



Joining the Heska Amuna Community

Heska Amuna welcomes those who want to be part of our community. If you are interested in joining, we want to make that process understandable and easy. Obviously, we charge dues to help pay for the costs associated with having a staff, for our building costs, and to enable us to offer a wide variety of services and programs. However, we do not want dues to be a reason that keeps someone from joining. If financial issues are a concern to you, please contact the Financial Vice Chair by calling the synagogue office so that alternative arrangements can be discussed. In the 2012 timeframe, it costs Heska Amuna approximately \$2000 per membership annually to keep our doors open and to provide a full range of programs. Dues are assessed on a fair share basis for members thirty - three years and older (except for new members, as set out below). Members are asked to determine their dues obligation based on an honest evaluation of their family's income.

New Member Dues - Thirty-Two Years and Younger. If you are thirty - two years or younger, you have the opportunity to join the synagogue at the rate of \$180 a year. This is a flat rate and not based on income. Women in this age range will also receive a complimentary membership in Sisterhood. If you are a married couple, the age of the younger spouse is used to determine whether you meet the age requirement. (The flat rate covers dues only; any costs of individual programs for which a fee is charged, such as enrollment in our school, attending adult education classes, placing a calendar ad, or attending specific events, are not included in the flat fee.) Effective on the new member's thirty-third birthday (for couples, the younger person's birthday is the one that controls), dues will be reassessed at the fair share rate (see below). As an added, free benefit, thirty-two year old and younger members will be given a complimentary membership in the Arnstein Jewish Community Center.

New Member Dues - Thirty-Three Years and Older. Heska Amuna is pleased to offer new members (that is, anyone who has not previously been a member) a rate of \$1,000 per year for the first two years of membership, where the gross family income exceeds \$50,000 per year. If your income is below this amount, and the rate creates a financial burden, please contact the Financial Vice Chair by calling the synagogue office so that alternative arrangements can be discussed.

Regular dues - Fair Share. Membership dues after the first two years are based on the "fair share" concept. We ask members to honestly determine their gross family income and then pay annual dues at the rate of 2.3% of that income. As your income changes over time, especially if there is a substantial increase or decrease, please communicate with our Financial Vice Chair so your status can be properly assessed when dues are set each year.

We do not generally ask people to provide tax returns to document their income level. However, we reserve the right to ask for supporting records in specific cases. Our goal is to treat all members with respect and not to embarrass people by undue intrusion into their financial affairs. We merely ask you to be honest in your appraisal of your financial situation. Remember that we are a small community that is trying to share the costs of synagogue membership fairly across all membership ages and income levels. If you are not honest about your financial picture, you are asking someone else to shoulder a larger percentage of the costs.