



Our Vision

Shir Tikvah is a kehillah kedosha (holy community) joyfully revealing the intersections of talmud torah (lifelong Torah study), t'filah (prayer), tzedakah (justice), and hachnasat orchim (radical hospitality). We creatively wrestle with tradition and innovation as we invigorate Jewish spiritual life and transform the world.

Membership Commitments

Membership in Shir Tikvah involves three commitments:

- 1) A commitment to grow in understanding of Torah through study, prayer and acts of loving kindness
- 2) A service commitment
- 3) A Nadiv Commitment —Generous Giving from the Heart

Service Commitment

Shir Tikvah is a highly participatory congregation. The ongoing effort of sustaining our activities is a shared responsibility. Whether we host an oneg, develop programs at the committee level or hold office on the board of trustees, each member's contribution is critical to the life of Shir Tikvah.

Everyone's ability to participate in committees and projects tends to vary from year to year, but involvement at the outset of membership is critical to your integration into synagogue life. The minimum service commitment we ask of each household is to co-host an oneg or Kiddush following one of our Shabbat services approximately once each year.

Following are some of the ways members become involved with Shir Tikvah. We hope you will select one, and feel free to try any you are interested in.

Projects

- *serve as oneg captain
- *serve as shammas
- *assist with child care
- *work on special events
- *perform office tasks

- *serve on an ad hoc committee

Committees

- *T'filah
- *Development
- *Membership
- *Finance & Administration
- *Tikkun Olam Working Group/Social Justice
- *Lifelong Learning
- *Library Committee
- *Education Committee
- *Yad b' Yad
- *Youth Connections
- *Shir Yeladim

Financial Commitment or a Nadiv Commitment —Generous Giving from the Heart

Shir Tikvah Revenue Vision

Recently a Revenue Task Force was charged with reviewing Shir Tikvah's revenue and looking at new ways of "doing business." Our task now will be to take their recommendations and work with all new and old members so that **you can understand our financial vision and how we expect to move forward financially and organizationally.**

Why the change?

We wanted to refine our revenue models in ways that are consistent with our values and vision and that will assure financial stability into the future. We discovered our old concept of "fair share" (of asking for 2% of your gross income) not only has little to no meaning to members, but it also was substantially unhelpful to our budgeting process.

At Shir Tikvah, our financial values are:

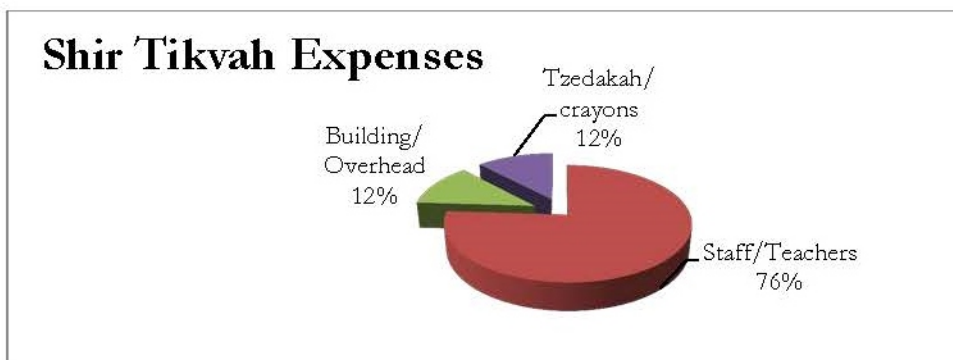
1. All pledges are confidential.
2. No one at Shir Tikvah will examine your tax returns.
3. We as a congregation will always be able to provide for our collective needs.
4. We have faith that those who can give more will give more.
5. We all share in the cost of Lifelong Learning
6. And at the same time **no will be denied membership** for financial reasons.

Your Annual pledge is absolutely crucial for us to meet the costs of providing a spiritual home. We ask that you think for just a moment about what those costs are: professional salaries, lifelong learning opportunities, spiritual services, building costs and more.

Our job is to educate you on the financial realities – call it "Financial Radical Hospitality".

- Our current budget is about \$1M which covers our basic expenses, which divided by 450 households, **equals \$180 a month per household; or \$90 per month for an individual member.**

We must budget responsibly both our annual expenses and for future needs, including the expansion of programs, deferred maintenance and capital costs.

