

Membership Application / Policies 2009-2010

Judea Reform Congregation welcomes you into our growing community. From diverse worship services to outstanding religious education to meaningful social justice work to the chance to schmooze with friends new and old,
there is something for everyone at Judea Reform.

To join, please fill out this application and return it to the temple office. Per our Constitution, the Board of Trustees will vote on your membership application at the Board meeting closest to receiving this application.

Your membership support commitment is confidential. To discuss membership support, please contact Joyce Gordon, Executive Director, or Barbara Gittleman, Accounts Manager.

Guide to This Packet:

Membership Application.....	2
Project Shalom.....	4
Membership Support Policies.....	5
Additional Fees.....	7
Religious School Policies and Tuition.....	8
Cemetery Policies and Rates.....	9
Opportunities for Tzedakah.....	10



Membership Application

Please Complete and Return

I/We hereby wish to become member(s) of Judea Reform Congregation.

Signature: (Adult 1): _____ Date _____
 (Adult 2): _____

	ADULT 1	ADULT 2
Name		
Jewish (Y or N)		
Street Address		
City, State & Zip		
Home Phone		
E-mail Address		
Occupation		
Interests/Hobbies		
Skills/Talents		
Work Phone		
Birth Date		

Wedding Anniversary Date: _____

CHILDREN
List even those who are grown

NAME	BIRTHDATE	CURRENT GRADE	SCHOOL



Yahrzeits

NAME	DATE OF DEATH	TO WHOM RELATED	RELATIONSHIP

List projects, activities or committees on which you would like to participate:

Adult 1:

Adult 2:

How many hours per month would you be able to volunteer for synagogue projects? _____

FINANCIAL COMMITMENT

1. Membership Support

Please check one of the following boxes:

- I/We want to support Judea Reform by doing my/our Fair Share. (Suggested contribution is 2.25% of family gross income). I/we pledge \$_____ for 2009-2010.
- We pledge the minimum of \$1,650 for a family membership (ONE OR BOTH adults are 30 or older).
- We request complimentary membership as a family (BOTH adult members are under 30 years old) for the first year of membership; and pledge \$360 in subsequent years until one adult reaches the age of 30.
- I pledge the minimum of \$990 for an individual or single parent membership (adult is 30 years old or older).
- I request complimentary membership as an individual or single parent (adult is under 30 years old) for the first year of membership; and pledge \$180 in subsequent years until reaching the age of 30.
- I need to discuss an adjustment and would like to be contacted.

2. Other Fees

Additional annual fees include:

- Security fee (\$10);
- Facilities Mortgage fee (\$120/family, \$75/individual or single parent, \$35/members 70+ years old).

These fees are waived for households where all adult members are under 30 years old.

3. Capital Maintenance Fee

I/We understand that Capital Maintenance Fees of \$300/year will apply in my/our **second through seventh** year of membership. Alternately, I/we understand that we have the option to pay Capital Maintenance Fees as a one-time lump sum of \$1,800. I/We will be billed for an installment payment after my/our first year of membership.

4. Payment Schedule

You may pay according to a schedule which is convenient for you. All membership support must be paid by the end of our fiscal year, June 30th. Please check one of the following (and note that a payment according to the schedule selected must accompany this form for it to be processed).

- Monthly
 Quarterly
 Semi-annually
 Annually

Please return this completed form (with accompanying payment) to:
 Judea Reform Congregation * 1933 W. Cornwallis Road * Durham, NC * 27705

Project Shalom:

A Mitzvah for Judea Reform

Adult 1: _____

Adult 2: _____

Keeping a synagogue running smoothly is a big enterprise! Consider volunteering your time in order to ensure that we provide high quality service to our community. **Volunteering has benefits!** You will meet new people, learn about the inner workings of the synagogue, and you will know that you are doing a *mitzvah* for the entire community.

Please indicate your volunteer interests below. Thank you for helping!

