



Policy: Fees for Membership, Burial, Perpetual Care and High Holidays

Date Approved: September 20 2018
(Replaces Policy Dated: July 17, 2018)

Approved By: Board of the Shaar Shalom Congregation

Policy Statement

A fee structure is used to cover the costs of operating the Shaar Shalom Synagogue in order to maintain a Conservative Jewish congregation in the Halifax Regional Municipality. This policy has been developed to detail the fees charged for membership, burial and perpetual care. The policy also details fees for non-members who wish to worship with the Shaar Shalom congregation on High Holidays or wish to be buried by the Shaar Shalom Synagogue.

The Halifax Cooperative Hebrew School fees for Jewish children of non-member(s) and non-Jewish children of Jewish parent(s) are detailed in the Halifax Cooperative Hebrew School Eligibility Policy.

Definitions

Member – an individual included in one of the following three classes of membership:

1. Single – a Jewish person over the age of eighteen (18) years who is not otherwise included in a Family Membership.
2. Family – includes:
 - A single Jewish adult with one or more dependent Jewish children; or
 - Cohabiting Jewish adults, with or without dependent Jewish children; or
 - Such other definition as designated by the Board.
3. Such other classes as may be designated by the Board from time to time

The synagogue office retains a list of the specific individuals covered under each class of membership

Ombudsman Committee – a Committee appointed by the Board and given responsibility to confidentially hear requests for exceptions to this policy. The Committee has the authority to make exceptions to this policy as described in the Policy Exceptions section.

Policy Objectives

The objective of the policy is to clearly describe:

1. The fees charged for membership, burial and perpetual care; and
2. The fees charged to non-members who wish to worship with the Shaar Shalom congregation on High Holidays or wish to be buried by the Shaar Shalom Synagogue.

Policy Application

The following table lists membership, burial, perpetual care and High Holiday fees and provides details for categories within these each type of fee. Note that the fiscal year for annual fees runs from September 1 to August 31 of the following year.

Type of Fee	Category of Fee	Fees ¹	Notes
Membership Dues	Family (resides in the city)	\$1,936.00 (annually)	For new members, \$1,000 of this fee is applied to the Capital & Endowment fund in the first year and the remainder is applied to dues
	Family (resides more than 50km outside the city)	\$968.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
	Single (resides in the city)	\$1,293.00 (annually)	For new members, \$500 of this fee is applied to the Capital & Endowment fund in the first year and the remainder is applied to dues
	Single (resides more than 50km outside the city)	\$645.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
	Young Adult Family (under age 30 as of January in the fiscal year of membership)	\$554.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
	Young Adult Single (under age 30 as of January in the fiscal year of membership)	\$277.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
Burial Fees	Member	\$2,000.00 (one time)	
	Non-Member ²	\$8,465.00 (one time)	This is calculated as dues for 5 years. A burial fee is included.

¹ Last revised in 2018/19

² The Rabbi must approve non-member burials in the cemetery. Due to timing, it may not be feasible to obtain Board approval, so the Chair of Cemetery is responsible to inform the Board.

Type of Fee	Category of Fee	Fees ¹	Notes
Perpetual Care	Member and Non-Member	\$2,900.00 (one time)	
High Holiday Fees	Couple/Family	\$360.00	
	Single	\$180.00	
	Out-of-town family members of congregants	\$100.00	

Note that all new member applications must be approved by the Rabbi and the Board of the Shaar Shalom Congregation before a membership fee is determined and before an exception in fees is considered through the process described in the Policy Exceptions section.

Policy Exceptions

Jews who wish to affiliate with the Shaar Shalom Synagogue, but are unable to pay the relevant membership dues can appeal to the Synagogue’s Ombudsman Committee for consideration of a reduced fee. The Committee process for considering appeals is confidential, as individuals will be asked to disclose certain financial and income information. The Committee has the authority to establish reduced fees in exchange for volunteer commitments that contribute to the work of the synagogue. The concept of exchanging volunteer commitment for some portion of the member fee ensures that all members of the Shaar Shalom Synagogue contribute equitably to its ongoing operation. Examples of volunteer activities include assisting with programming and fund raising; assisting with office work; assisting with cooking and baking in the kitchen; making minyans for Shabbat; gardening/landscaping, etc.

A member with at least 5 consecutive full years of paid membership followed by an incapacity that prevents attendance at synagogue for 24 continuous months may, on the initiative of the member or their family and supported by appropriate medical corroboration, have their fees waived by the Synagogue’s Ombudsman Committee for the duration of their incapacity without losing member status or privileges.

Policy Monitoring

The Board reviews and revises membership, burial, perpetual care and High Holiday fees annually and makes adjustments effective September 1 of that year.

Forms Included with this Policy as Attachments

None