

## **Keshar Zion Synagogue Dues Policy 2018**

After many years, the KZ dues committee has come to the conclusion that the dues structure must be updated and simplified. However constructed, the dues policy must produce adequate income to support essential synagogue functions and activities including payment of rent, salaries for a rabbi and cantor, and office staff. In addition, we must pay for insurance, United Synagogue dues, and numerous other expenses.

The 2018-19 budget estimates expenses for KZ at \$230,000. We have non-dues income of about \$82,000; therefore, dues need to cover about \$148,000.

At present, we have about 135 member units (couples, families, and singles, residing under one roof). If every member unit were able to pay the exact same amount, dues would be \$1,100 per member. Of course, many members of our congregation cannot afford dues of \$1,100 and quite a few can pay significantly more. The policy will therefore recognize that there are differences in ability to pay among our membership.

The dues committee feels that the following policy is the most fair and will help us move KZ into the future. This statement of dues policy supersedes earlier policy statements. The basic elements of the new policy are as follows:

We establish three basic levels of dues, based on household income:

- For incomes below \$ 60,000 per year, dues are set at \$ 500 per year
- For incomes between \$ 60,000 and \$ 100,000 per year, dues are set at \$ 1,400 per year.
- For incomes over \$ 100,000 per year, dues are set at \$ 2,000 per year.

Members in the top category who have incomes in excess of \$100,000 per year are encouraged to consider increasing their contribution on a voluntary basis to 2% of income per year. Members in all three categories are encouraged to pay more than the stated amounts if they are willing and able to do so. We expect that if every member pays their fair share, the synagogue will remain fiscally sound. If we are fortunate enough to bring in additional funds, we will use these funds to enhance the synagogue experience for our members.

We also want to make it clear that any member who believes that financial circumstances will impose difficulties in meeting the above dues guidelines should not hesitate to contact the Dues Committee Chairman or the President of the congregation to discuss this matter.