COMMITTEES

Committee	Adult 1	Adult 2
Adult Education	<input type="checkbox"/>	<input type="checkbox"/>
Arts & Acquisitions	<input type="checkbox"/>	<input type="checkbox"/>
Building & Grounds	<input type="checkbox"/>	<input type="checkbox"/>
Cemetery	<input type="checkbox"/>	<input type="checkbox"/>
Communications	<input type="checkbox"/>	<input type="checkbox"/>
Finance	<input type="checkbox"/>	<input type="checkbox"/>
Fundraising	<input type="checkbox"/>	<input type="checkbox"/>
Membership	<input type="checkbox"/>	<input type="checkbox"/>

Committee	Adult 1	Adult 2
Men's Group	<input type="checkbox"/>	<input type="checkbox"/>
Personnel	<input type="checkbox"/>	<input type="checkbox"/>
Religious Practices	<input type="checkbox"/>	<input type="checkbox"/>
Religious School	<input type="checkbox"/>	<input type="checkbox"/>
Women's Group	<input type="checkbox"/>	<input type="checkbox"/>
Social Action	<input type="checkbox"/>	<input type="checkbox"/>
Volunteer	<input type="checkbox"/>	<input type="checkbox"/>
Youth	<input type="checkbox"/>	<input type="checkbox"/>

SPECIAL SKILLS

Do you have a specific talent or skill that you would be willing to share?

Skill	Adult 1	Adult 2
Accounting	<input type="checkbox"/>	<input type="checkbox"/>
Chanting Torah	<input type="checkbox"/>	<input type="checkbox"/>
Event Planning	<input type="checkbox"/>	<input type="checkbox"/>
Graphic Design	<input type="checkbox"/>	<input type="checkbox"/>
Hebrew skills	<input type="checkbox"/>	<input type="checkbox"/>

Skill	Adult 1	Adult 2
Legal Advice	<input type="checkbox"/>	<input type="checkbox"/>
Playing an instrument	<input type="checkbox"/>	<input type="checkbox"/>
Marketing	<input type="checkbox"/>	<input type="checkbox"/>
Teaching	<input type="checkbox"/>	<input type="checkbox"/>
Website Design	<input type="checkbox"/>	<input type="checkbox"/>

SPECIFIC TASKS

Sometimes we need help with a very specific task or one-time project. **PI**

Administrative	Adult 1	Adult 2
Answering the telephone	<input type="checkbox"/>	<input type="checkbox"/>
Helping process bulk mailings	<input type="checkbox"/>	<input type="checkbox"/>
Typing dictation	<input type="checkbox"/>	<input type="checkbox"/>
Community	Adult 1	Adult 2
Calling new members to welcome them	<input type="checkbox"/>	<input type="checkbox"/>
Inviting a new family to dinner	<input type="checkbox"/>	<input type="checkbox"/>
Cooking food for / helping members who are ill	<input type="checkbox"/>	<input type="checkbox"/>
Providing rides to services	<input type="checkbox"/>	<input type="checkbox"/>
Religious School	Adult 1	Adult 2
Answering phones Sunday AM	<input type="checkbox"/>	<input type="checkbox"/>
Assisting with school dismissal	<input type="checkbox"/>	<input type="checkbox"/>
Helping with book fairs	<input type="checkbox"/>	<input type="checkbox"/>
Special Events	Adult 1	Adult 2
Chanukah Craft Fair	<input type="checkbox"/>	<input type="checkbox"/>
Annual Chanukah Party: making latkes	<input type="checkbox"/>	<input type="checkbox"/>
Helping with annual Community Seder	<input type="checkbox"/>	<input type="checkbox"/>
Purim Carnival	<input type="checkbox"/>	<input type="checkbox"/>
Mitzvah Day	<input type="checkbox"/>	<input type="checkbox"/>
Volunteer recognition BBQ (oh, the irony!)	<input type="checkbox"/>	<input type="checkbox"/>

