

Dear Sierra Club Staff,

It's with great respect and appreciation for your hard work that I'm emailing you this organizational update. Last night, the Board voted to approve our 2023 budget. This budget represents a moment of necessary change for the Sierra Club and an opportunity to make significant advancements toward our 2030 Framework goals and recommendations from the 2021 Structural Assessment. To return to a place of growth, we have to restructure our organization, strengthen our grassroots power, reorganize how we approach our work, and re-center our core mission of exploring, enjoying, and protecting the outdoors.

The restructuring will also better prepare our organization to meet a critical moment in the climate fight. We will be better able to help fulfill the full potential of the IRA and more boldly lead in local fights at the city, county, and state level.

The reality of our budget situation is that it will require creating new positions, eliminating some old positions, and re-imagining other positions as we implement this structure. This is a difficult next step, but one that is critical for the overall health and sustainability of the Sierra Club.

Without these changes, our budget would have ballooned to a deficit as high as \$40 million. That would be unsustainable and prohibit any significant progress toward our 2030 goals or the structural assessment.

To return to growth, we will bring clarity to our work and end duplicative practices that have led to underinvestments in chapter staff, slowed the organization down, and put us on a path toward higher expenses than we have revenue to support.

You all will receive an All-Staff call invite for this afternoon. During that time, our Executive Director Ben Jealous will speak more about the road ahead.

Thank you for your shared commitment to this work. We are committed to moving forward, in partnership, to make the hard choices necessary for our growth.

Sincerely,

Ana Yáñez Correa

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Deputy Executive Director