

## Frequently Asked Questions

### ⇒ HOW IS “FAIR SHARE” DIFFERENT FROM THE WAY WE’VE ALWAYS ASSESSED DUES AT BETH SHALOM?

With Fair Share, each household will self-assess, based on members’ level of income and capacity. Previously, each year our Board determined a dollar amount to bill for standard dues. Every household was asked to pay this amount regardless of income. A member could, if necessary, apply for reduced dues.

### ⇒ HOW WILL I SET MY DUES LEVEL AND WILL I NEED TO DO IT EACH YEAR?

You will use a chart which offers guidelines for dues levels relative to household income. You will be asked to pay *at least as much* as you paid the previous year. If circumstances warrant a downward adjustment please contact the Executive Director. You will set your dues level once every three years.

### ⇒ DOES FAIR SHARE TAKE THE PLACE OF OTHER DONATIONS, FUNDRAISING, AND CAPITAL CAMPAIGN PLEDGES?

No. Your dues commitment is separate from other donations, contributions, and pledges that you make to the synagogue. This fact remains the same as always!



Congregation Beth Shalom  
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Congregation Beth Shalom  
A welcoming, inclusive community

Fair Share  
Dues

Congregation Beth Shalom

Fair Share

Annual Dues

## From the President

Dear Beth Shalom Friends,

Our congregation is known for its high level of participation as well as for the heartfelt commitment of our members. We strive both as individuals and as a community to **reach beyond the norm.**

For these reasons, I am pleased to introduce you to our “Fair Share” Dues Structure. It is based on core values that we hold dear: **trust, honesty, and a strong sense of responsibility.** I believe this method of determining financial commitment to our shul will **better reflect who we are:** a caring, participatory, devoted community of choice.

With belief in all we can accomplish together, *Andrew Cohen, President*

### OVERVIEW OF FAIR SHARE

- ◆ All members contribute to synagogue operations as full partners.
- ◆ No set dues amount for membership.
- ◆ Each household sets its own dues level based on income and Board guidelines, with a goal of 2% set aside for annual dues commitment.

### DUES PLANS FOR YOUNGER ADULTS

- ◆ You must be 32 years old or younger.
- ◆ Membership is only \$360 per year

### DUES PLANS FOR NEW MEMBERS

- ◆ All the benefits of Full Membership including High Holiday tickets.
- ◆ Dues are pro-rated based on the month you join Beth Shalom.

## D’varim

Our Fair Share Dues structure comes closest to resembling longstanding Jewish practice for financing of synagogues, schools, mikvehs, Burial grounds, and even the mitzvah of the redemption of captives. Until modern times most countries in which the Jews lived collected revenues through poll and sales taxes. *Jewish communities from early times, however, relied on progressive taxation that asked every member of the community to contribute according to his capacity.* This tradition was tempered by a utility concept: “that those who benefit from the object of a tax have to participate in the burden of financing it”. Principles of **fairness** and **justice** were always applied in the running of Jewish communal affairs

Beth Shalom is the communal ground for our performance of mitzvot. It is also a financial responsibility that we should gladly share. We hope that Fair Share will place our beloved synagogue on a more secure financial foundation. We are also confident that Fair Share will appeal to your sense of **responsibility** and **equity**, qualities that have long been hallmarks of Jewish self-governance through the ages.

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## Fair Share Dues Guidelines

YEARLY INCOME	YEARLY DUES RANGE	MONTHLY DUES RANGE
<b>\$250,000 and up</b>	\$5,000+	\$417+
<b>\$200,000-\$250,000</b>	\$4,000-\$5,000	\$333-\$417
<b>\$150,000-\$200,000</b>	\$3,000-\$4,000	\$250-\$333
<b>\$125,000-\$150,000</b>	\$2,500-\$3,000	\$208-\$250
<b>\$100,000-\$125,000</b>	\$2,000-\$2,500	\$167-\$208
<b>\$90,000-\$100,000</b>	\$1,800-\$2,000	\$150-\$167
<b>\$80,000-\$90,000</b>	\$1,600-\$1,800	\$134-\$150
<b>\$70,000-\$80,000</b>	\$1,400-\$1,600	\$117-\$134
<b>\$60,000-\$70,000</b>	\$1,200-\$1,400	\$100-\$117
<b>\$50,000-\$60,000</b>	\$1,000-\$1,200	\$83-\$100
<b>\$40,000-\$50,000</b>	\$800-\$1,000	\$67-\$83
<b>\$30,000-\$40,000</b>	\$600-\$800	\$50-\$67
<b>\$20,000-\$30,000</b>	\$400-\$600	\$33-\$50
<b>\$10,000-\$20,000</b>	\$200-\$400	\$17-\$33
<b>\$0-\$10,000</b>	\$18-\$200	\$1.50-\$17