

# **POLICY ON NON-MEMBER FEES FOR LIFE CYCLE EVENTS**

***ADOPTED BY THE BOARD OF TRUSTEES ON AUGUST 27, 2009***

The Temple, Congregation B'nai Jehudah (the "Congregation") recognizes that not all members of the Jewish community are affiliated with a formal congregation, but may nevertheless find themselves in circumstances, some joyous, some sad, for which they face a Jewish spiritual need or desire. Consistent with the Congregation's core values of Open Hearts, Kedusha and Derech Eretz, the Congregation has developed this Policy to govern the availability of our clergy to officiate at or otherwise officially participate in certain life-cycle events for non-members of the Congregation.

In adopting this Policy, the Congregation reaffirms its view that the Congregation's clergy are an integral part of the spiritual, communal and administrative functions of the Congregation. As such, the Congregation's clergy are needed, first and foremost, to devote substantially all of their professional time and attention to the reasonable and appropriate needs of the Congregation. The Congregation also recognizes that activities of our clergy in furtherance of Tikkun Olam, whether locally, regionally, nationally or internationally, benefit the Congregation indirectly but in a substantial and meaningful way, and also appropriately require the time and attention of our clergy. Therefore, it is appropriate for the Congregation to be reasonably compensated when our clergy's very valuable time is diverted away from the direct or indirect service of the Congregation, even if for the very worthwhile cause of attending to the needs of the unaffiliated Jewish community at large.

For purposes of this Policy, the term "Member" shall have the same meaning given to such term under the By-laws from time to time. All other persons are considered "Non-members" for purposes of this Policy. While donations (usually to discretionary funds) are appropriate and welcomed, Members are entitled to clergy services without additional charge for a member of the clergy to officiate at or otherwise officially participate in weddings, commitment ceremonies, funerals, memorial services, unveilings, baby namings and britei milah ("Covered Events") that occur within the greater Kansas City metropolitan area. This Policy does not apply to the process of becoming a B'nai Mitzvah or to clergy services associated with conversion to the Jewish Faith.

Non-members will be charged a fee for the Congregation's clergy to officiate at or otherwise officially participate in Covered Events, as specified below with respect to the particular Covered Event. All such Non-member fees are payable in advance; however in the case of demonstrated financial hardship, reductions or waivers of these fees are permitted at the discretion of the Executive Director, after consultation with the Senior Rabbi. Non-member fees shall be payable to the Congregation, but shall be allocated 80% to the Congregation's General Fund, and 20% to the Discretionary Fund of the particular member of the clergy officiating or otherwise officially participating. The decision as to whether or not to officiate at or otherwise officially participate in a Covered Event rests in the sole discretion of the particular member of the clergy. Clergy will not, without the advance permission of the Senior Rabbi in his or her sole discretion, officiate at or otherwise officially participate in a Covered Event at a location outside of a 40-mile radius from the Congregation's facility (12320 Nall Avenue), unless such location is within Lawrence, Kansas.

The Non-member fees are listed on the attached Non-member Fee Schedule. The amount of the Non-member fees may be adjusted by the Board of Trustees from time to time and should be considered for adjustment within three years after the initial adoption of the Non-member Fee Schedule and any adjustment thereof. Upon any adjustment of the Non-member Fee Schedule, this policy will be deemed amended to reflect the most recently adopted Non-member Fee Schedule.

- Weddings and Commitment Ceremonies - A Non-member fee in the amount set forth on the Non-member Fee Schedule is payable if a member of the clergy officiates at or otherwise officially participates in a wedding or commitment ceremony (which includes any public speaking role). The Non-member fee for this Covered Service will be payable if neither person to be married or committed in such ceremony is a Member in good standing of the Congregation on the date of the

ceremony. If neither person to be married or committed in such ceremony is a Member in good standing of the Congregation on the date of the ceremony, but at least one such person is a full member in good standing at a Jewish congregation outside of the greater Kansas City metropolitan area on the date of the ceremony (as determined by reasonable documentation), then the Non-member fee for this Covered Event will be reduced by fifty percent (50%). If neither person to be married or committed in such ceremony is a Member in good standing of the Congregation on the date of the ceremony, but, on the date of the ceremony, at least one such person (1) is a child of a Member in good standing of the Congregation, and (2) resides outside of the greater Kansas City metropolitan area, and (3) is under the age of thirty (30), then no Non-member fee will be payable for that Covered Event.

