

Temple Beth Am By-Laws (Amended May 17, 2026)

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ARTICLE 1. NAME

Temple Beth Am (“TBA”) is a public benefit nonprofit corporation organized under Internal Revenue Service Code Section 501(1)(c)(3) and Chapter 24.03A RCW; its collective membership shall be referred to as the “Congregation”.

ARTICLE 2. MISSION & VISION

2.1 Mission

We deepen relationships to Judaism and our community by engaging the soul, heart, and mind.

2.2 Vision

Inspiring lives and healing the world through powerful Jewish experiences.

2.3 Commitment to Reform Judaism

TBA’s mode of worship and embrace of Jewish laws and traditions will be in accordance with the principles of Reform Judaism.

2.4 Board of Directors.

In accordance with our Mission and Vision, the affairs of TBA are managed by its Board of Directors (the “Board”). These Bylaws have been adopted in order to provide for the governance of TBA. Detailed Temple Beth Am policies that support operations may be referenced in these by-laws and are maintained separately by the Executive Director.

ARTICLE 3. MEMBERSHIP

3.1 “Jewish person” defined

Under these Bylaws, an adult or child will be considered a Jewish person in accordance with the principles of Reform Judaism, as ultimately interpreted and applied, if necessary, by the Senior Rabbi.

3.2 “In good standing” defined

Under these Bylaws, and under any class of membership or category within a class of membership, “in good standing” means that in the Board’s judgment, the Member has satisfied any additional conditions and obligations of membership that may exist as determined by any Board policies. This includes, but is not limited to, payment of financial commitments to TBA as well as adherence to community standards.

3.3 “Associate with the Jewish faith” Defined.

Under these bylaws, associating requires being in a formal partnership with a Jewish person; having fulfilled a set amount of processes towards conversion as approved by the Senior Rabbi; a non-Jewish grandparent living in the member’s household; a non--

Jewish adult living in the member's household as loco parentis; or meeting other special circumstances as determined by the Senior Rabbi and Executive Committee.

3.4 Membership

Any person who is eighteen (18) years of age or older and is (a) a Jewish person, or (b) who wishes to associate with the Jewish faith and who subscribes to the mission and vision of TBA as set forth in Article 2 of these Bylaws may be a Member of TBA as long as that person agrees to satisfy any other conditions and obligations of membership and community standards that may exist as determined by any Board policies.

3.5 Other categories of membership

Other categories of membership may be established by amending the Articles of Incorporation and/or these Bylaws from time to time. The Board may modify or amend the conditions and obligations of membership so long as such modifications and amendments are not inconsistent with the Articles of Incorporation or these Bylaws.

3.6 Member eligibility to vote

The following people shall be entitled to vote on matters brought before the Congregation and to participate in all meetings of the Congregation:

- any Individual Member in good standing; and
- each Member's child whose age is at least eighteen (18) and less than twenty-six (26), regardless of whether the child has their own membership in the congregation.

3.7 Matters on which Members of the congregation may vote

Members of the Congregation who are eligible to vote shall have the right to vote at all meetings of the congregation as described in these Bylaws, including without limitation, the right to elect officers and directors, the right to approve in its entirety the proposed budget for the upcoming fiscal year as recommended by the Board, the right to ratify the Board's conditional approval of a candidate to be engaged as the Senior Rabbi, the right to vote on any proposed dissolution or merger of TBA, and the right to vote on any proposed amendments to the Bylaws or the Articles of Incorporation.

3.8 Participation in governance

Members of TBA in good standing shall be entitled to all the rights and privileges of membership, as determined by the Articles of Incorporation and/or these Bylaws. A Member who is not Jewish may serve on the Board as a director and may serve on any Board Committee, any Board Advisory Committee, and any Community Committee. A Member who is not Jewish may also chair any Board Committee, Board Advisory Committee, or Community Committee, so long as the Board, or, where appropriate, the Senior Rabbi, does not require the chair of such committee to be a Jewish person. The chairs of the Board Governance Committee, Leadership Support Committee, Finance Committee, the Community Committees focusing on Religious Practices and the

Religious School, and all director-officer positions on the Board shall be held by Jewish members.

3.9 Right to place item on Board meeting agenda

Voting Members of the Congregation may initiate items for the Board's agenda pursuant to the procedures set out in Sec. 7.8.

3.10 Right to notice of Board meetings

The Congregation shall be entitled to notice of the Regular and Special Meetings of the Board pursuant to Sec. 4.6.

3.11 Voluntary termination of membership

Adult Members of TBA may terminate membership at any time. A Member who fails to satisfy financial obligations to TBA or who otherwise demonstrates a lack of engagement with TBA over an extended period of time under any policies established by the Board shall be deemed to have voluntarily terminated membership.

3.12 Involuntary termination of membership

The Board may terminate the membership of any Member and deprive such Member of all membership rights as described in any Board policy regarding membership provided the Member receives written notice and an opportunity to be heard at a meeting of the Board. The written notice must be given at least ten (10) days before such Board meeting. The notified Member shall have the right to submit information for the Board's consideration and shall have the right to appear at the meeting and be heard. Removal shall require the affirmative vote of three quarters ($\frac{3}{4}$) of the directors in office.

ARTICLE 4. MEETINGS OF THE CONGREGATION

4.1 Minutes of all congregational meetings

The secretary of the Board shall keep records of all actions taken at congregational meetings.

4.2 Annual meeting of the congregation

The Annual Meeting of the Congregation shall be held in Seattle, Washington, no more than sixty (60) days before the end of the fiscal year on a date and at a place (in person and/or online) to be determined by the Board and Staff. The business to be conducted at the Annual Meeting shall be determined by the Executive Committee of the Board in consultation with the Executive Director and Sr. Rabbi, and shall include at a minimum votes on annual budget and new Board Directors and/or Officer slates. Any Congregational votes may be taken at the Annual Meeting, by email before or after the annual meeting, or at a Special Meeting of the Congregation, as deemed appropriate by the Board Executive Committee.