Ritual	Adult 1	Adult 2
Participating in services	<input type="checkbox"/>	<input type="checkbox"/>
Participating in a <i>shiva minyan</i>	<input type="checkbox"/>	<input type="checkbox"/>
Assisting with <i>Rosh Hashanah L'Mishpacha</i> at West Point on the Eno	<input type="checkbox"/>	<input type="checkbox"/>
Tidying High Holiday prayerbooks between services	<input type="checkbox"/>	<input type="checkbox"/>
Assisting with monthly Community Shabbat services	<input type="checkbox"/>	<input type="checkbox"/>
Helping with sound/tech support at services	<input type="checkbox"/>	<input type="checkbox"/>
Kitchen	Adult 1	Adult 2
Cooking casseroles for the shelter	<input type="checkbox"/>	<input type="checkbox"/>
Helping prepare the kitchen for Passover	<input type="checkbox"/>	<input type="checkbox"/>
Organizing the cabinets	<input type="checkbox"/>	<input type="checkbox"/>
Social Action	Adult 1	Adult 2
Advocacy work	<input type="checkbox"/>	<input type="checkbox"/>
Transporting donated items to a local organization	<input type="checkbox"/>	<input type="checkbox"/>
Gleaning (harvesting food for the hungry)	<input type="checkbox"/>	<input type="checkbox"/>
Meals on Wheels	<input type="checkbox"/>	<input type="checkbox"/>
Million Meals	<input type="checkbox"/>	<input type="checkbox"/>
Serving meals at the shelter	<input type="checkbox"/>	<input type="checkbox"/>
CROP Walk	<input type="checkbox"/>	<input type="checkbox"/>



MEMBERSHIP SUPPORT POLICIES:

Judea Reform Congregation welcomes members into our growing community. As part of our community, each of us must contribute financial support at an appropriate level. At the annual budget meeting, we determine how much basic Membership Support is required from each household in order to meet the needs of the congregation.

For Fiscal Year 2009-2010, Membership Support is as follows:

- **Under 30:** Families in which BOTH adult members are under 30 receive complimentary membership for the first fiscal year, and pledge \$360 in subsequent years (until either adult reaches the age of 30).
- **Over 30:** Families in which ONE OR BOTH adults are 30 or over pay \$1,650 yearly. Adult children (who reside locally) of congregants must have their own membership if they are no longer listed as dependents on their parents' annual federal tax return.
- **Individuals under 30:** Individuals under 30 receive complimentary membership for the first year, and pledge \$180 in subsequent years (until reaching the age of 30).
- **Individuals Over 30:** Individuals 30 or over pay \$990 yearly.

Judea Reform Congregation recognizes that members' financial situations are complex. While some people cannot afford the basic Membership Support, other people can afford more. The Board of Trustees believes we can strike a balance, but the process relies on each of us to assess our financial situations honestly. **Find yourself among the three scenarios listed below and see how you can fairly fulfill your responsibility to your congregation and community.**

FOR CONGREGANTS WHO CAN AFFORD TO PAY BASIC MEMBERSHIP SUPPORT ONLY, our Executive Director will set up a payment schedule to suit your needs. More information follows.

FOR CONGREGANTS WHO CANNOT AFFORD TO PAY BASIC MEMBERSHIP SUPPORT, please contact the Executive Director or Financial Secretary to discuss how to adjust the Basic Membership Support to make it affordable to you. This adjustment will be temporary, and you will be asked to reassess your level of support annually.

FOR CONGREGANTS WHO CAN AFFORD TO PAY MORE THAN THE BASIC MEMBERSHIP SUPPORT, the Board of Trustees has established a Fair Share Schedule. The Fair Share Schedule helps balance the financial scales so that any Jew, regardless of income, has the opportunity to join Judea Reform Congregation. If your income exceeds \$100,000, please consider contributing an amount for Membership Support suggested below:

Gross Income	Suggested Membership Support
Over \$ 100,000	\$1,800 or more
Over \$140,000	\$2,500 or more
Over \$170,000	\$3,100 or more
Over \$200,000	\$3,600 or more
Over \$240,000	\$4,300 or more
Over \$280,000	\$5,000 or more

Points to Remember

- **Judea Reform will not turn away anyone who wants to be a member of the congregation.**
- **You decide if you can meet or exceed basic Membership Support. The synagogue depends upon your fair assessment.**
- **The Board of Trustees asks that congregants who earn more than \$100,000 per year refer to the Fair Share Schedule to increase their Basic Membership Support**
- **If you cannot meet basic Membership Support, call the Executive Director to adjust your payments.**
- **Membership Support does not include fees for Religious School, Life Cycle Events, Capital Maintenance, Facilities mortgage fee or special programs.**
- **Contributions to the Capital Maintenance Fund will be due beginning in the second fiscal year of membership.**
- **Members who are unable to make their payments in a timely fashion should contact the Executive Director or Financial Secretary.**



Individuals earning over \$70,000 yearly should consider increasing their dues to 1.8% of their gross income. Once you have determined your own yearly Membership Support, you may set up a suitable payment schedule. You may pay annually, semi-annually, quarterly or monthly. *Payments are due at the beginning of each period.*

Prorated Membership Support: If you join the congregation *after the fiscal year has begun and after the High Holy Days*, your support can be prorated, upon request. Judea Reform's fiscal year begins on July 1.

