JOIN for Justice Jewish Organizing Fellowship

2018 Application to be a Placement Organization

This document gives background information about applying to become a placement organization with the Jewish Organizing Fellowship program of JOIN for Justice. If you have any questions about the application or about the JOIN Fellowship, please contact Allegra Heath-Stout, Fellowship Director, at aheathstout@joinforjustice.org or 617-350-9994 x205.

I. Summary

The JOIN Fellowship is seeking dynamic social change organizations to partner with us by hosting talented JOIN Fellows in organizing roles for the 2018-2019 academic year. Partner organizations benefit from hiring capable young professionals recruited and trained by JOIN throughout the year, and from salary subsidies that JOIN may provide. **Applications are due April 4, 2018.** *Those organizations that have been accepted as a JOIN placement in recent years may not have to complete the entire application – please be in touch with Allegra Heath-Stout if this is the case for your organization.*

**This application is for organizations interested in going through JOIN’s matching process to hire a new organizer. If you already have a staff member you hope will be part of the JOIN fellowship, please visit** [**https://www.joinforjustice.org/partner-organizations/become-a-partner/jewish-fellowship-placements/rfp/**](https://www.joinforjustice.org/partner-organizations/become-a-partner/jewish-fellowship-placements/rfp/) **for the appropriate application.**

II. Overview of the JOIN Fellowship Program

The year-long JOIN Fellowship Program, now in its twentieth year, recruits and trains excellent young community organizers, and builds pathways for organizing as a sustainable career path by creating communities grounded in Jewish heritage and social justice values. Our Fellowship alumni are incredibly talented and successful in their fields. The majority of them continue to work as organizers in the fight for social justice.

A central element of the program is the Fellows’ jobs as organizers at local organizations that partner with JOIN. Typical partner organizations include unions, issue-based organizations, community development corporations, neighborhood organizations, and broad-based or interfaith organizations. The partner organizations are the official employers of JOIN Fellows, paying the Fellow’s salary, and offering high-quality supervision. Jobs are typically full-time, but occasionally part-time.

The Fellows—Jewish young professionals ages 21-30—gather for regular training sessions designed to develop the skills of an early career organizer. Fellows have access to JOIN’s network of experienced organizers and community leaders as trainers and mentors. Additionally, Fellows receive mentorship from JOIN Fellowship alumni and staff.

Fellows’ salaries are determined by placement organizations. We ask our partner organizations to hire Fellows at a minimum salary of $31,000, and to provide health benefits commensurate with other full time employees. Fellows are typically paid $31,000-$37,000, reflecting the range in their prior work experience, and there is no maximum salary. The JOIN Fellow and the JOIN partner organization have a chance to negotiate the exact salary together during the matching process.

We understand that small organizations in particular may find the minimum salary a challenge, and can particularly benefit from our program. Depending on available funds and the demand in a given year, JOIN can provide small subsidies for 501c3 organizations that meet our general criteria and subsidy eligibility. Please be in touch with our Fellowship Director, Allegra Heath-Stout, to get more information about how to apply for a subsidy.

III. Benefits of Partnering with JOIN for Justice

JOIN helps maximize the potential and buffer the risk of hiring someone early in their career by providing intensive professional training, a support network, and additional mentorship. For many of our previous organizational partners, hiring a JOIN Fellow has provided an affordable way to add a new community organizing position to your staff, and give existing staff free, in-depth organizing training and mentorship.

**Benefit #1: Recruitment of Talented Organizers**

By recruiting a pool of talented emerging organizers, the JOIN Fellowship adds value to your organization’s next hire. JOIN attracts smart young leaders who are hungry for justice, both recent college graduates and more experienced recruits, with a particular emphasis on people who are looking to stay in the organizing field in the long run. Over the past several years, the number of applicants and the quality of our applicant pool has increased dramatically. Approximately 80 applicants apply for one of 10-17 positions yearly, and a majority of our Fellows have multiple years of professional experience. An in-person, day-long group interview event, engaging over 30 experienced organizers and community leaders as evaluators, allows us to thoroughly evaluate the roughly 40 finalists from across the country and around the world.

We selectively pre-screen candidates before sending finalists into our matching process with our partner organizations. Thus, by the time your organization interviews JOIN applicants, only the top candidates will have made it through a rigorous set of written, phone, in-person, and group interviews through JOIN. The considerable effort and staff time JOIN puts into recruitment and screening is work your organization does not have to do, allowing you to focus on other priorities.

Many organizations choose to hire their Fellows at the end of the JOIN year. If you decide to hire your Fellow full-time at the conclusion of the JOIN year, you will be responsible to pay JOIN a staffing placement fee of $1,000. This fee recognizes the time and effort JOIN spent on recruiting a staff member for your organization. This fee is earmarked to provide future subsidies to support under-resourced organizations in hiring JOIN fellows. (This fee does not apply to organizations that find their fellows outside of JOIN’s matching process, including when organizations apply for existing staff to be fellows.)

