

Dear Friends,

As most of you know, Rabbi David's 3-year employment contract with Shir Ami expires at the end of this synagogue year, on June 30, 2026. The contract contains a deadline (recently passed) for informing Rabbi David of our intentions, failing which we are obliged to begin good-faith negotiations for the extension of his contract.

This decision rests solely with the Board of Trustees. We have scheduled a board meeting for Monday, December 8, 2025 at 7 PM for the primary purpose¹ of deciding this and related² issues. This meeting is the sole opportunity for non-Board-member congregants to be heard by the Board before it acts; from the Board's perspective, it is our opportunity to hear and consider all input before making decisions.

As with every Board meeting, all congregants are welcome to attend and speak. Because many congregants may attend this meeting, we are limiting the time for non-Board members to speak to 2 minutes each (with no right to yield time, summary, or restatement after your turn has ended), and requiring sign-up on or before December 4 for each such non-Board member. **Any non-Board member congregant who fails to sign up timely will lose his/her right to speak at the meeting.**

Here is the [link](#) for signing up to attend the board meeting and speak, subject to the above-stated limitations. We urge you to prepare in advance what you'd like to say, so that you are not disappointed by an inability to complete your thoughts, as we will enforce the time limit.

We are all obliged to handle this issue in a manner that is considerate to all and that emphasizes Jewish values of *chesed* (loving kindness), *emet* (truth), *emunah* (faith), *bitachon* (trust), *rachamim* (compassion), *hakarat ha-tov* (gratitude), *kavod* (honor) and *shalom* (peace/wholeness).³ The Board is committed to hearing all input and implementing this process fairly. Equally important is acting with respect for the Rabbi, minimizing disruption, and maintaining a strong and loving connection among congregants.

Sincerely,
The Board of Trustees of Shir Ami

¹At this meeting, we will likely also vote to designate Jenny Lake to complete the remainder of David Green's 2-year term as Treasurer, to serve until December 31, 2026, upon his resignation as Treasurer to serve a 2-year term as co-President commencing January 1, 2026.

²The Board could decide at this meeting all or some of at least (1) whether to extend/renew Rabbi David's contract; (2) if so, upon what terms; (3) if so, who will be responsible for negotiating/drafting such a contract; and (4) if not, what comes next.

³This language comes verbatim from our existing contract with Rabbi David, which contains an express statement that the parties intend for their relationship to be based on these Jewish values.