4.3 Election notice

Notice of the time and place of the Annual Meeting and a list of the Board's recommended slate of directors, and slate of officers when applicable, shall be delivered to each Member entitled to vote at such meeting not less than thirty (30) nor more than fifty (50) days before the date of the meeting, by or at the direction of the president, or the secretary, or another officer calling the meeting. At least twenty (20) days before the date of the Annual Meeting, any forty-five (45) Members eligible to vote at such meeting may jointly submit in writing to the secretary, the names, and the consent to serve if elected, of an alternate slate. The secretary shall then cause such alternate slate(s) to be delivered to each Member entitled to vote at such meeting not less than ten (10) days before the date of the meeting.

4.4 Budget notice

A copy of the budget proposed by the Board for the upcoming fiscal year shall be delivered to each Member entitled to vote not less than ten (10) nor more than fifty (50) days before the date of the meeting. Prior to voting to recommend a proposed budget, the Board shall provide an opportunity for general congregational, committee, and staff input.

4.5 Special meetings of the congregation

Special Meetings of the Congregation for any purpose or purposes may be called at any time by the Board, at such time and place (online and/or in person) as the Board may prescribe. Special Meetings of the Congregation may also be called by 25% of the overall congregation households as of the end of the previous month. Upon request by such members, it shall be the duty of the Board secretary to call such a Special Meeting of the Congregation at such time and place as the secretary may fix, not less than ten (10) nor more than fifty (50) days after the receipt of said request. If the secretary shall neglect or refuse to issue such a call within ten (10) days of such receipt, the Members making the request may issue the call, specifying the time and place of the Special Meeting.

4.6 Notice of meetings

- a) Notice of the time and place of the Annual Meeting, and in case of a Special Meeting, the time, place and purpose for which the Special Meeting is being called, shall be delivered to each Member entitled to vote at such meeting not less than ten (10) nor more than fifty (50) days before the date of the meeting, by or at the direction of the president, or the secretary, or the officers or persons calling the meeting. Notice of meetings may be delivered by regular mail, personal delivery, posted in the lobby of Temple Beth Am, in the weekly bulletin, announced from the bima, or by some form of electronic transmission to which the recipient has consented in writing, such as email, text or social media posting.
- b) Notice provided by email to a Member who has consented to receive notice by such means is effective when it is emailed to an address designated by the

recipient for that purpose. Members not subscribed to email are encouraged to check TBA's website for details of congregational meetings.

- c) TBA may provide notice of the time and place of any Special Meeting of the Congregation by posting the notice on the TBA website or a social media platform, provided that TBA also delivers to the Member notice of the posting by mail or email (pursuant to the recipient's consent to receive notices by email), together with comprehensible instructions regarding how to obtain access to the posting on the electronic network.

4.7 Effect of attendance at a meeting

Attendance of a Member at any meeting shall constitute a waiver of notice of such meeting, except where the Member attends a meeting for the purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

4.8 Quorum

The numerical value equal to ten percent of the total number of Member households as of the end of the month preceding the congregational meeting shall determine the number of Members entitled to vote to constitute a quorum. (By way of example, if a congregational meeting is scheduled for May, and there are 900 Member households in TBA's regular business records at the end of April, then 90 Members entitled to vote ($900 \times .10 = 90$) will be needed to constitute a quorum.) The vote of a majority of the quorum votes (for example, that would be 46 votes out of 90) shall be necessary for the adoption of any matter voted upon by the members.

4.9 Voting

A Member entitled to vote may vote in person or online via videoconferencing at any congregational meeting or by email if such vote is deemed necessary. A Member entitled to vote who is unable to attend a congregational meeting in person due to extenuating circumstances, as determined by the Board, may petition to submit an absentee ballot on a form prescribed by the secretary. An executed absentee ballot and accompanying petition may be transmitted to TBA by regular mail, or email addressed to the secretary. An absentee ballot shall be valid only if executed and dated between the date of notice of the meeting or vote and the day before the date of the meeting or vote deadline, and if the accompanying petition is approved by the secretary.

4.10 Meetings held virtually or by other communication equipment/platforms

At the Board's discretion, Special Meetings of the Congregation may be conducted by conference telephone or video or similar communications equipment by means of which all persons participating in the meeting can hear one another at the same time. At such meetings, participation by such means shall constitute presence in person at the meeting.

ARTICLE 5. CLERGY

5.1 Engagement of rabbis and cantors

The Board may create a Board Advisory Committee (see Art. 9 Sec. 2) for the limited purpose of conducting the search for candidates for the positions of Senior Rabbi, Associate or Assistant Rabbi, Interim Rabbi, Cantor, and Interim Cantor, and recommending a candidate or candidate(s) to the Board. The Board at its discretion may also create a separate Board Advisory Committee (see Art. 9 Sec.2) for the purpose of negotiating terms and conditions of employment, either for an original or renewal contract, that are executed in writing and are mutually satisfactory to TBA and the Board's chosen candidate for any of these clergy positions respectively. For purposes of the Bylaws, "executed" means: (a) a writing that is signed; or (b) an email transmission that is sent with sufficient information to determine the sender's identity.

5.2 Congregational ratification of Senior Rabbi

The Board shall conditionally approve a candidate for Senior Rabbi by a three quarters ($\frac{3}{4}$) majority of the directors in office. The Board's conditional approval of a candidate to fill the position of Senior Rabbi who has conditionally executed a written engagement agreement with TBA must be ratified by a $\frac{2}{3}$ majority vote of Members who are eligible to vote and who are present at either the Annual Meeting of the Congregation or a Special Meeting of the Congregation called for such purpose.

