

Proposal to Change Tabernacle Dues/Tuition Chart for 2022-23

Proposed by Membership Cttee Co-Chairs, Treasurer and Assoc. Treasurer;
Endorsed by the Tabernacle Board of Trustees

*Process: Membership Vote on Board recommendation at Annual Meeting.
Quorum and majority vote of members actually present or voting by proxy are required.*

Applicable Bylaws provision:

ARTICLE III

Board of Trustees: Composition, Eligibility, Duties and Meetings

Section 5 Powers and Duties of the Board of Trustees

The Board of Trustees shall:

- c) Fix the amount of membership dues and levy special assessments upon the Members, subject to the approval of the Members at the Annual Meeting or any special meeting called for such purpose by the President.

Proposal to be voted on:
(Background information is on subsequent pages)

RESOLUTION FOR MEMBERSHIP VOTE

Tuition & Dues CURRENT PROPOSED

2 Adult membership		2 Seniors (65+)
	<i>(no kids / kids)</i>	
Basic Discounted	\$2,000 \$1800 / \$2000	\$1,550 \$1500
Supporter Basic	\$2,500 \$2300 / \$2500	\$1,950 \$2000
Donor Supporter	\$3,000 \$2800 / \$3000	\$2,600 \$2500
N/A Donor	N/A \$3800 / \$4000	N/A \$3500
1 Adult Membership		1 Senior (65+)
	<i>(no kids / kids)</i>	
Basic Discounted	\$1,000 \$1000 / \$1500	\$775 \$800
Supporter Basic	\$1,250 \$1250 / \$2000	\$975 \$1000
Donor Supporter	\$1,500 \$1500 / \$2500	\$1300 \$1200
N/A Donor	N/A \$2000 / \$3500	N/A \$1600
College Stud. College Stud.	\$200 Free will amount	

Comparison of Tuition & Dues on next page...

Tuition & Dues CURRENT PROPOSED

HEBREW SCHOOL TUITION BY CLASS Tuition covers instruction, textbooks, supplies, student snacks and all "Family Services" and dinners.			HEBREW SCHOOL FAMILY DISCOUNTED SYNAGOGUE MEMBERSHIP	
CLASS	Member Tuition	Member Sibling Discount	2 Adult dues	1 Adult dues
Aleph (First Year)	\$650	\$550	\$500	\$500
Aleph (Second year)	\$1225	\$550	\$500	\$500
Bet-Gimmel	\$1,375	\$975	\$750	\$500
Dalet-Vav	\$1,375	\$975	\$1000	\$750
Zayin	\$1,375	\$975	\$1500	\$1000
Hebrew High	\$450	\$450	\$1,500	\$1,000
Aleph	\$250		NA	NA
Bet to Hebrew High	\$500		NA	NA

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INTRODUCTION

Why a proposal to change the Dues Structure/Chart?

- The Board of Trustees has endorsed this proposal to simplify our dues and tuition structure/chart. The proposal was prepared by the Membership Committee Co-Chairs, the Treasurer & the Assoc. Treas., with major input from the President, the Bookkeeper, Hebrew School Principal and Hebrew School Program Coordinator,
- We believe this structure is fairer and will yield income at least equal to, but perhaps more than, our current income from dues. If some members decide to contribute at a new higher level (see below) the total could be substantially greater.
- It will also increase tax deductibility for Hebrew School (HS) families.
- Before COVID, the Board had been considering a modest increase in Dues.

The simplified on-line Dues/Tuition form can be found here:

<https://hebrewtabernacle.org/membership-2022-2023/>

BACKGROUND

Some key concepts behind these changes

- Equal treatment of all members
 - This lessens the dues distinction between Hebrew School (HS) families and other members, treating all members more similarly. It changes some former tuition costs into dues cost for parents. In the end, it will keep our total dues/tuition cost to the members and income to the synagogue pretty similar.
 - Along with other changes we are making as a synagogue, this dues/tuition structure may encourage more parents to remain members post-B'nei Mitzvot. We want to emphasize the value in adult membership beyond the Hebrew School years.

- Equitable treatment of different families
 - In pursuit of fairness, it also slightly reduces total Dues/Tuition burden for HS families with multiple children and for single-parent families, while modestly increasing total Dues + Tuition for 2 parent, 1 child families.
 - Dues + Tuition for Aleph families will be higher than the deeply discounted amount we have requested in the past, but this will not impact current members/parents.
 - Tot Shabbat will remain the deeply discounted “intro” Membership to our community with full membership rights.
 - Senior discount will continue.

- Reduction of administrative burden from complex current structure
 - In addition, this structural simplification makes it possible to use a single Google Form for Membership Dues & HS Tuition for all our members (*see link above*). This will dramatically reduce paperwork and staff time in the processing of membership/tuition.
 - All HS families currently have their complex total for dues/tuition calculated by Loren and emailed to them. This will no longer be necessary.

- What are the actual changes to current membership policy/rates?
 - There will no longer be a discounted Membership track for Hebrew School families. Instead, Tuition will be greatly reduced and Dues the same or slightly higher than the normal rates for adults. (Note: Dues are tax deductible, Tuition is not.)
 - There will no longer be a sibling discount since tuition overall is so much lower.
 - We have added one more highest-level membership dues option. You will also see that membership levels have been renamed.
 - When we first added higher Supporter and Donor Dues levels, several members chose these levels.
 - Similarly, some parents opted for regular dues levels instead of discounted Hebrew School Dues levels.
 - Practically speaking, in most cases, in order to pay the same Basic rate as prior years, members will have to choose the “Discounted” level. “Discounted” is named because that it is a level that fails to meet our budgetary needs for ‘22-’23 (if everyone paid at that rate).
 - Probably some members will opt for the new, highest dues level, as well.
 - An opportunity will be given to donate towards dues relief and/or tuition scholarship as part of (re)joining/signing-up for Hebrew School. (Some members currently make these donations separately).
- Currently, our dues relief policy and Hebrew School Scholarships essentially make for “pay what you are able” membership/tuition. This would not change. Through the online form it will be easy to either give or receive dues/tuition relief.