



## **2023-24/5784 Membership Contribution Guidelines and FAQs**

Congregation Shir Libeynu is an inclusive and welcoming community. Our *Pay What You Can* fee structure, first introduced last year, is intended to ensure that programming costs are fully supported, while providing a welcoming community for all who wish to join, regardless of means.

### **What your payment supports**

The dues you commit to for this year will support:

- Memberships for those who are unable to pay the recommended minimum;
- Salaries (Spiritual Leader, Administrator);
- Shabbat, High Holy Day services\*; Other programs including AGM, Purim and Chanukah celebrations, Adult Education programming, including costs of venue rental, tech support, kiddush, childcare, musicians, and more;
- Communications technology including database fees, Zoom fees and tech setup, website support, newsletter tool, and more;
- Honoraria for guest speakers; and
- Other administration costs including bookkeeper, insurance, banking, and other professional service fees as needed

We have only four resource streams:

- Your Membership Contributions;
- Fees for simchas;
- Donations/Fundraising;
- Reserves (only if necessary); and
- Volunteers who donate time to ensure all of our programming can happen.

### **What are the Benefits of Membership?**

Membership provides an opportunity to belong to a vibrant, diverse and unique Jewish community in downtown Toronto, and includes:

- Admission to all our High Holy Day services\*;
- Access to Cantor Wunch for spiritual guidance and support for life cycle events;
- Unlimited opportunities to actively participate in our services and programs -- read Torah, read in English, join the choir, sound shofar and more!

- Open access to our adult education programs and speaker series;
- A vote at our Annual General Meeting;
- Monthly newsletters packed with information and inspiration;
- Opportunity to serve on the Board of Directors;
- Celebrating B'Mitzvah with Congregation Shir Libeynu\*\*
- Receiving Yahrtzeit and simcha reminders;
- Access to purchase cemetery plots in the Shir Libeynu section of Beit Olam, which welcomes people of Jewish faith, interfaith families and those with Jewish connection;
- Access to the larger Toronto Jewish community through alliances and sharing of information
- Monthly Shabbat Services and our other special holiday services such as Purim; Lunch and Learn; Pride events, etc.

\*Most synagogues charge additionally for High Holy Day attendance at rates higher than our recommended minimums. In addition, we are pleased to once again be offering interactive, online and in-person services.

\*\*Additional fees apply

### **Is there a minimum?**

To help determine your level of giving, the shul has created the following guidelines. You are encouraged to view these amounts as our suggested minimum levels of contribution.

The suggested minimums are per person and are based on ensuring we can meet our obligations and commitments to members and to the broader community.

### **How is the minimum calculated?**

The minimum suggested membership donation is arrived at by dividing the operating budget of the synagogue by the number of current dues paying members.

For the coming year, that calculation comes to an actual cost of \$700 per adult. Again this year there is also a sliding scale of suggested minimum contributions from which to choose in order to continue to allow those who can afford more than our suggested minimum to help those who cannot.

In these times of increasing costs we ask all members to do the very best they can. If you are unable to pay at the higher end of the scale, please help us meet rising costs if you can by adding at least 10% per person more than you contributed last year.

You can pay your commitment in full, or via a payment plan of your choosing. Please note that when you make a commitment to a monthly payment plan, we rely on that commitment for budgeting purposes.

Of course, regardless of the amount contributed, all members have equal access to the Congregation Shir Libeynu member benefits listed above.

**SUGGESTED PWYC MINIMUM COMMITMENT LEVELS PER PERSON**  
**We welcome contributions per person higher than, or anywhere between the suggested amounts.**

0	\$250	\$700	\$1150+	\$1400+	\$2400+
↑	↑	↑	↑	↑	↑
minimum for children 12 and under	Suggested minimum per full-time student; per each person on a limited or fixed income; per each young adult (13-18); per each new member	suggested minimum per adult	add \$450 to each \$700 contribution to assist someone at the \$250 level to reach \$700	double each \$700 contribution to assist someone who cannot contribute	enable us to fund our expenses/ambitions and provide additional support for those unable to contribute the minimum suggested amount

**\*100% of your contribution is tax deductible.**

Your contribution ensures that we are able to continue to offer high quality, low barrier, and inclusive programming throughout the year. There aren't sufficient words to express the board's appreciation for your generosity at this time. We thank you, and we look forward to seeing you at upcoming services and programs throughout the year.

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