5.3 Hiring of other clergy

Provided the Senior Rabbi will still be serving TBA during the time period when the positions of other clergy might be initially filled, the decision to fill the positions shall be determined by the mutual agreement of the Senior Rabbi and a majority of the directors of the Board in office, and both the Senior Rabbi and the Board must approve a candidate to fill any other clergy position prior to the Board extending an offer to hire any such candidate. In the event the Senior Rabbi will not be serving TBA during the time period when any such candidate would begin service to TBA, both the decision to fill the positions of other clergy and the approval of any candidate to fill them belong solely to the Board by vote of a majority of the directors in office.

5.4 Renewal and/or extension of agreements with Associate and/or Assistant Rabbi(s) or Cantor(s)

The Senior Rabbi shall make a recommendation to the Board regarding the renewal or extension of the engagement agreement of any Associate and/or Assistant Rabbi(s) or Cantor(s) prior to the Board, by vote of the majority of directors in office, extending a renewal or extension offer to any such employee.

5.5 Interim Rabbi and/or Interim Cantor

The Board in its judgment shall decide by majority of the directors in office whether an Interim Rabbi and/or Interim Cantor is needed, and shall have the power to hire such Interim Rabbi and/or Interim Cantor.

5.6 Duties

- a) The Senior Rabbi, Associate and/or Assistant Rabbi(s), and Cantor(s) shall perform such reasonable and necessary duties and functions as are customary and usual in their respective callings and such other duties and functions as the Board may otherwise reasonably require.
- b) The Senior Rabbi, Associate and/or Assistant Rabbi(s), Cantor(s), and any other ordained clergy on TBA staff who undertake pulpit duties, shall at all times enjoy the freedom of the pulpit to teach Judaism and its fundamental values. The Senior Rabbi is the spiritual leader, teacher, and institutional religious authority of TBA. The job responsibilities of the Senior Rabbi shall be defined collaboratively by the Executive Committee of the Board and the Senior Rabbi, and a copy of such responsibilities shall be attached to the contract of the Senior Rabbi.
- c) The Senior Rabbi shall report to the Board, shall be an ex officio, non-voting member of the Executive Committee, and, except as explicitly excluded in these Bylaws or as determined by a majority vote of the Board, the Senior Rabbi shall be an ex officio, non-voting member of all other Board Committees (except the Leadership Support Committee), all Board Advisory Committees (except those created to negotiate agreements with senior clergy), and all Community Committees.

ARTICLE 6. BOARD OF DIRECTORS

6.1 Eligibility

Directors shall be elected from current adult Members in good standing.

6.2 Number and Term

The Board shall consist of such number of directors not less than thirteen (13) nor more than nineteen (19), as shall be determined by any Board resolution adopted by a majority of all directors in office at the time of such vote, provided that no reduction in the size of the Board shall shorten the term of any then-current Board member. This numerical range includes directors who are officers and non-officer directors. The term of office of a director shall be two (2) years.

6.3 Term limits

A director who does not serve as an officer may not serve for more than three (3) consecutive two-year terms or six (6) consecutive years. Including service as an officer, a director may not serve for more than five (5) consecutive two-year terms or ten (10) consecutive years, except that the immediate past president may serve an additional consecutive term of one (1) year if nominated and elected to such additional term, for a total of eleven (11) consecutive years. At the end of each two year term, a mutual conversation will occur between the director and a member of the Executive Committee to determine renewal for another term if eligible. A Member who has served for the

maximum number of consecutive terms or years may be nominated and elected as a director, or as a director and officer, after a gap of at least two (2) years. This section shall not operate to shorten the term of any director to which the director was elected prior to the date of adoption of these Bylaws.

6.4 Powers and duties

The affairs of TBA shall be managed by the Board. Unless otherwise specified in the Articles of Incorporation, these Bylaws or applicable law, any determination to be made by the Board may be made in its discretion, and the Board may delegate any of its rights and responsibilities to such Board Committees, officers, or others as the Board may determine, consistent with the limits on officer authority in Art. 8 Sec. 9. The Board shall have general supervision over the activities of any Board Committees, Advisory Board Committees, and any Community Committees.

6.5 Information sharing

To fulfill their legal obligations, the members of the Board must have access to information relevant to the governance and management of TBA. TBA's officers shall share all relevant information with the Executive Committee and/or other relevant Board committee on a timely basis, and the Executive Committee and other Board committees shall share all relevant information with the Board on a timely basis.

6.6 Individual director's fiduciary obligation to TBA

A director shall perform their duties consistently and to the best of their abilities, including the duties as a member of any committee of the Board upon which the director may serve, in good faith, in a manner such director believes to be in the best interests of TBA, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances.

6.7 Nomination and election

The Nominations Committee, an enumerated Board Advisory Committee, shall be constituted by the Board and begin working on the next slate of officers and directors at least 6 months before the next Annual Meeting of the Congregation. The slate must be approved by a simple majority of those directors in office before being recommended to the Congregation. New Board members start their term at the beginning of the next fiscal year.

6.8 Vacancies.

A director's position shall be deemed vacant as the result of the director's death, resignation from the Board, termination of membership in the Congregation, or removal for cause. A director choosing to resign must submit the resignation in writing to an officer of the Board. The director's resignation becomes effective on the date specified in the notice. If no date is specified, the Executive Committee shall determine the effective date of the director's resignation. The Board may fill any vacancy occurring in the Board at any Regular or Special Meeting. If the Board determines to fill a vacancy, it shall request a recommendation of candidate(s) from the Nominations Committee. The Board

may appoint any candidate recommended by the Nominations Committee by a vote of a simple majority of the directors in office. A director appointed to fill a vacancy shall serve until the next Annual Meeting of the Congregation, or until the director's successor is elected and qualified.

