

CONGREGATION SONS OF ZION  
378 MAPLE STREET  
HOLYOKE, MA 01040  
(413) 534-3369

office@sonsofzionholyokey.org

חברה בני ציון



RABBI SAUL PERLMUTTER

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May 1, 2017

**Gift of the Heart**

*"Every person shall give as they are able according to the blessings that Adonai, your God has bestowed upon you." Deuteronomy 16:17*

On March 8, 2017 the Cong. Sons of Zion Board of Directors voted in support of the new dues structure, "Gift of the Heart." Below we are reprinting the Q & A from the April Newsletter to help you become more familiar and comfortable with it.

Why do we need a new dues structure?

The Budget and Finance committee determined that our current dues structure was significantly less than other synagogues in our area and more importantly not allowing us to assure self-sufficiency each fiscal year and for our future.

How much does the synagogue need to be self-sufficient?

Based on our monthly financial reports, we estimate needing about \$10,000 per month to meet all of our obligations. A conservative estimate indicates that a contribution of about \$2,400 per year per family is needed to keep Sons of Zion in the black.

What does this new plan do?

The new plan is designed to allow each member and family unit to honestly evaluate their ability to contribute by using a sliding scale. In this way it is our hope that no one will feel left out or pressured to give more than they are able.

What does this plan mean for me?

The new dues structure was designed to encourage everyone to give at least 1% of your family gross income (asking you to factor in assets, salary, retirement, or other types of monetary income).

Can I give more?

The new dues structure encourages everybody to give at least what they have been paying in the past, and more if able.

What does it mean to be a Sustaining Member?

Members who contribute more as a Sustaining Member will have the distinction of being recognized at events, and will not be asked to give any more donations during the year for any of our regular appeals such as the High Holiday or End-of-Year Appeals, and will be recognized as being a donor of this stature.

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If I choose a category on the sliding scale, will others know my income or net worth?

What you contribute to the synagogue will be kept strictly confidential.

Will there be an option to arrange a payment plan?

Yes. Joanne Saltman, our financial secretary, will be available to work out a plan with anyone who needs flexibility.

Will I need to show proof of my income?

No, the Gift of the Heart dues structure is based on individuals using their discretion, honesty, integrity, and generosity.

When will the new dues structure take effect?

The dues letter is enclosed in this mailing. There is a page explaining the process, and a commitment form required to be returned by June 1. You do not have to have your dues paid by then, just a commitment for the amount you plan to give.

We look forward to more financial stability with the implementation of our new Gift of the Heart program. Please feel free to contact Financial Secretary Joanne Saltman should you have any further questions.