



TEMPLE SHALOM *of* NEWTON

A Welcoming and Inclusive Jewish Community

Shalom Commitment FAQs

To truly change the way we connect with others and build our community, our system of financial engagement must align with our model of spiritual and relational engagement. We believe that *Shalom Commitment* is in keeping with our goal to maintain Temple Shalom as a place for meaningful relationships, a strong community, and life-long engagement in an open, welcoming space.

What is Shalom Commitment?

As opposed to a dues style model, **Shalom Commitment** allows members to make a pledge of giving at an amount that is both generous and realistic for their household. **Shalom Commitment** better reflects and supports Temple Shalom's commitment to being an inclusive and welcoming community. We believe that this model of giving will attract new members and allow existing members to remain even when family structures, financial realities, or life circumstances change. Importantly, **Shalom Commitment** reflects our belief that we are a community where belonging is a personal and shared responsibility.

How do the Temple's finances work?

The Temple categorizes its expenses as follows: Holiday, Worship and Pastoral; K-12 Learning, Engagement and BMitzvah; Early Childhood; Adult Learning and Engagement; Administration; Facilities and Grounds. The Temple's sources of revenue include Shalom Commitment Contributions; Religious, Nursery School and Camp Tuitions; Donations; Facility Rental. Like many congregations, most years our expenses exceed the revenue we bring in from member contributions and tuitions, so we must pull out funds from our endowment (funds invested for the Temple's future) to pay for annual operations.

How does Shalom Commitment work?

Each year the Temple reviews the projected budget and revenue for the upcoming fiscal year to create recommended giving levels. These levels are structured to encourage giving at the highest level possible, while maintaining flexibility for those who may not be able to give as much. Each member is asked to make a yearly pledge in an amount that is meaningful for them. As always, members can pay their commitment in full, or via a payment plan of their choosing.

Our goals are to provide a high level of services and programming to our congregation, expand our membership base, and reduce the need to pull funds from our endowment on an annual basis.

How much should I give? Is there a minimum?

To guide your giving, it is helpful to know that if every household contributed \$3600, the total contributions would cover our Temple's operating expenses without drawing on the endowment. It is also important to understand that many members of our community, at all stages of life, are unable to give at the \$3600 level due to a variety of factors.

<https://www.templeshalom.org/membership>

We expect every member to make a **Shalom Commitment** contribution of some amount. There is no required minimum, but we do have a suggested minimum giving level of \$1800. **Regardless of the amount you give, your membership is the same.**

RECOMMENDED SHALOM COMMITMENT LEVELS:

\$18,000
\$10,000
\$7,500
\$5,000
\$3,600
\$1,800

These recommended levels are calculated using the 2023-2024 budget and estimated membership numbers.

Why should I continue to give at or above my current annual contribution?

One of the factors that makes this model possible is having community members give generously. Doing so enables members who do not have the financial resources to be a vibrant part of our community. Additionally, your generous *Shalom Commitment* will limit our need to take funds out of the endowment.

What Temple services are included with my Shalom Commitment?

Your contribution covers all Temple services available to the entire congregation, including Security Fees, Book of Memory text listing, and High Holiday Guest Tickets. Your Shalom Commitment does not include tuition for nursery school or grades K-12 learning and engagement programs.

The Temple will continue to accept additional contributions in support of a variety of initiatives and events, such as the Community Freedge, Afghan Resettlement Project, Tree of Life, Yahrzeit contributions, etc.