Accounts in Arrears: Members who fall behind on their membership support payments should contact the Executive Director or Financial Secretary. They will try to accommodate any member who has genuine difficulty making these payments. However, only congregants who pay on time will be considered members in-good-standing. Members in-good-standing qualify for the following benefits:

- Judea Reform's Religious School
- Life cycle events at the synagogue, such as B'nai Mitzvah and Kabbalat Torah
- Tickets for High Holy Day services.
- Member rates for sites at the Judea Reform Cemetery

It is important to understand that terminating a membership is a last resort. It occurs only after all other reasonable attempts fail to resolve a delinquent account.

Judea Reform Congregation will never turn away a Jew who wishes to affiliate because of a genuine inability to pay membership support.

Special Contributors

Judea Reform is especially grateful to members who contribute more than the minimum support and will recognize them by the following titles:

**CIRCLE OF
JUDEA:**
\$1,800 - \$2,499

**CIRCLE OF
TZEDAKAH:**
\$2,500 - \$3,599

**CIRCLE OF
MITZVAH:**
\$3,600 - \$4,999

**CIRCLE OF
SHALOM:**
\$5,000 - \$7,199

**CIRCLE OF
CHESED:**
\$7,200 and above



ADDITIONAL FEES

Fairly figuring and promptly paying Membership Support builds a healthy congregation and a strong community in which anyone can participate. **Basic Membership Support represents only a portion of what we require to cover operations.** For this reason, Membership Support does not include fees for Religious School, life cycle events, facilities mortgage fee or special programs. In addition, the synagogue expects all new members to contribute to the Capital Maintenance Fund. These fees are outlined below:

Capital Maintenance Fund

Judea Reform Congregation requests that Family and Individual members make a minimum contribution of \$1,800 toward capital maintenance. This is a non-negotiable fee, payable in \$300 installments in the second, third, fourth, fifth, sixth, and seventh fiscal years of membership. This fee may be paid in one lump-sum installment, at the member's request. This fee will not apply to members under 30 years of age until the age of 30 is attained.

Facilities Mortgage Fee

This fee, in the amount of \$120 per year for families, \$75 for individuals, and \$35 for seniors 70+ continues for 12 years and will allow for approximately two thirds of our debt to be paid in full over that time.

Security Fee

The annual security fee of \$10 provides for a police officer every Friday evening during Shabbat services and on High Holy Days.

Oneg Shabbat

It is the policy of Judea Reform Congregation that each member assist in providing one Friday night Oneg Shabbat annually. Members may sign up to bring food/beverages, or may pay a \$75 fee which will pay for Onegs which are catered throughout the year. Members have the opportunity to select from these options in May/June of each year.



RELIGIOUS SCHOOL POLICIES & TUITION

Religious School fees are separate from synagogue support. *For your child(ren) to participate in Religious School, you must be a member in-good-standing of the synagogue.* All children of our members will be offered a religious education regardless of ability to pay full Religious School fees. Scholarship requests may be made to the Doris Gilbert Children's Fund at Judea Reform through Stacy Lubov, Education Director. You may contact her at 489-7062. Religious School applications are available in the late spring on the Judea Reform website, or through the Religious School office.

