



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

Date Approved: August 29, 2024
(Replaces Policy Dated: August 17, 2023)

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, and the prerequisites and fees for non-members who wish to be buried by the Shaar Shalom Synagogue.

Fees for the Halifax Cooperative Hebrew School 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;
2. The fees charged to non-members who wish to worship with the Shaar Shalom congregation on High Holidays; and
3. The prerequisites and fees charged for non-members who wish to be buried by the Shaar Shalom Synagogue.

Policy Application

The following table lists membership, High Holiday, burial, and perpetual care fees and provides details for categories within 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	Notes
Membership Dues	Family (resides in the city)	\$2,118.00 (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)	\$1,054.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
	Single (resides in the city)	\$1,418.00 (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)	\$700.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year
	Young Adult Family (all family members must be under age 30 as of January in the fiscal year of membership)	\$650.00 (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)	\$300.00 (annually)	For new members, the entire amount is applied to the Capital & Endowment fund in the first year

Type of Fee	Category of Fee	Fees	Notes
High Holiday Fees for Non-Members	Couple/Family	\$360	
	Single	\$180	
	Out-of-town family members of congregants	\$100	
Burial and Perpetual Care Fees	Member	\$5,000.00	\$2,500 (per burial) plus \$2500 (one-time perpetual care fee)
	Non-Member - requires application for membership and all prerequisites must be met	\$12,090.00	This is calculated as membership dues for 5 years plus the burial and perpetual care fees.

All new member applications (except applications for non-members who wish to be buried by the Shaar Shalom Synagogue) must be approved by both 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.

Non-member burials must meet the following four prerequisites:

1. The Rabbi must approve all non-member Jewishly eligible burials in the cemetery.
2. The Board of Directors must determine whether a surplus burial plot is available in the cemetery before approving a non-member burial. Due to timing, it may be feasible for the Board to designate individuals who are able to make this determination and then report to the Board.
3. Arrangements to pay the burial and perpetual care fees are to be made before burial takes place.
4. The family of the deceased commit to paying for a headstone, preapproved by the Rabbi, and unveiled at an appropriate time mutually agreed to with the Rabbi.

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 may 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 operations or programs 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