**Benefit #2: Training and Professional Development**

JOIN Fellows add value to their placement organizations by undergoing a year of focused training in community organizing and other professional skills necessary for high-functioning non-profits.

JOIN’s training curriculum has been honed over two decades of implementation and evaluation, and it continues to evolve based on the changing needs of our partner organizations and Fellows. Fellows participate in interactive and practical trainings led by experienced organizers and social change leaders, and learn skills including recruiting and developing leaders, mounting strategic campaigns, and fundraising. Trainings are designed to be relevant to a range of organizing settings, including unions, neighborhood organizations and Community Development Corporations, issue-based organizations, electoral campaigns, and interfaith or broad-based organizations. More information about our training curriculum is available upon request.

Additionally, JOIN provides our Fellows with regular, structured opportunities to reflect on their work and professional growth and to seek mentorship from their peers and more experienced organizers.

Finally, the Jewish component of the fellowship encourages Fellows to connect their social justice work to their heritage, traditions, spirituality, and community. Grounding the challenging work of organizing in a Jewish context helps Fellows to see the work as a sustainable career path, and to connect their work to a rich heritage of organizing for justice.

The Fellows are trained from 8:30-12:30 every Friday, except for once a month when they gather on Friday afternoons for training and a Shabbat observance instead. They also attend 3 multi-day retreats (Thursday-Sunday), in September, January, and June. This allows Fellows to effectively serve as full-time staff members at their placement organizations while gaining the training and community benefits of participating in the JOIN Fellowship.

**Benefit #3: Network**

Now in its twentieth year, the Jewish Organizing Fellowship has a strong network of alumni who are experienced organizers and leaders in social justice organizations throughout Boston and beyond. Fellows can opt to be paired with an alum mentor, and Fellows can also use the alumni network as an informal source for professional advice and support. JOIN fellows and alumni often find opportunities to make connections across organizations, uniting their constituencies and organizations in campaigns.

IV. Criteria for Eligibility

JOIN for Justice is seeking partner organizations that will provide excellent opportunities for the emerging organizers who participate in our fellowship to gain experience in community organizing. These criteria were developed to ensure that organizations that partner with JOIN will provide a supportive and challenging working environment for their Fellow, and that, in turn, JOIN’s training curriculum will be most relevant to their organizational needs.

In the application below, organizations must demonstrate that they meet at least three of the five following criteria:

1. The **supervisor** of the JOIN Fellow has significant organizing experience and/or is currently an organizer and takes primary responsibility for the development of the Fellow as an organizer.
2. There is a demonstrated **organizational commitment to organizing** as a method used for social change.
3. The Fellow’s work has a significant component of **in-person recruitment and training of leaders**.
4. The Fellow plays a **key role in a project or campaign** the organization is undertaking.
5. The project or campaign the Fellow works on is something that builds towards a **measurable social justice goal** in the outside world.

V. What People Are Saying About JOIN for Justice

"JOIN fellows at Progressive Massachusetts, ROC Boston, and JALSA were instrumental in passing the highest minimum wage in the country. I was at the bill signing with Governor Patrick today, and the JOIN presence was unmissable. Congrats on a successful year building young organizers, and beyond that, congrats on building a team that was instrumental in winning the highest minimum wage in the country."

*--Ben Wright, Interim Executive Director of Progressive Massachusetts*

"As an organizer at POWER, I draw on what I learned as a JOIN fellow six years ago every day to organize leaders and clergy from 37 diverse congregations from across Philadelphia. I can safely say that I could not do what I'm doing now— preparing for a 4,000-person action to win a policy that will impact 6,000 low wage workers in Philadelphia—without the skills, relationships and support I gained from the JOIN fellowship. "

*--Cecily Harwitt, Statewide Campaign Director, POWER (JOIN Fellowship Class of 2010)*

“JOIN fellows and alumni are an energetic, creative, talented and dedicated group of young activists. It is clear to us that when we convey to these talented young organizers the values of the labor movement, while mentoring and developing their organizing capacity, local unions and labor organizations benefit a lot from their work. If you have hired a JOIN fellow in the past, you know this first hand.”

*--Jeff Crosby, President, North Shore Labor Council, and FayeRuth Fisher, Deputy Political Director, 1199SEIU United Healthcare Workers East (JOIN Fellowship Class of 2000)*

“JOIN was absolutely life-changing for me. My participation in the fellowship has most certainly changed the trajectory of my life as both activist and a Jew. It has developed me as an organizer, a leader, and communicator, a storyteller, a listener, and, without doubt, as a human being. JOIN activated an important part of me and gave me the tools to develop into the type of organizer and young Jewish person I aim to be.”

