



**Policy: Fees for Ritual and Life Cycle Events**

**Date Approved:** November 25, 2014  
(Replaces Policy Date: August 21, 2014)

**Approved By:** Board of the Shaar Shalom Congregation

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**Policy Statement**

A major function of the Shaar Shalom Synagogue is to provide Conservative rabbinic supervision for ritual and life cycle events of members. This policy has been developed to detail the applicable fees charged to members when a ritual or life cycle event is held at the synagogue or at another site. The policy also details fees for non-members (non-affiliated Jews in our community). The basis for providing services to non-members is:

- Services provided to non-members will not interfere with or compromise the provision of services to members;
- The Shaar Shalom Synagogue has a responsibility to provide outreach to non-affiliated Jews in our community; and
- This is an opportunity to attract new members.

Assumptions used to develop this policy follow:

- A full time spiritual leader is employed by the Shaar Shalom Synagogue.
- No additional fees are charged to members for a core set of ritual and life cycle events.
- Fees have been established using an estimate of an inherent hourly rate.
- All fees (except gratuities and mohel expenses) are invoiced by, and paid to the Shaar Shalom Synagogue.
- The Shaar Shalom Synagogue pays two thirds of the Rabbi fees to the spiritual leader. All other fees are retained by the Synagogue.
- Gratuities are between the individual(s) and the spiritual leader.
- Mohel expenses are paid by the family directly to the mohel.
- Applicable facility and food charges are detailed in the Planning a Function at the Synagogue and Kiddush Sponsorship policies.
- Charges for Torah scroll rental and Chuppah use are detailed in the Torah Scroll Rental and Chuppah Use policies.

## 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

## Policy Objectives

The objective of the policy is to describe a process that ensures:

1. Charges associated with Conservative rabbinic supervision of ritual and life cycle events are clearly stated;
2. The Shaar Shalom Synagogue collects all fees (except gratuities and mohel expenses); and
3. The Shaar Shalom Synagogue pays a specific portion of the Rabbi fee to the spiritual leader.

## Policy Application

Fees for Ritual and Life Cycle Events					
Ritual or Life Cycle Event	Members		Non-Members		Miscellaneous
	Held in Synagogue	Held Outside Synagogue	Held in Synagogue	Held Outside Synagogue	
<b>Male Brit Milah (circumcision ceremony)</b>	No charge (Certificate included)	- Travel expenses - No charge for certificate	- Rabbi fee: \$100 - Certificate: \$36	- Travel expenses - Rabbi fee: \$100 - Certificate: \$36	Mohel expenses are paid by the family directly to the mohel.
<b>Female Naming Ceremony</b>	No charge (Certificate included)	- Travel expenses - No charge for certificate	- Rabbi fee: \$250 - Certificate: \$36	- Travel expenses - Rabbi fee: \$250 - Certificate: \$36	Usually occurs on Shabbat morning. Alternatives are possible.

<b>Fees for Ritual and Life Cycle Events</b>					
<b>Ritual or Life Cycle Event</b>	<b>Members</b>		<b>Non-Members</b>		<b>Miscellaneous</b>
	<b>Held in Synagogue</b>	<b>Held Outside Synagogue</b>	<b>Held in Synagogue</b>	<b>Held Outside Synagogue</b>	
<b>Bar/Bat Mitzvah</b>	No charge	- Travel expenses	- Rabbi fee: \$400	- Travel expenses - Rabbi fee: \$400	
<b>Bar/Bat Mitzvah Tutoring</b>	Arrange with tutor	Arrange with tutor	Arrange with tutor	Arrange with tutor	The Rabbi can provide options for tutoring.
<b>Wedding (includes counselling sessions)</b>	N/A	- Travel expenses - Chuppah rental and mounting costs (see Chuppah Use policy)	- Rabbi fee: \$750 - Chuppah rental and mounting costs (see Chuppah Use policy)	- Travel expenses - Rabbi fee: \$750 - Chuppah rental and mounting costs (see Chuppah Use policy)	
<b>Rabbi's Blessing for a Milestone Celebration</b>	No charge	Rabbi fee: \$118	N/A	N/A	
<b>Conversion to Judaism</b>	N/A	- Classes (one year): \$1000 - Beit Din and Mikvah fee: TBD	N/A	N/A	While attending classes, the student is afforded all the communal and service benefits of membership.

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	<b>Held in Synagogue</b>	<b>Held Outside Synagogue</b>	<b>Held in Synagogue</b>	<b>Held Outside Synagogue</b>	
<b>Ritual Divorce</b>	No charge	N/A	Rabbi fee: \$200	N/A	There are additional charges for purchasing and delivering the divorce documents.
<b>Funeral</b>	No charge	- Travel expenses	- Rabbi fee: \$400	- Travel expenses - Rabbi fee: \$400	
<b>Unveiling</b>	No charge	- Travel expenses	- Rabbi fee: \$250	- Travel expenses - Rabbi fee: \$250	
<b>Counselling</b>	No charge	- Travel expenses	- Rabbi fee: \$90/hour	- Travel expenses - Rabbi fee: \$90/hour	
<b>Torah Scroll Rental</b>	N/A	No charge	N/A	See Torah Scroll Rental Policy	

### **Policy Exceptions**

Except for weddings, members who hold a ritual or life cycle event for an out-of-town, Jewish member of their family is charged 50% of the non-member Rabbi fee plus all other applicable costs.

### **Policy Monitoring**

None identified.

### **Forms Included with this Policy as Attachments**

None