1. **Why are we seeking to implement a change in our dues model?**

   The proposed SinaiPromise dues model, known in the literature as “voluntary dues,” aligns member support with our core value of being an inclusive community, welcoming to all regardless of their ability to support the Temple financially. Currently, members who are unable to pay full dues have to request a remission (a reduction in dues), which conflicts with this core value. With SinaiPromise, **members no longer need to request a remission.**

2. **How will SinaiPromise work?**

   Each June, Temple Sinai will notify all its members what the Temple’s total budget will be for the coming year (July-June) and what the “sustaining amount” is that each household would need to pay for Temple Sinai to be able to support its staff, maintain the building, and provide programming. Each member household then will pledge how much they commit to paying for the year.

3. **Will SinaiPromise harm our Temple’s financial situation? What if it doesn’t work?**

   In a study done in 2017 of over 50 Temples that implemented the voluntary dues model, annual financial support continued to increase by almost 2% per year. Almost all Temples that have implemented the model stay with it over the long term. The success of the model does depend upon the willingness of some members - those who are able to do so - to give more than the sustaining amount. If SinaiPromise does not work we can always go back to our current model.

4. **What will this mean for me?**

   If you are comfortable with what you currently contribute to the Temple, you can continue to pay that amount. The information that will be provided each year about what it costs to sustain the Temple and about annual changes in our budget may help inform your decision about what to pay.

   The main change in this new model is that what you pay becomes entirely your decision. If your circumstances allow and you wish to enable the Temple to be more inclusive and have a greater capacity for engagement, larger contributions are welcome and encouraged. Indeed, some contributions in excess of the sustaining amount are needed to enable us to welcome all those who wish to join. Conversely, if your circumstances or your priorities change you may simply let us know your intention and contribute less without having to request a remission.

   We will ask you to indicate in June of each year how much you commit to paying to Temple Sinai (your pledge). If you do not indicate a specific pledge amount, we will bill you for the sustaining amount appropriate to your household (one or two adults). See below for more information on the sustaining amount.

5. **Will we still have Free Will?**

   Yes, we will continue with our annual Free Will campaign. Most Temples that implement this new “voluntary” program do need additional fundraising, and Free Will is Temple Sinai’s primary fundraising effort. Because Free Will contributions typically arrive later in the fiscal year (July-June), this also provides us a backstop mechanism should SinaiPromise contributions fall short of our expectations and needs.

6. **Do I need to contribute my full SinaiPromise pledge amount all at once?**

   No, you may divide up the payments over the course of the year if you wish.
7. **What is the sustaining amount, and how did you come up with it?**
   The sustaining amount is the average amount each household would need to pay in order for the Temple to support its staff, maintain the building, and pay for programming. We start with our overall budget (projected expenses) then subtract other revenue sources such as endowment income and tuition. We divide by the number of households that contribute above a minimum amount (right now set at $350). If we use this approach to calculate the sustaining amount for the 2021-22 year, it would be $3925 for households with two adults, and $2355 for households with one adult.

8. **My partner is not Jewish and/or does not wish to be at all engaged with Temple Sinai. Does that make us a one or a two adult household?**
   We are providing the figures for different sustaining amounts for one and two person households because we recognize that much (but not all) of the time, households with one adult have fewer financial resources than households with two, and the sustaining amount may appear distressingly high for such one adult households. However, regardless of how you categorize your household, what you pledge and provide to Temple Sinai is a matter of your choice. The primary reason for you to indicate whether you are a one or two adult household is so that we know how many High Holy Day tickets to provide, and also what amount to list on your bill should you not return a specific pledge amount.

9. **Why isn’t religious school tuition included in the sustaining amount?**
   The overall Temple budget currently covers roughly two thirds of school expenses, with the remainder covered by tuition. In a series of interviews of parents as well as of members without children in the school, we found a consistent preference to maintain a charge for tuition.

10. **Will the sustaining amount change every year?**
    Yes, this will likely change as the Temple’s budget and the number of households change.

11. **If we no longer have a specified dues amount, what defines being a member in good standing at Temple Sinai? Membership confers several privileges such as High Holiday tickets and the use of the Temple and its clergy for life cycle events.**
    The requirements for becoming a member at Temple Sinai do not change. As stated in our bylaws, “any person of the Jewish faith, or any person in a family that includes at least one Jewish member, who agrees to uphold the purpose of the Temple and who makes proper application may become a member upon election by the Board of Trustees.” Maintaining membership will require making and honoring a pledge of any amount. Although we will not set a minimum amount, our expectation is that all members will make and honor a non-zero pledge. All members at Temple Sinai will have the same privileges regardless of their pledge amount, just as all members currently have the same privileges regardless of their current dues category or use of remission.

12. **How will we decide whether to move forward and implement the SinaiPromise model?**
    Changes in dues require a vote of the membership of Temple Sinai. We will have a special meeting of the membership to which ALL members of Temple Sinai are invited and encouraged to attend (multi-access) on January 23rd at 11:30 am to discuss and vote on whether to implement this model for the 2022-2023 year.