- Funerals, Memorial Services and Unveilings - A Non-member fee in the amount set forth on the Non-member Fee Schedule is payable if a member of the clergy officiates at or otherwise officially participates in a funeral, memorial service or unveiling (which includes any public speaking role). A Non-member fee for this Covered Event will be payable unless one of the following three conditions are satisfied (1) the deceased was a Member in good standing of the Congregation on the date of death, (2) the deceased resided outside the greater Kansas City metropolitan area on the date of death but is being or was buried in the greater Kansas City metropolitan area and at least one surviving spouse, parent, sibling or child of the deceased is a Member in good standing of the Congregation on the date the service is to be provided, or (3) the deceased resided in a care facility on the date of death and the deceased was at the time of death claimed as a dependent on the most recent federal income tax return of a surviving spouse, parent, sibling or child of the deceased who is a Member in good standing of the Congregation on the date the service is to be provided.
- Baby Namings and Britei Milah - A Non-member fee in the amount set forth on the Non-member Fee Schedule is payable if a member of the clergy officiates at or otherwise officially participates in a baby naming or brit milah (which includes any public speaking role). The Non-member fee for this Covered Event will be payable if no legal parent of the child is a Member in good standing of the Congregation on the date the service is to be provided. A baby naming during a Shabbat service at the Congregation's facility (a "Shabbat Naming") is permitted only when a parent, grandparent, aunt or uncle of the child is a Member. The Non-member fee for such a Shabbat Naming, when no legal parent of the child is a Member, is set fourth on the Non-member Fee Schedule.

The Non-member fees are payable for each member of the clergy asked to officiate at or otherwise officially participate in a Covered Event (which includes any public speaking role). However, in the case of a wedding or commitment ceremony for which a Non-member fee is payable, the Non-member fee payable with respect to the second member of the clergy will be fifty percent (50%) of the Non-member fee payable with respect to the first member of the clergy.

In addition to these fees, we ask Non-members benefiting from the services of our Congregation's clergy to donate additional sums to the appropriate clergy's Discretionary Funds consistent with his, her or their financial means, in order to support the valuable Tzedakah accomplished with these funds. During the course of the clergy member's interaction with the Non-member, it is appropriate for discretionary fund donations to be encouraged.

The Congregation acknowledges that unusual factual circumstances may arise from time to time that may suggest exceptions to this Policy beyond reductions or waivers of fees, and the Congregation expresses its intent that this Policy be implemented with regard to its core values of Open Hearts, Kedusha and Derech Eretz as circumstances warrant. Such exceptions may be offered by the Executive Director and/or the Senior Rabbi, only after consultation and agreement with one another.

**The Temple, Congregation B'nai Jehudah  
Clergy Services Fee Schedule**

*AS ADOPTED BY THE BOARD OF TRUSTEES ON AUGUST 27, 2009*

<i>Event</i>	<b>Fee</b>
<i>Baby Namings and Britei Milah</i>	None - when parent of child is a member \$500 - all others
<i>Namings during Shabbat Service</i>	None - when parent of child is a member \$360 - when grandparent, uncle, aunt is member N/A - all others
<i>B'nai Mitzvah</i>	None - when parent of child is a member N/A - all others
<i>Conversions</i>	None
<i>Weddings/Commitment Ceremonies</i>	None - when either partner is a member None - when parent of a partner is a member, partners live outside of greater KC, and if child is under age 30 \$450 - when either partner is a member of a synagogue outside of greater KC \$900 - all others
<i>Funerals and Memorial Services</i>	None - when deceased is a member or dependent child of member None - when deceased is out-of-town and returns for burial and has an "obligate mourner" as a member None - when deceased was a resident at a care facility and a dependent of a member and has a member as an "obligate mourner" \$750 - all others
<i>Unveilings</i>	None - when deceased is a member or dependent child of member None - when deceased is out-of-town, returns for burial and has an "obligate mourner" as a member None - when deceased was a resident at a care facility and a dependent of a member, and member is an "obligate mourner" \$400 - all others

\*When a second member of the clergy is involved in a given life-cycle event, the same fees as outlined above apply. However, for weddings/commitment ceremonies, the fee for a second member of the clergy is 50% of the above outlined fees.

\*In addition to these fees, just as we ask Members, we ask Non-members benefiting from the services of our Congregation's clergy to donate additional sums to the appropriate clergy's Discretionary Funds consistent with his, her or their financial means, in order to support the valuable Tzedakah accomplished with these funds.