



Beth El Dues Structure

The Beth El Board of Trustees and its committees continue to evaluate our synagogue's programs, staffing, and expenditures as well as our sources of revenues. We take our responsibilities seriously and continue to work hard to manage our synagogue's finances with integrity. Every effort has been made to contain costs while providing the quality of programs and caliber of leadership for which we are known.

We have determined that our average operating cost to support each of our families is \$1,800 per family. We look to all members to share equally in the responsibility of supporting Beth El in a manner commensurate with their financial abilities. Therefore, we are respectfully requesting that each member family assume the responsibility of paying the Fair Share dues of \$1800. In addition, we ask new members to make a Building Fund pledge equal to three times their first year dues payable over five years.

We are aware, however, that not all families can pay at this level and so we will begin with \$1800 as the starting point. **If** the \$1,800 is not appropriate, each member family can complete the Modified Dues Evaluation Information form and, working with the Fair Share Dues Committee or Linda Goldberg, determine what their Modified Fair Share should be in relation to their income and financial obligations. In addition, a sliding scale of participation has been established for minimum dues for members age 36 and under.

The Board of Trustees recognizes the sensitive nature of this matter and has established a method which assures confidentiality. Your response will be analyzed by a select lay committee to preserve confidentiality in a manner assuring both respect for and an understanding of every member's needs.

Thank you,
Beth El Synagogue Board of Trustees