6.9 Removal

Upon the affirmative vote of two-thirds of the directors then in office, the Board may recommend the removal of a director for cause if, in the Board's judgment, the best interests of TBA will be served by such removal. What constitutes cause for removal, including failure to carry out the responsibilities of the position, shall be determined solely by the Board in its collective wisdom and judgment with reference to, but not necessarily in reliance upon, Jewish values, duties, morals and customs. The process for Board recommendation for removal of a director for cause must commence with a recommendation for removal by a simple majority of the Board Governance Committee. The director in question shall have an opportunity to address the Board before its vote is taken, and shall have reasonable written notice of the asserted cause for removal, of the Board meeting, and of the prospective vote. Following the Board's decision to recommend the removal of a director, the Board may call a special member meeting in accordance with Article 4 above or otherwise present such removal for membership vote at the next scheduled regular member meeting; provided, however, that any notice of the regular or special meeting at which such removal will be considered must state that the purpose (or one of the purposes) of such meeting is the removal of the director.

ARTICLE 7. MEETINGS OF THE BOARD OF DIRECTORS

7.1 Minutes of all Board meetings

The secretary of the Board shall keep records of all actions taken at Board meetings.

7.2 Regular meetings

The Board shall generally meet monthly at least ten (10) times each fiscal year. A portion of every regular meeting may be held in Executive Session. Participation in Executive Session is limited to the directors, and to others only by explicit invitation of the Board.

7.3 Special meetings

Special Meetings of the Board may be held at any place and time, whenever called by the president or any seven (7) directors.

7.4 Notice of meetings

Notice to directors of the Regular Meeting of the Board, including its time and place and agenda, shall be given no less than seven (7) days before the day of the meeting. Notice to directors of a Special Meeting of the Board, including its time and place and agenda, shall be required at least three (3) days before the date on which the Special Meeting is to take place.

7.5 Effect of attendance at meeting

Attendance of a director at any meeting shall constitute a waiver of notice of such meeting, except where the director attends a meeting for the purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

7.6 Quorum

A majority of the Board shall constitute a quorum for the transaction of business except as otherwise provided by law. The act of the majority of directors present at a meeting at which a quorum is present shall be the act of the Board except as otherwise provided in the Articles of Incorporation or these Bylaws. At any meeting of the Board at which a quorum is present, the Board may transact business, and the Board may exercise all of its powers. A director who is present at such a meeting shall be presumed to have assented to the action taken at that meeting unless the director's dissent or abstention is entered in the minutes of the meeting, or unless the director delivers (personally, or by electronic transmission) their written dissent or abstention to such action to either the person acting as secretary of the meeting before the adjournment of the meeting, or to the secretary of the Board immediately after the adjournment of the meeting. The right to dissent or abstain shall not apply to a director who voted in favor of such action.

7.7 Meetings held virtually or by other communication equipment/platforms

Members of the Board or its committees may participate in a meeting of the Board or such committees by means of videoconferencing, a conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear one another at the same time, and participation by such means shall constitute presence in person at a meeting.

7.8 Board agenda

The Executive Committee shall set the agenda for Board meetings, except as otherwise provided herein. Any director and any Member of the Congregation may propose an agenda item in writing to anyone on the Executive Committee. The Executive Committee may determine in its discretion whether or not to place any such proposed item on the agenda. Their decision is final. If six (6) directors who are not on the Executive Committee propose an item in writing, it must be placed on the agenda of the next regular Board meeting. If ninety (90) voting Members of the Congregation submit a written petition to the Executive Committee to place an item on the agenda, the item must be placed on a Board Regular Meeting agenda within two upcoming Board Regular Meetings. This right of voting Members does not apply to personnel issues, and the Executive Committee in its discretion shall determine if the members' proposed item is a personnel issue.

ARTICLE 8. OFFICERS

8.1 Officers enumerated, eligibility, term, and election

The officers of TBA shall be a president or co-presidents, a vice president, a secretary, and a treasurer. To be eligible to serve as an officer, an individual must be a director who is a Jewish person and a Member in good standing of the Congregation. An individual may be elected as an officer at the same time that the individual is elected to an initial term as a director, except for the offices of president and secretary who must have at least 1 year of Board service prior to election. Each officer shall serve a term of two (2) years. An individual director may serve more than one consecutive term in an officer position, except that no director may serve more than one consecutive term as president. Service in the position of an officer is included in the ten-year consecutive service limitation for directors described in Art. 6. Sec. 2. Officers are elected by the Congregation at the annual meeting as described in Art. 4 Sec..2. No individual may hold at the same time more than one of the offices of president, vice president, secretary, and treasurer. In addition to the powers and duties specified below, the officers shall have such powers and perform such duties as the Board may prescribe.

8.2 President or Co-Presidents

In addition to the general eligibility requirements described in Art. 6 Sec.1 and Art. 8. Sec. 1, the director(s) who become(s) president or co-presidents must have completed at least one (1) year of Board service immediately preceding the beginning of the term as president. The president(s) shall preside at all meetings of the Executive Committee, Board, and Congregation and perform all duties specified in these Bylaws, incident to the office, or delegated to the president by the Board. The president(s) is an ex-officio, non-voting member of every Board Committee, Board Advisory Committee, and Community Committee. Co-presidents shall determine how to divide these duties appropriately between themselves or at the direction of the Board or Executive Committee.

8.3 Vice President

The vice president shall perform all duties specified in these Bylaws, incident to the office, or delegated to the vice president by the Board. In case of the death, resignation, absence, refusal or inability of the president to serve, the vice president shall exercise the powers and perform the duties of the president. The vice president is not automatically nominated and recommended to the Congregation to succeed the president at the next subsequent election, but it is generally anticipated that they will be put forth at the next election.

