco@gmail.com
- **Final feedback to Andrea is due no later than December 15th – akreinerco@gmail.com**
- In early 2026 we will host a virtual Town Hall to answer questions and review final comments, be on the lookout for a date/time and zoom link to join

Thank you to all who have provided feedback, comments, and structure to the conversation. Our hope is that in 2026 we’ll come away with a Constitution which meets our goals, upholds our values and is inclusive for all.

B’Shalom,
Andrea Kreiner, CST VP and Constitutional Review Chair