

October 3, 2018

Dear Member:

On behalf of the Members of the Board of Trustees, Past Presidents and Past Chairpersons of the Board of Trustees, I am urging you to vote, via proxy or in person, at a Special Meeting of the Congregation on October 21, 2018, to ratify the Board's decision to terminate Rabbi Fink's employment in accordance with our Bylaws. On August 22 and September 26, 2018, the Board of Trustees unanimously voted to terminate the employment of Rabbi Fink as our Senior Rabbi for cause. All Past Presidents and Past Chairpersons present at those meetings unanimously affirmed that vote. This action resulted from his violations of the Ethics Code of the Central Conference of American Rabbis (CCAR) as prescribed in his Employment Agreement with Temple Oheb Shalom. This letter summarizes our situation and what we need from you. Additional facts and details may be found on the accompanying pages.

First and foremost, for Temple Oheb Shalom to fulfill its mission and obligation to you our congregants, we need to move forward and begin the healing process and refocus our efforts on improving and creating the dynamic Temple that provides the spiritual environment that fosters building and maintaining important relationships, nourishes our Jewish identity and educates our children and grandchildren.

**Simply stated, in order to move forward, we need your affirmative vote to ratify the Board's decision to terminate Rabbi Fink's contract.**

Attached is a memorandum providing details on the lengthy process that has brought us to this moment, and information about how to cast your vote. We urge you to review the memorandum carefully. In summary, we the Board of Trustees and past-Presidents and Board Chairpersons, were addressed in person by Rabbi Fink and by some of the complainants. We reviewed the information and conclusions of the CCAR concerning Rabbi Fink's failure to adhere to significant sections of their Code of Ethics and we found their conclusions compelling. The CCAR Ethics Committee is the body most qualified to interpret the adherence or lack thereof to their Code of Ethics and to conduct a review of the various allegations and responses via personal interviews and written responses by Rabbi Fink and others concerning these matters. Violations of the CCAR Ethics Code are an express basis for termination of Rabbi Fink's contract. Pragmatically, the CCAR Ethics Committee's decision to suspend Rabbi Fink from the CCAR and bar him from fulfilling his responsibilities as a rabbi in any congregation affiliated with the Union of Reform Judaism makes his continued tenure untenable.

**It is time for us to move forward so please participate in the future of your congregation by voting to ratify. If you wish to vote by proxy, simply sign and complete the enclosed form and return to Ken Davidson, Executive Director, by delivery to the Temple office, by fax to 410-358-3313 or by email to [ken@templeohebshalom.org](mailto:ken@templeohebshalom.org).**

B' Shalom,

Mina Wender  
President, Board of Trustees