8.4 Secretary

In addition to the general eligibility requirements described in Art. 6. Sec. 1, the director who becomes secretary must have completed at least one (1) year of Board service immediately preceding the beginning of the term as secretary. The secretary shall keep records of the proceedings of the Board, of the Executive Committee, and of the Congregation. The secretary shall also obtain and keep records of the proceedings of

any Board Committee. When requested by the president to do so, the secretary shall sign and execute with the president all deeds, bonds, contracts, and other obligations or instruments, in the name of TBA.

8.5 Treasurer

The treasurer shall chair the Finance Committee. The treasurer shall be responsible for overseeing the financial sustainability of the congregation, which includes all funds and investments of TBA and shall cause to be kept regular books of account. The treasurer shall deposit all funds and other valuable effects in the name of TBA in such depositories as may be designated by the Board, and the treasurer shall report the financial condition of TBA to the Board as often as requested. The treasurer may also report the same to the Congregation at all Annual Meetings and at all Special Meetings when requested to do so, and in general, shall perform all of the duties incident to the office of treasurer. With the approval of the Board, the treasurer may delegate the day to day carrying out of these duties to professional staff.

8.6 Immediate Past President

The immediate past president may leave the Board after completing the term as president. If the immediate past president has not served on the Board for the maximum five (5) consecutive two-year terms or ten (10) consecutive years pursuant to Art. 6. Sec 3, the immediate past president remains eligible to be nominated for election to the Board and to serve as the director-at-large member of the Executive Committee. If the immediate past president has served for the maximum period, the Nominations Committee may nominate, and the Board may recommend that the Congregation elect, the immediate past president to an additional one-year consecutive term as a director, which includes eligibility to serve as the director-at-large member of the Executive Committee.

8.7 Vacancy

An officer's position shall be deemed vacant as the result of the officer's death, resignation, termination of membership in the Congregation, or removal for cause. The Board may fill a vacancy occurring in the Board at any Regular or Special Meeting. The Board may appoint any candidate recommended by a vote of a simple majority of those directors in office. An officer appointed to fill a vacancy shall serve until the next Annual Meeting of the Congregation. If the Board decides not to fill the officer's vacancy, or if the Board appoints an officer from among the current directors in office and determines not to fill the resulting vacancy, it shall reduce the number of directors by resolution as set out in Art. 6.Sec 2.

8.8 Removal

Upon the affirmative vote of two-thirds of the directors then in office, Board may remove any officer for cause if, in its judgment, the best interests of TBA will be served by such removal. What constitutes cause for removal, including failure to carry out the responsibilities of the position, shall be determined solely by the Board in its collective wisdom and judgment with reference to, but not necessarily in reliance upon, Jewish

values, duties, morals and customs. The process for removal of an officer for cause must commence with a recommendation for removal by a simple majority of the Board Governance Committee. The officer in question shall have an opportunity to address the Board before its vote is taken, and shall have reasonable written notice of the asserted cause for removal, of the Board meeting, and of the prospective vote. The decision of the Board shall be final.

8.9 Limits on officer authority

No officer, officers, or combination of officers and senior staff may exercise any Board power not expressly delegated to such person or persons.

ARTICLE 9. COMMITTEES WITH DELEGATED BOARD POWERS: BOARD COMMITTEES

9.1 Board Committees

The Board, by resolution adopted by a majority of the directors in office, may designate and appoint Board Committees. Any such Board Committee shall consist of two (2) or more directors. Only directors may serve on Board Committees. Such Board Committees shall have and exercise such authority of the Board in the governance and management of TBA as specified by resolution and shall keep and maintain minutes. The minutes of any Board Committees shall be submitted to the Board Secretary to be maintained with the records of TBA. No Board Committee, including the Executive Committee, shall have the authority of the Board to elect, appoint or remove any director or officer of TBA; terminate the Senior Rabbi or any other position reporting directly to the Board; amend the Articles of Incorporation or the Bylaws; adopt a plan of merger or adopt a plan of consolidation with another corporation; authorize the voluntary dissolution of TBA or revoke proceedings therefor; adopt a plan for the distribution of TBA's assets not in the ordinary course of business; or amend, alter or repeal any resolution of the Board that by its terms provides that it shall not be amended, altered, or repealed by such committee. The designation and appointment of such Board Committee and the delegation of authority to it shall not operate to relieve the Board or any individual director of any responsibility imposed upon it, him or her or them by law.

9.2 Enumerated Board Committees

The Board, by annual resolution adopted by a majority of the directors in office, shall designate and appoint the members of the following Board Committees, along with any other Board Committee the Board wishes to create:

- a) *Board Governance Committee*. The Board shall select the chair of this committee. The Board Governance Committee is responsible for optimizing overall board effectiveness by overseeing Member composition and the Member lifecycle, managing operational and conflict-of-interest policies, facilitating performance evaluations, and executing any additional duties assigned by the Board.

- b) *Leadership Support Committee*. In addition to the president, vice-president or president's designee, the Leadership Support Committee shall consist of up to three (3) directors, at least one of whom is not an officer or Executive Committee member, and no clergy or non-clergy staff may be ex officio members. The Board shall select the chair of this committee. While Members of the Congregation who are not directors are not eligible to serve on this committee, the Leadership Support Committee may consult with Members to support the evaluation processes for the Senior Rabbi and the Executive Director. The Leadership Support Committee oversees the annual evaluation and goal-setting processes for the Senior Rabbi and Executive Director, reports evaluation summaries to the Board, and manages contractual tracking and general support for associate clergy and staff.

