



INDIANAPOLIS HEBREW CONGREGATION

IHC Cemetery Committee Recommendation November 2020

You have received the report from the Gift From the Heart Task Force. One of the items that we struggled with (for many hours) was what constitutes membership and what membership entitles you to. Most of the discussion centered around the ECC and often disparate savings vs contributions. However, we on the Cemetery Committee feel we have a much larger issue.

This distinction of membership is important not just for the member but also for the congregation. I am sure that you remember that not too many months ago this board sent word to the Cemetery Committee that for the first time in our modern history the sale of graves did not cover the cost of operating the cemetery and created a drain on the operating budget. This occurred for a couple of reasons – first that we had discontinued selling graves on the north side to non-members. We have since corrected that issue. But the second reason was the distinction of who is a member in good standing. At the moment a person can pay nothing at all or \$100 per year (even sporadically) and call themselves a member and save **\$3000.00** on each grave they purchase. This is money that comes directly out of IHC's pocket.

Our committee met to discuss this challenge and had a very thoughtful and in-depth discussion. We want to be able to maintain the cemetery into the future but at the same time we did not want to continue to have to these discussions as a grieving family is sitting at ARN making decisions. One of our more astute members pointed out that we are approaching it from the wrong side. Instead of setting a member price and a non-member price and then worrying about at what point you are a member and even further, at what point you are entitled to discounts, we should be setting a price for everyone with discounts for supporting the congregation. This not only takes all the last-minute decisions out of the formula – it encourages support and philanthropy. Here is our plan:

The cost of burial rights at IHC cemeteries is \$6000.00.

However-

If your Annual Commitment + Contributions to the IHC Foundation + Contributions to the IHC Cemetery Fund over the last 5 years = \$7500 (an average of \$1500/ year) you will receive a discount of \$3000 per burial right bringing the cost to \$3000.

If your Annual Commitment + Contributions to the IHC Foundation + Contributions to the IHC Cemetery Fund over the last 5 years = \$ 5000 (an average of \$1000/year) you will receive a discount of \$2000 per burial right bringing the cost to \$4000 each.

If your Annual Commitment + Contributions to the IHC Foundation + Contributions to the IHC Cemetery Fund over the last 5 years = \$2500 (an average of \$500/year) you will receive a discount of \$1000 per burial right bringing the cost to \$5000 each.