

## Frequently Asked Questions

### 1. Why is TBA recommending the Annual Financial Commitment model?

The change has been under discussion at the Finance Committee and Board of Directors for several years. The Finance Committee reviewed a range of models that synagogues have adopted over the past 10 or more years to replace fixed dues categories. Of these models, the sustaining Annual Financial Commitment model resonates as most compatible with Temple Beth Abraham's values. After deciding to pursue the proposed change, the Finance Committee conducted focus groups and Q&A sessions for members of the congregation to discuss the features of the proposed Annual Financial Commitment model including determination of the annual sustaining amount. The model's success hinges on all members contributing financially to the health of the community. Our collective financial gifts are not only personally uplifting but help to sustain Temple Beth Abraham now and for future generations. Based on personal financial circumstances, each member decides how much they can pledge to support the synagogue.

Instead of billing a fixed dues amount based on outdated categories, we are requesting that you make a voluntary pledge based on a sustaining Annual Financial Commitment per adult member. After considering our costs to operate and the number of members, the Treasurer sets the annual sustaining amount.

### 2. What does the sustaining amount mean for me?

The sustaining amount for the 2021-22 fiscal year is \$1200 per adult member or \$2400 for a two-adult family. This sustaining amount will enable Temple Beth Abraham to meet its operating expenses. For comparison, while researching the various models, we learned that the sustaining amount for most synagogues ranges from \$1000-\$1500 for 1-person households and \$2000 - \$3000 for 2-person households including those in the vicinity of Nashua. Know that Temple Beth Abraham appreciates all pledges, whether they are at the sustaining amount or above or below the sustaining amount.

### 3. What if I cannot afford to contribute the sustaining amount for the Annual Finance Commitment?

We realize that the sustaining amounts are an increase in contributions, and some members will not be able or willing to pledge at the sustaining amount. Only you decide what you can afford and what makes you feel good. Note that there is no minimum financial pledge required for membership, but there is an expectation that all members will make an Annual Financial Commitment. What is important is that all members agree to contribute financially to the long-term health and vibrancy of Temple Beth Abraham. As a point of reference, you may want to consider a FY22 pledge that is consistent with the combined amount of your recent dues and annual spring fundraising contribution.

### 4. Can I contribute above the sustaining amount?

Of course! Financial commitments above the sustaining amount will help Temple Beth Abraham meet its operating expenses for the fiscal year. All financial commitments are gratefully appreciated.

5. Do “other donations” count towards the sustaining amount?

Elective fees such as cemetery, tuition, and dinner events will continue to be assessed separately. Other contributions such as yahrzeits, aliyot, and general donations in honor of people or events are always welcome and usually accompanied by a dedication from the donor at a specific time of year.

6. How do I fulfill my pledge?

Please complete the pledge form on the TBA website. Information can be found on TBA’s homepage.

Pledges may be paid during the fiscal year according to whatever schedule works for you. You may pay in a lump sum, quarterly, monthly, or other frequency. If you think about your pledge as an installment plan at \$100 per month or \$23 per week instead of a \$1200 lump sum, it may be easier to decide what you are able to pledge and made smaller periodic payments.

Payments may be made by accept check, credit and debits cards, cash transfers initiated by you or by TBA, charitable trusts, and donations of securities.

For the model to succeed, it is especially important that every member pledge, even a symbolic amount, to let us know that you wish to continue as a Temple Beth Abraham member. When we do not hear from you, we do not know if you did not receive the letter, forgot, do not want to continue as a member, or are simply not sure what amount to pledge. Please reach out; we are happy to answer any questions or address any concerns that you may have.

7. What about other strategies to increase membership and income?

TBA understands that there are many unaffiliated Jewish people in the greater Nashua area. Some are people who were members of the synagogue in years’ past and left for a variety of reasons. Others are younger people who have never been TBA members. The Annual Financial Commitment model is one part of a comprehensive strategy to encourage former members to rejoin and to attract new members. TBA will undertake new strategies to encourage unaffiliated Jewish people to become part of the TBA community.