ARTICLE 10. EXECUTIVE COMMITTEE

10.1 Composition

The Executive Committee is a Board Committee governed by these Bylaws. The voting members of the Executive Committee shall be the president or co-presidents, vice president, treasurer, secretary, and a director-at-large. The director-at-large member of the Executive Committee shall be annually elected by the Board at its first regular meeting of the board term. The individual may, however, following the one-year term, continue to serve on the Executive Committee in the role of an officer if the individual is elected to an officer position and has not reached term limits as outlined in Art. 6 Sec. 3. Directors who have served on the Board for at least one year are eligible to be elected to the director-at-large position. The Senior Rabbi and the Executive Director shall serve as ex officio, non-voting members. The president shall serve as chair of the Executive Committee. The Board shall have the discretion to appoint additional non-voting members of the executive committee as needed.

10.2 Meetings

The president shall chair the Executive Committee and shall call meetings of the Executive Committee. The Executive Committee shall meet at least ten (10) times each fiscal year. A portion of any Executive Committee meeting may be held in Executive Session. Participation in Executive Session is limited to the voting members of the Executive Committee, and to others only by explicit invitation of the Executive Committee.

10.3 Quorum

Three (3) voting members of the Executive Committee shall constitute a quorum for the transaction of business. The act of the majority of Executive Committee members present at a meeting at which a quorum is present shall be the act of the Executive

Committee. At any meeting of the Executive Committee at which a quorum is present, the Executive Committee may exercise all of its powers.

10.4 Responsibility for Board Meeting agendas

The Executive Committee shall have authority to set the agenda for Board meetings.

10.5 Regular reporting to the Board

The Executive Committee shall share with the board relevant information as necessary.

10.6 Emergency powers

In the case of an emergency or special and urgent business, the Executive Committee shall have all the authority and powers of the Board when the Board is not in session, except that the Executive Committee shall not under any circumstances have the authority to elect, appoint or remove any director or officer of TBA; terminate the Senior Rabbi or any other position reporting directly to the Board; amend the Articles of Incorporation or the Bylaws; adopt a plan of merger or adopt a plan of consolidation with another corporation; authorize the voluntary dissolution of TBA or revoke proceedings therefor; adopt a plan for the distribution of TBA's assets not in the ordinary course of business; or amend, alter or repeal any resolution of the Board that by its terms provides that it shall not be amended, altered, or repealed by the Executive Committee. The existence of an "emergency" or "special and urgent business" shall be determined by a vote of the Executive Committee, not by the president or any other officer acting alone. In an extraordinary emergency, such as a sudden natural disaster, as a result of which Executive Committee members cannot attend a meeting in person or by any other means of communication, a quorum shall be those Executive Committee members who are available either in person or by electronic means, provided that a quorum shall not be fewer than three (3) members of the Executive Committee. In the event the Executive Committee invokes its emergency powers and takes any action, i) the Executive Committee shall document its action in formal minutes that set out the existence of a quorum and the vote taken, or in a consent executed by all members of the Executive Committee; and ii) the Executive Committee shall make all reasonable efforts under the circumstances to inform the Board of such action within twenty-four (24) hours.

10.7 Other duties

The Executive Committee has authority to act with the authority of the Board only as provided in these Bylaws or as otherwise delegated by resolution approved by a majority of the directors in office. The Executive Committee shall oversee and advise the president and provide guidance to clergy and professional staff; facilitate collaboration among Board Committees, Board Advisory Committees, Community Committees, clergy and professional staff; ensure regular reporting by each of them; propose policies for Board consideration; and be responsible for communicating Board action to the Congregation and sharing information pursuant to Art. 4. The Executive Committee shall also be the group to whom either or both the Senior Rabbi and the Executive Director bring any issues, disagreements, or conflicts they have been unable to resolve between or among themselves.

ARTICLE 11. COMMITTEES WITHOUT DELEGATED BOARD POWERS THAT ADVISE THE BOARD: BOARD ADVISORY COMMITTEES

11.1 Board Advisory Committees

The Board may, by resolution, designate and appoint such Board Advisory Committees as it deems appropriate. Directors and non-directors may serve on a Board Advisory Committee, and unless specified in these Bylaws, either a director or non-director may chair or co-chair such a committee.

11.2 Enumerated Board Advisory Committees

In addition to the duties specified below, these committees shall perform such duties as the Board may prescribe by resolution adopted by a majority of the directors in office. The Board, by annual resolution adopted by a majority of the directors in office, shall designate and appoint chairs for the following Board Advisory Committees, along with any other Board Advisory Committee the Board wishes to create:

- a) *Development Committee*. The Development Committee may initiate and recommend strategies, policies, and messaging, to carry out and perform the decisions of the Board regarding revenue-generating aspects of TBA's financial operations. The Development Committee may be chaired by a director or non-director Member of the Congregation selected by the Board and shall be constituted with a minimum of two directors, not counting the president.
- b) *Finance Committee*. The Finance Committee may initiate and recommend matters of business and policy to the Board regarding any aspect of TBA's financial health. This committee shall be chaired by the treasurer and constituted with at least one additional director and other Members of the Congregation in good standing.
- c) *Nominations Committee*. The Nominations Committee collaborates with the Board Governance Committee and gathers broad input to identify, recruit, and propose an annual slate of candidates for open leadership positions, which must be approved by a majority Board vote before being recommended to the Congregation. This committee shall consist of five members, at least two of whom are directors and at least two of whom are not directors. The chair shall be selected by the Board, and the Board must approve the composition of this committee with sufficient time as is necessary for the committee to perform their duties.
- d) *Youth Education Committee*. This committee shall advance, and support the Board in, strategic decisions in Youth Learning, including both early childhood school and religious school. This committee shall be chaired by a member of the board and shall consist of at least one additional director and other Members of the congregation who represent both the SEED early childhood community and the religious school (K-12).

11.3 Terms and governance

Board Advisory Committees shall have written charters approved by the Board. For the Board Advisory Committees specifically enumerated in Art 11. Sec. 1 and 2, the charters may be reviewed at will by the Board. For Board Advisory Committees created for limited, specific purposes, such as search committees for clergy or senior professional staff positions, long-term planning, etc., the resolution creating the committee must describe its purpose and its scope, and the Board, in its discretion, may determine the composition of such Board Advisory Committees.

