



The  
**Association of  
Reform Jewish Educators**  
Since 1955

633 Third Avenue | New York, NY 10017-6778

## **ARJE Dues Proposal**

**Presented by: Rabbi Joe Eiduson, RJE, & Miles Roger, RJE, Co-Chairs Finance Team**

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The ARJE Board of Directors is responsible for the financial management of the ARJE, including annual determination of an operating budget and the allocation of funds to programmatic and advocacy activities. Dues—or the annual commitment made by our members that sustain our organization—are reviewed annually by the ARJE Board. The ARJE last approved a member dues increase in 2013.

In October 2018, following a presentation and discussion led by the ARJE Finance Team co-team leaders, the ARJE Board determined that modest dues increases are needed beginning in FY2020 in order to sustain the ARJE’s successful activities and services to our members in the immediate future.

According to the consumer price index, expenses have steadily increased. Over time, increased operational costs are surpassing the ARJE’s current budget capacity. Our Association has adjusted to and responded to these rising costs. We have worked diligently to review the fiscal forecast and to implement both cost containment measures and revenue increase measures. These include reductions in fall and spring Leadership Meeting costs; Executive Committee and Officers’ expenses, committee allocations, office supplies and other miscellaneous expenses.

Additionally, as we focus on our future, we have engaged a Development Director who is tasked with raising funds from sources other than membership contributions. Yet, even with these efforts, we foresee and predict, as part of an overall strategy, a need for an increase in annual membership contributions.

### **Member Benefits**

As a member of the ARJE, you are part of a community comprised of the highest quality educators and youth workers who align their work with the values of the Reform Movement and uphold the highest professional standards. Benefits of membership in the ARJE include:

- High-quality and practical professional learning opportunities with nationally recognized speakers via our annual gatherings and webinars, with exclusive ARJE “Members Only” discounted registration rates.
- Access to placement opportunities and career advancement resources and consultation.
- Access to the Reform Pension Plan for retirement savings, insurance, and other benefits.
- Subscriptions to our weekly e-newsletter, Facebook Group, and Yammer Network.
- A comprehensive professional ARJE web presence that has grown in content and resources since its introduction.
- Networking and interaction with colleagues from around the world on a variety of issues & programs.
- Advocacy for concerns important to Reform Judaism and Reform Jewish Education.

**Dues Increase Proposal**

According to the ARJE Constitution, changes to annual dues must be approved by a majority vote of the ARJE members voting at a plenary session. With the full support of ARJE Board and Finance Team, we are excited to bring before our membership a proposal for an increase in member dues at our upcoming plenary session.

**The plenum will take place on Monday, January 14, 2019 at 3:15 pm EST at our upcoming Annual Gathering in Washington, DC and virtually via Zoom; watch your e-mail for the Zoom invitation.**

The ARJE remains committed to a policy of not allowing finances to preclude membership. We are pleased that the dues abatement process that is currently in place will continue throughout the period covered by this proposal. We will also continue to offer discounts for multiple memberships from a single institution, and discounts for dual affiliation.

**Following extensive evaluation of options, the ARJE Board proposes the following dues schedule:**

<u>Year</u>	<u>BASE YR 2017-18</u>	<u>Current Yr 2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>	<u>2024-25</u>	<u>2025-26</u>
<b>Dues Increase</b>		<b>0.00%</b>	<b>1.00%</b>	<b>2%</b>	<b>2.20%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>	<b>2.50%</b>
<b>Dues Rate</b>	<b>1.150%</b>	<b>1.150%</b>	<b>1.162%</b>	<b>1.185%</b>	<b>1.211%</b>	<b>1.241%</b>	<b>1.272%</b>	<b>1.272%</b>	<b>1.304%</b>
<b>Salary Increases</b>	<b>BASE</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
<b>Total member salaries</b>	\$25,039,304	\$25,289,697	\$25,542,594	\$25,798,020	\$26,056,000	\$26,316,560	\$26,579,726	\$26,579,726	\$26,845,523
<b>Total Dues</b>	\$287,952	\$290,831	\$296,677	\$305,636	\$315,484	\$326,605	\$338,118	\$338,118	\$350,036
<b>Income Increase from Previous Year</b>		\$2,879	\$5,845	\$8,959	\$9,847	\$ 11,120	\$11,512	\$11,512	\$11,918

**Effective Cost of Increases**

We assume that an ARJE member working in the field will receive a minimum of a 1% salary increase each year. Here is an example of the above plan for someone starting with a base salary of \$50,000.

Annual Income 2019 = \$50,000 – ARJE Dues = \$575	Annual Income 2023 = \$52,030 – ARJE Dues = \$646
Annual Income 2020 = \$50,500 – ARJE Dues = \$587	Annual Income 2024 = \$52,550 – ARJE Dues = \$668
Annual Income 2021 = \$51,005 – ARJE Dues = \$604	Annual Income 2025 = \$53,076 – ARJE Dues = \$692
Annual Income 2022 = \$51,515 – ARJE Dues = \$624	

### Summary

The ARJE Leadership and Finance Team recognize the financial commitment that so many ARJE members collectively have made to sustain our operations over the years. We remain committed to continue as thoughtful stewards of the financial resources provided by our members in support of what the ARJE does on their behalf. We thank you all for your ongoing support of the many vital functions performed by the Association of Reform Jewish Educators, and look forward to continuing to provide the highest quality professional support and advocacy for our members.

### **Recommendation:**

**That the ARJE adopt a phased-in dues schedule with increases as indicated above for fiscal years 2020 through 2026.**