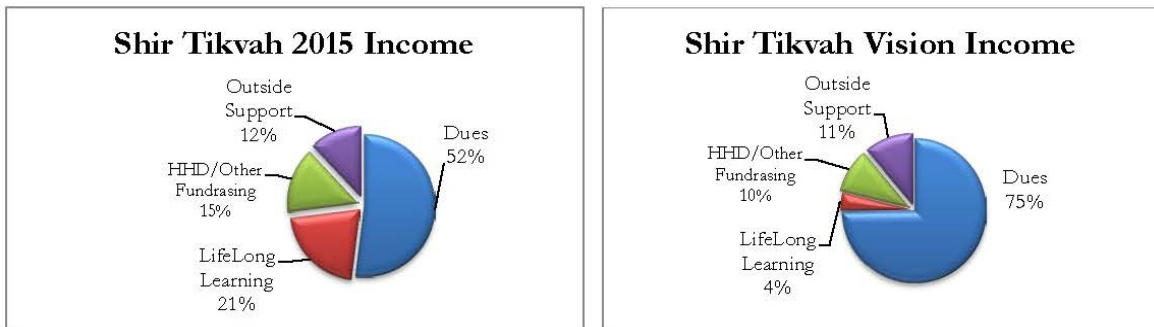


- 76% of our current budget covers the cost of the staff who lead our services, have a presence throughout our lives, from simchas to family crises. Our teachers and those behind the curtain administrator's that make things flow smoothly.
- 12% covers building overhead -- insurance, HHD rent, utilities, association fees, etc.
- 12% covers all other expenses (from Tzedakah to crayons).

Our goal is to increase our annual pledges

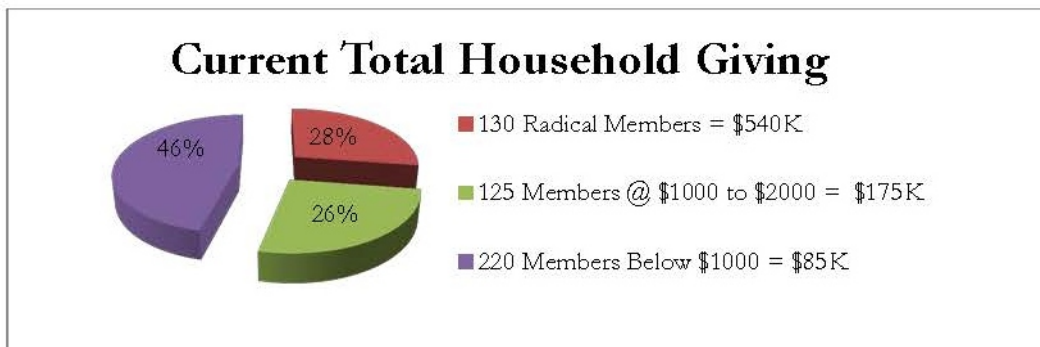
- “Annual Pledges” (Dues) currently **only pays 52% of our budget**. Our goal is to increase that to 75% over the next few years.

Where we are and where we would like to be:



We are committed to preserving our voluntary financial structure in a way that sustains, both currently, and in the long term, the congregation's mission and vision. We recognizing the individual circumstances of and respecting the individual decisions of our member households. As a starting point, you need to determine what you are ability to pay based upon income and wealth keeping in mind the obligation to pay a share of the congregation's operating budget.

What do other people give?



To be a Radical Households you would give \$180 a month per household; or \$90 per month for a single member . . . or more

We are happy to set up monthly payments through our bank or feel free to do that with your bank or online at our GiveMN website <https://givemn.org/organization/Shir-Tikvah-Congregation>. And also feel free to call the office we would be happy to work with you on a payment plan.

In addition to the annual dues pledge, Shir Tikvah has fees for Religious and Hebrew School, B'nei Tutoring and Adult Education classes, we do our best to keep those affordable and scholarships are available. We are happy to provide you with current fees for those programs, most are available on the website or call the office during business hours. ***Our long-term goal is to reduce these fees, as we increase everyone's annual commitments.***

Fundraising Opportunities – Throughout the year Shir Tikvah has a number of fundraising opportunities which you will be free to participate in or you can make an additional contribution, at any time, if you so feel moved to do so. All of these are on a volunteer basis.