ARTICLE 12. COMMUNITY COMMITTEES

A Community Committee is a group convened and overseen by the Senior Rabbi, the Executive Director, or their designated representative(s) for a specific purpose aligned with the mission of TBA. These committees are not established by the Board and have no authority to take actions that legally bind TBA. A Community Committee may also be known as an Engagement Team, Task Force, Work Group, or other designation. Community Committees are recommended to have a written charter describing the purpose and activities of the committee that is reviewed and approved annually by the person convening the committee.

ARTICLE 13. ROLE OF PAST PRESIDENTS

The Senior Rabbi, the president, the Executive Committee, or the Board may at any time request the past presidents of TBA render advice on matters of importance to the welfare of TBA.

ARTICLE 14. CEMETERY

The Board of Directors shall maintain policies and procedures regarding the burial of TBA Members and non-members; provided, however, that any policies and procedures that have been or may hereafter be adopted by the Board of Directors may not limit or restrict the rights of those individuals who purchased plots prior to the adoption of such policies and procedures.

ARTICLE 15. LIMITATION OF DIRECTORS' LIABILITY

A director shall have no liability to TBA for monetary damages for conduct as a director, except for acts or omissions that involve intentional misconduct by the director, or a knowing violation of law by the director, or for any transaction for which the director will personally receive a benefit in money, property, or services to which the director is not legally entitled. If the Washington Nonprofit Corporation Act is hereafter amended to authorize corporate action further eliminating or limiting the personal liability of directors, then the liability of a director shall be eliminated or limited to the full extent permitted by the Washington Nonprofit Corporation Act, as so amended. Any repeal or modification of this Article shall not adversely affect any right or protection of a director of TBA existing at the time of such repeal or modification for or with respect to an act or omission of such director occurring prior to such repeal or modification.

ARTICLE 16. INDEMNIFICATION

16.1 Right to indemnification of Directors and Officers

Each person who was, or is threatened to be made a party to or is otherwise involved (including, without limitation, as a witness) in any actual or threatened action, suit or proceeding, whether civil, criminal, administrative or investigative, by reason of the fact that he or she is or was a director or officer of TBA, shall be indemnified and held harmless by TBA, to the full extent permitted by applicable law as then in effect, against all expense, liability and loss (including attorneys' fees, judgments, fines, ERISA excise taxes or penalties and amounts to be paid in settlement) actually and reasonably incurred or suffered by such person in connection therewith, and such indemnification shall continue as to a person who has ceased to be a director, trustee, or officer, and shall inure to the benefit of his or her heirs, executors and administrators; provided, however, that except as provided in Sec 2 of this Article with respect to proceedings seeking solely to enforce rights to indemnification, TBA shall indemnify any such person seeking indemnification in connection with a proceeding (or part thereof) initiated by such person only if such proceeding (or part thereof) was authorized by the Board. The right to indemnification conferred in this Article shall be a contract right and shall include the right to be paid by TBA the expenses incurred in defending any such proceeding in advance of its final disposition; provided, however, that the payment of such expenses in advance of the final disposition of a proceeding shall be made only upon delivery to TBA of an undertaking, by or on behalf of such director or officer, to repay all amounts so advanced if it shall ultimately be determined that such director or officer is not entitled to be indemnified under this Article or otherwise.

16.2 Right of Claimant Director/Officer to bring suit

If a claim for which indemnification is required under Art. 16 Sec. 1 is not paid in full by TBA within sixty (60) days after a written claim has been received by TBA, except in the case of a claim for expenses incurred in defending a proceeding in advance of its final disposition, in which case the applicable period shall be twenty (20) days, the claimant may at any time thereafter bring suit against TBA to recover the unpaid amount of the claim and, to the extent successful in whole or in part, the claimant shall be entitled to be paid also the expense of prosecuting such claim. The claimant shall be presumed to be entitled to indemnification under this Article upon submission of a written claim (and, in an action brought to enforce a claim for expenses incurred in defending any proceeding in advance of its final disposition, where the required undertaking has been tendered to TBA), and thereafter TBA shall have the burden of proof to overcome the presumption that the claimant is so entitled. Neither the failure of TBA (including its board of directors or independent legal counsel) to have made a determination prior to the commencement of such action that indemnification of or reimbursement or advancement of expenses to the claimant is proper in the circumstances nor an actual determination by TBA (including its board of directors or independent legal counsel) that the claimant is not entitled to indemnification or to the reimbursement or advancement of expenses shall be a defense to the action or create a presumption that the claimant is not so entitled.

Nonexclusivity of Rights. The right to indemnification and the payment of expenses incurred in defending a proceeding in advance of its final disposition conferred in this Article shall not be exclusive of any other right which any person may have or hereafter acquire under any statute, provision of the Articles of Incorporation, Bylaws, agreement, or vote of disinterested directors or otherwise.

16.3 Insurance, contracts, and funding

TBA may maintain insurance at its expense, to protect itself and any director, trustee, officer, employee or agent of TBA or another corporation, partnership, joint venture, trust or other enterprise against any expense, liability or loss, whether or not TBA would have the power to indemnify such person against such expense, liability or loss under RCW 24.03.043 of the Washington Nonprofit Corporation Act and RCW 23B.08.510 of the Washington Business Corporation Act, or any successor provisions. TBA may enter into contracts with any director or officer of TBA in furtherance of the provisions of this Article and may create a trust fund, grant a security interest or use other means (including, without limitation, a letter of credit) to ensure the payment of such amounts as may be necessary to effect indemnification as provided in this Article.

