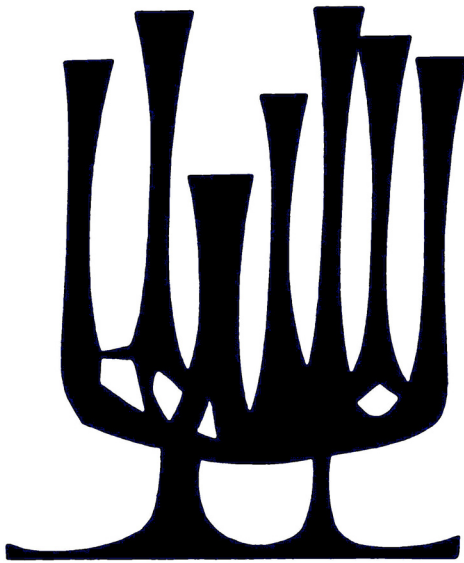


**Non-Member Fees
for
Clergy Services**



**The Temple, Congregation B'nai Jehudah
12320 Nall Avenue
Overland Park, Kansas 66209**

As a congregation, we commit substantial resources so that clergy may provide meaningful support during life-cycle events to members without requiring any additional contribution. While membership is open to all Jewish individuals and families (regardless of financial ability), there are instances when our clergy is asked to participate in life-cycle events involving non-members. We delight in participating in the life-cycle events of family members and potential members, and consider it a privilege to do so. However, in order to honor our commitments to our members and to be good stewards of congregational funds, we offer a fee schedule for pastoral services for non-members.

A “non-member” may be those who have not chosen to join the congregation, or they may be related to members directly. While family members living in the same household would all be considered ‘members’ and exempt from fees, independent family members living in other households would fall under the category of ‘non-members,’ or ‘potential members.’

We have identified five basic life-cycle events. While the general principles outlined above pertain to all five, each has its own unique circumstances. We offer the following as guidelines. Our full policy and fee schedule, as passed by our Board of Trustees, is available upon request from the main office, and can also be found on our website (www.bnaijehudah.com). Contact the clergy, their assistants, or our executive director to ask questions.

Birth (Babynaming and/or Brit Milah)

When a child is born, it is customary to offer a Hebrew name in the context of a babynaming or a Brit Milah ceremony. A Brit Milah (“bris”) traditionally occurs on the eighth day. There is no fee for our clergy to participate when the parents of the infant are members of the congregation. For all others, there is a fee. A naming, in the context of Shabbat services, is extended to members who are grandparents, aunts or uncles of the infant, and is offered at a reduced fee.

B'nai Mitzvah

B'nai Mitzvah training and ceremonies are only available to children of members. As such, there is no fee for our clergy's time and involvement. (However, there are other fees associated with becoming a B'nai Mitzvah.)

Conversion

It is a principle of Reform Judaism, as well of the CCAR (Central Conference of American Rabbis), never to charge fees for working with individuals on matters of conversion. As such, the counseling, guidance, and involvement of our clergy require no fee.

Wedding/Commitment Ceremony

A weddings or commitment ceremony is a beautiful occasion, constituting a personal event for the two people involved, and creating a union dedicated to perpetuating the Jewish people. As such, individual clergy exercise their own discretion on whether or not to participate. For a couple that otherwise meet the requirements of the clergy, fees will be charged as follows:

1. If either one of the couple is a member, there is no fee.
2. If neither one of the couple is a member, but one of the couple meets all three of the following criteria, there is no fee:
 - a. He or she is a child of a member,
 - b. The couple resides outside of the greater Kansas City area, and
 - c. He or she is under age 30 on the day of the event.
3. If neither one of the couple is a member, but at least one is a member of a Jewish congregation outside of the greater Kansas City area, then 50% of the standard fee will be charged.
4. Under any other circumstances, the standard fee will be charged. Of course, the ideal situation is for the couple to join as members.

Funeral, Memorial Service, Unveiling

When a member or dependent child dies, there is no fee for clergy services provided to the family. Non-members who reside and die outside of the greater Kansas City area but return to the area for burial and who have an “obligate mourner” (spouse, child, parent, sibling) as a member of the congregation are exempt from clergy fees. And finally, there is no fee if the one who dies was living in a care facility, and was considered a dependent of an obligate mourner. All others are required to pay a fee for clergy services.

In Conclusion

As a congregation, we strive to live with open hearts, with kedusha (holiness), and with derech erez (common decency). Therefore, we open our doors and welcome all those who wish to discover Jewish meaning, connection, and continuity.

Ideally, B’nai Jehudah would never charge a fee for clergy services, as each family enjoys a personal relationship with our community. There are many advantages to being part of our congregational family, in addition to the comfort, guidance, and care our clergy bring to families during life-cycle events. However, we recognize that some families do not desire membership, yet still wish to be embraced and nurtured by our clergy. Therefore, this policy permits us to serve these families, as well

We encourage all of our families – whether members or not – to help our clergy do the work of tzedakah by donating additional sums to the appropriate clergy’s Discretionary Fund consistent with one’s financial means.