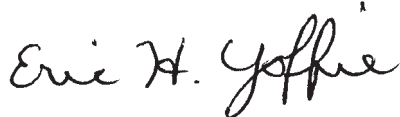


governance, engage in social justice, strengthen connections to Israel and world Jewry, enhance congregational communications through technological innovation, strengthen your fiscal health through effective budgeting and fundraising, and more. The Center will not only continue such training programs as the Scheidt Seminar for incoming congregational presidents and the Rabbi Alexander Schindler Outreach Fellows, but offer an expanded array of training opportunities.

3. Advancing Reform Judaism: You will receive the core services that no one congregation can do alone: the Religious Action Center of Reform Judaism, URJ camps and Israel programs, NFTY, *Reform Judaism* magazine, the North American Biennial, and more. We will continue our support of the Hebrew Union College–Jewish Institute of Religion, which trains rabbis, cantors, educators, and all those who will become the next generation of our sacred professional leaders.

An essential part of being your partner is responding when you are most in need. The world economic crisis has, among its many effects, impaired the revenue stream from temple membership and endowments that congregations depend upon to survive. In addition to being on call to help you navigate these trials, the Union is also offering every one of our 900 congregations a three-year reduction in the level of financial support congregations provide to the Reform Movement:

- 5% in the current year
- 20% for the next fiscal year
- 10% for the year after
- You may apply for additional relief if needed



Rabbi Eric H. Yoffie  
President, Union for Reform Judaism

We extend this hand to you in spite of the Union's own fiscal challenges—a projected 20% decline in available revenues, necessitating a \$6 million reduction from the Union's 2008-09 operating budget.

Especially in light of the economy, the new vision does not come without personal cost. We are saddened to have had to let go of more than 60 employees, colleagues who are, in a very real sense, family. Closing 14 regional offices by June 1, we will have a smaller office footprint throughout the States as well. In addition, many Union departments will be integrated into the new structure.

Let us never forget that ours is a Movement that is stronger for change; it is the very principle on which we're founded. Working with our Movement partners, including the Hebrew Union College–Jewish Institute of Religion, the Central Conference of American Rabbis, the American Conference of Cantors, the National Association of Temple Educators, and the National Association of Temple Administrators, we are committed to going from strength to strength. We hope that you, too, will feel energized by the possibilities.

Just as we valued the many meaningful contributions that led to this new vision for our Movement, we seek your input now, throughout the Union's transition and beyond. Stay informed of the restructuring and provide us with feedback by going to <http://urj.org/restructure>. With your help, we will fine-tune our strategies and actions as we lead and partner with you in forging a healthy, vibrant Reform Movement in the decades ahead.



Peter Weidhorn, Chairman  
Union for Reform Judaism Board of Trustees