16.4 Indemnification of employees and agents of TBA

TBA may, by action of its board of directors on one or more occasions, provide indemnification and pay expenses in advance of the final disposition of a proceeding to employees and agents of the corporation with the same scope and effect as the provisions of this Article with respect to the indemnification and advancement of expenses of directors and officers of the corporation or pursuant to rights granted pursuant to, or provided by, the Washington Business Corporation Act, as applied to nonprofit corporations, or otherwise.

ARTICLE 17. ADMINISTRATIVE AND FINANCIAL PROVISIONS

17.1 Fiscal year

As of 2026, the fiscal year shall begin the first day of June and end the last day of May. The fiscal year may be updated at the request of the Executive Director and confirmed with a Board vote at any time prior to the start of the next fiscal year.

17.2 Conflict of interest

The Board shall at all times maintain a Conflict of Interest Policy for TBA's fiduciaries, i.e., its directors, officers, and any member of a Board Committee. All such fiduciaries shall complete an annual questionnaire affirming compliance with TBA's Conflict of Interest Policy and disclosing any potential or actual conflicts of interest.

17.3 Loans prohibited

TBA shall make no loans to any officer or to any director.

17.4 Books and records

TBA shall keep at its principal office in Washington State, or at its secretary's office if in Washington State, the following documents (in electronic or hard copy form): current Articles of Incorporation and Bylaws; a list of members, including names, addresses and classes of membership, if any; correct and adequate statements of account and finances; a list of officers' and directors' names and addresses; minutes of Congregational Meetings, if any, and of the Board, and any minutes which may be maintained by Board Committees. TBA's records shall be open at any reasonable time to inspection by any Member in good standing of more than three (3) months or a representative of more than five percent (5%) of the membership. Costs of inspecting or copying shall be borne by such Member except for copies of Articles of Incorporation or Bylaws. Any such Member must have a purpose for inspection reasonably related to membership interests. Any use or sale of members' lists by such Member if obtained by inspection or other collection method is prohibited, unless previously approved or permitted by the Executive Director.

17.5 Financial review

The Board shall ensure that at least every three (3) years, an outside Certified Public Accountant conducts a review of TBA's financial statements.

17.6 Facilities

There shall be a facilities plan in place. The Facilities Plan shall be reviewed every 10 years as part of the capital reserve study.

17.7 Safety

TBA shall have a safety plan in place at all times. It shall be reviewed periodically for necessary updates and any needed infrastructure and/or staffing.

17.8 Sale of TBA Real Property

Any proposed sale of TBA real property assets that equal or exceed twenty-five percent (25%) of the total value of TBA's real property assets before any sale, or any proposed sale within an aggregation of proposed sales of TBA real property assets within a ninety-day period that equal or exceed twenty-five percent (25%) of the total value of TBA's real property assets before any sales, requires the affirmative vote in person of a two-thirds (2/3) majority of the Members of the Congregation eligible to vote and present at any meeting of the Congregation called in whole or in part to vote on the sale of TBA real property. Such proposed sale must be duly proposed in writing by the Board by a majority of the directors in office, and in or with the notice of the congregational meeting at which the vote will take place, the terms of the proposed sale must be fully set forth.

17.9 Legal compliance

The Board shall adopt policies to ensure TBA's operations and governance comply with all applicable federal, state, and local laws. Among those policies, the Board shall establish a policy regarding the topics and monetary value thresholds of new and

renewal contracts and agreements to which TBA is a party that must be reviewed by legal counsel representing TBA, whether paid or pro bono.

17.10 Review of Bylaws and Articles of Incorporation

The Board shall establish a Board Advisory Committee to review the Bylaws and Articles of Incorporation for possible alteration, amendment, or repeal at least once every seven (7) years from the adoption of these Bylaws and make appropriate recommendations to the Board.

17.11 Amendment of Bylaws and Articles of Incorporation

These Bylaws may be amended, supplemented or repealed in whole or in part by the affirmative vote in person of a majority of the Members at a meeting of the Congregation at which a quorum is present, provided that such amendment, supplement or repeal has been duly proposed in writing by the Board by vote of a majority of the directors in office. The same process shall apply to the amendment, supplement, or repeal of the Articles of Incorporation, except that such action shall require the affirmative vote in person of a two-thirds (2/3) majority of the Members at a meeting of the Congregation at which a quorum is present.

17.12 Effective date of amendments

The aforesaid Bylaws and any amendments, supplements, or repeal, in whole or in part, shall become operative upon adoption and shall supersede and replace all other bylaws or relevant portions thereof, as the case may be.

17.13 Strategic evaluation

Every 15 years, the Congregation shall engage in a review of the entire enterprise, considering financial and physical state and create a future-looking strategic plan for the next 15 years, starting within 24 months after the passage of these by-laws.

ARTICLE 18. DISSOLUTION AND MERGER

Upon the recommendation of the Board adopted by three quarters ($\frac{3}{4}$) of the directors in office, TBA may be dissolved or merged into another entity by the affirmative vote in person of a two-thirds (2/3) majority of the Members of the Congregation eligible to vote and present at any meeting of the Congregation duly called for such purpose in accordance with these Bylaws. Should the Congregation elect to dissolve TBA, the Board shall create a committee to wind down the affairs of TBA consistent with the Articles of Incorporation and including determining the appropriate distribution of TBA's sacred items. Moreover, any such use or distribution of the money or property of TBA shall be in accord with the Articles of Incorporation and Art. 1 and 2 of these Bylaws.

CERTIFICATION

Lauren Dudakov, being Secretary of Temple Beth Am, hereby certifies that the foregoing Bylaws were updated and duly adopted by the Congregation on May 17, 2026.



Lauren Dudakov (Jun 9, 2026 16:48:21 PDT)

Lauren Dudakov, Secretary






Temple Beth Am By-Laws (Final Amended May 17, 2026)

Final Audit Report

2026-06-09

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