

Temple Beth Shalom Policy on Financial Obligations

Introduction: Article 5 of the bylaws deals with Membership. Section 6 defines members' responsibility to support the congregation and gives the Board of Trustees authority to set dues, with the approval of the congregation, and to set other fees. Section 3 defines good standing. This policy provides additional definitions and operating procedures for the temple's finances.

Policy Statement: Dues are renewed annually. Temple Beth Shalom's fiscal year begins on July 1 and ends on June 30. Membership renewal materials are mailed shortly before the end of the fiscal year. The first step in the membership renewal process is to make a dues pledge for the year. Although the bylaws state that dues are payable at the first of the fiscal year, many members make payments on approved schedules.

Membership privileges, such as voting, obtaining High Holy Day tickets, registering children for Religious School, and obtaining member rates on ECP and event fees are dependent on remaining in good standing. Good standing means that a member household has made a dues pledge for the year and is current with all of its financial obligations to the synagogue. The bylaws define "current" to mean that no financial obligation is 60 days or more in arrears. Financial obligations include any money pledged or owed to temple, including (but not limited to) dues, Religious School fees, ECP fees, *bar/bat mitzvah* fees new building fund assessments, security fee, fees for events, classes, and meals, and any special assessments approved by the board.

- In order to receive tickets for High Holy Day services, members must make timely dues pledges and pay at least 20% of their dues (or arrange a payment plan with a financial officer or the temple administrator).
- Parents of Religious School students must pay half of the Religious School fees before the first term starts and the balance before the second term starts (or arrange a payment plan with a financial officer or the temple the administrator). Students will be unable to attend Religious School until such fees are paid.
- The *bar/bat mitzvah* fee must be paid 3 months prior to the child's *bar/bat mitzvah*, unless a prior arrangement has been made with a financial officer or the temple administrator. The *bar/bat mitzvah* ceremony may be cancelled if this fee is unpaid.
- At the beginning of the second year of membership a new member assessment is charged to the account of all new members and members returning after an absence of more than 5 years. This \$2,000 fee will be charged in December of the second year of membership. Payment of this fee can be scheduled over 5 years. A financial officer or the temple administrator can waive this fee for new or returning members who have paid building fund fees at another URJ congregation, for active duty members of the military, or for other reasons at their discretion.

The president, treasurer, financial secretary, or temple administrator, on behalf of the Board of Trustees, may waive, extend or modify the financial obligation of any member.

In the event that a member household fails to make a dues pledge for the current year or fails to pay money owed from the current or prior years, a financial officer or the temple administrator may terminate that membership.