Age/Grade	Day/Time	Tuition Until July 15, 2009	Tuition July 16 – August 7, 2009	Tuition August 8 – Start of School
3 year olds through 2nd grade	Sunday, 9:35 – 11:35 AM (classes are held in the Lerner Day School building)	\$400	\$425*	\$450*
3rd through 7th grade	Sunday, 9:30 – 11:30 AM (classes are held in the JRC Mirkaz Limud) <i>Hebrew School is in session (enroll for one day)</i> <i>11:55 – 1:15 on Sundays</i> <i>4:00 – 5:30 PM Tuesdays</i>	\$400	\$425*	\$450*

**Late fees apply to continuing members only. There are additional Hebrew tutoring fees for B'nai Mitzvah students, beginning about one year before the scheduled life cycle event, which are paid directly to the tutor of choice.*



CEMETERY POLICIES AND RATES

Cemetery sites are purchased through the Judea Reform Cemetery. To purchase a site, please contact Cemetery Chair Ed Holland.

1 st Site- Member in Advance- \$1500	Member at Need- \$1875
2 nd Site- Member in Advance- \$1500	Member at Need- \$1875
3 rd Site- Member in Advance- \$2200	Member at Need- \$2200
4 th Site- Member in Advance- \$3600	Member at Need- \$3600

1 st Site- Non-Member- \$5250
2 nd Site- Non-Member- \$5250
3 rd Site- Non-Member- \$6000
4 th Site- Non-Member- \$7500

Cemetery Guidelines:

- Member is a present member in good standing for 10 consecutive months.
- An advance purchase is paid six months in advance.
- Religious inquiries go to Rabbi Friedman
- Non-Jewish spouses may be buried next to their Jewish partner
- We encourage the use of traditional Jewish caskets
- Rates include perpetual care



OPPORTUNITIES FOR TZEDAKAH

Judea Reform depends upon each member to bear in mind the Jewish tradition of *Tzedakah* and *Mitzvot*. Besides the Fair Share Schedule, members may share their good fortune in many ways. There are always opportunities for gifts and special contributions to Judea Reform. Below is a listing of Judea Reform's restricted funds.

"Who gives charity in secret is greater than Moses." --Talmud

<u>FUND</u>	<u>PURPOSE</u>
Adult Education Fund	Funds adult education programming sponsored by the synagogue.
Anshe Mitzvah Fund	To support the Anshe Mitzvah program through tuition assistance and purchase of materials.
Lou and Marian Blaker College Fund	The monies from this fund are used to maintain contact with our college-aged congregants through holiday cards and <i>mishloach manot</i> .
Fred and Helene Broun Lectureship Fund	Established to memorialize these beloved members of our synagogue, this fund brings a visiting scholar to our pulpit each year.
Capital Maintenance (Building) Fund:	For capital investment in the upkeep of the synagogue.
Caring Community Fund	Supports our volunteer in-reach program of assisting congregants during illness, bereavement, births, etc.
Cemetery Fund	Provides for cemetery land development, beautification and perpetual care.
Endowment Fund	Provides capital from investments for temple operations
John S. Friedman Fund for the Homeless	Aides the homeless in Durham and Chapel Hill
Doris Gilbert Children's Fund	An endowment fund whose yearly pay-outs provide scholarships to children for Jewish educational purposes.
Leadership Development Fund	To sustain lay leadership development programs.
Library Fund	For the purchase of new books, magazines, etc.
Elise and Gordon Light Camp Fund	Established by a generous gift from these beloved members of our Congregation, this fund subsidizes the cost of tuition at any URJ camp.
Memorial Fund:	A general fund for the temple.
Rabbi's Mitzvah Fund:	Provides direct aid to the poor, develops new programs in the temple and supports worthy causes.
Music Fund	To support our cantor corps and music programs.
Playground Fund	For the purchase and maintenance of playground equipment.
Prayer Book Fund:	Established to keep our prayer books bound and in sufficient numbers, and to purchase more prayer books and <i>Chumashim</i> for our sanctuary.
Religious School Fund	For enhancement of programming and facilities for our Religious school.
Social Action Fund	Supports our social action projects throughout the community.
Technology Fund	Supports the purchase of computer hardware and software and network oversight.
Torah Repair Fund	For purchase, repair and upkeep of our Torahs.
Youth Fund	Provides scholarships for teens to attend regional and national conclaves and camps.

If you have any questions about membership, the Executive Director or Accounts Manager will welcome your call:

Joyce Gordon - Executive Director
(919)-489-7062

Barbara Gittleman - Accounts Manager
(919)-489-7062