*-- Dani Moscovitch, Organizing Fellow, Mass Senior Action Council (JOIN Fellowship Class of 2014)*

"I’ve had the pleasure of hiring six JOIN Fellows, all of whom contributed tremendously to Keshet during their Fellowship years, so much so that I wanted to hire them as full-time staff after their JOIN year ended. Throughout each of their JOIN years, it was clear that the organizing training, community of other young Jewish social justice activists, and mentoring by veteran organizers – all of which was provided by JOIN – enabled them to grow in their skills and confidence as organizers. Keshet has hired three JOIN Fellows at the close of their JOIN year as full-time Community Organizers: Orly Jacobovits in 2007, Joanna Ware in 2010, and Asher Bruskin in 2011. Our JOIN-trained organizers have made and continue to make a huge difference to Keshet – helping to build our membership, develop leaders, and mobilize the broader Jewish community on GLBT rights issues. Every day I see how they are applying what they learned in the JOIN Fellowship to their work on the ground.”

-- Idit Klein, Executive Director, Keshet (JOIN Fellowship Class of 1999)

VI. Frequently Asked Questions:

*Q: I know JOIN is a year-long fellowship, but I really want someone who will stay on longer. Is this possible?*

A: Absolutely! More than half of JOIN Fellows stay on after the year-long fellowship program is over. In fact, we recruit many individuals with the desire to see this as their first year of a job rather than a one-year commitment. If you are looking for a long term employee, hiring a JOIN Fellow is a good way to invest in an emerging professional’s first year at your organization.

*Q: I have someone on my staff already who fits the profile of your Fellows, and who would benefit from being a part of the program. Can they participate?*

A: Yes! JOIN encourages our partner organizations to consider this option – you may already have a potential JOIN Fellow on your staff. If your staff member is between 21-30, identifies as a Jew, and is organizing at least 15 hours a week, they may be eligible. They would need to apply by March 5. The person would need to complete the written application and interview process to determine eligibility for the program, but if accepted, would not need to participate in the spring matching event.

*Q: I’d like to be a partner organization and have someone on my staff get the benefit of JOIN, but I’d like to recruit my own staff member outside of your process. Can I do this?*

A: Yes! We encourage our partner organizations to meet their organizational needs by recruiting their own JOIN Fellows. The person would need to apply to the fellowship by March 5 and go through our interview process to be selected for the program. Please contact us for further details.

*Q: I’m nervous that I may not find someone who fits our organization’s needs. What if I don’t find someone I want to hire at the matching event? By submitting an application and participating in the matching event, am I required to take on a Fellow?*

A: Not at all! Applying to partner with JOIN does not mean you are required to hire anyone who doesn’t meet your organizational needs. Partner organizations only hire JOIN Fellows when they find the right fit – this may happen at the matching event, in the weeks immediately after it, or not at all. If you are uncertain whether your organization has the financial resources to hire a fellow or whether you will find the right person through our process, we encourage you to keep your options open by applying to partner with us.

*Q: When do Fellows begin working?*

A: The JOIN program year officially begins in late August/early September at our opening retreat, and Fellows typically begin work in early September. However, many Fellows make arrangements with their placement organizations to start working earlier, and some begin working as early as the spring preceding the fellowship year. If you require someone who can start work earlier, please let us know so we can help connect you with appropriate candidates, and this can be negotiated directly with the Fellow you are planning to hire.

*Q: How frequently will a JOIN Fellow be out of the office for training sessions?*

A: JOIN Fellows meet from 8:30am-12:30pm on Fridays. Once a month, they meet from approximately 2:30-9:00pm on Fridays (sometimes earlier in the winter months due to Shabbat observance) instead, for both a training session and a Shabbat observance and potluck. Fellows also participate in a total of 3 training weekend long retreats that begin on Thursday and end on Sunday – one before their placement year begins, one in the winter, and a final retreat at the end of the program year.

VII. Application to be a JOIN Fellowship Partner Organization

Please submit your completed application by **April 4th** to aheathstout@joinforjustice.org

Please contact us with any questions:

Allegra Heath-Stout, Fellowship Director and Trainer

aheathstout@joinforjustice.org
617.350.9994 x205

**Part 1 - Organizational information**

Organization:

Executive Director:

Contact Name:

Address:

Phone Number:

Email address:

Briefly describe your organization's mission, history, programs, and key accomplishments. *(Up to 500 words)*

How would you describe your organizational culture?

How large is your staff?

If your organization is accepted as a potential partner organization, we expect a staff person in charge of the hiring decision for your organization to be available to perform 1st round interviews at our Matching Event on **Monday, May 14th, 2018**, from 9:30am to 5:00pm, at Temple Israel in Boston. (This does not apply if you are applying for a current staff member to be a fellow.) Will someone from your organization be available on that date?

⁭Yes

⁭No

If yes, please indicate the name, email address, and cell phone number of that person below. We ask for a cell number so they can be contacted on the day of the event, if necessary. Please also share any accessibility needs the interviewer has for the event.

**Part 2 – Role of Organizing**

1. What do you consider the primary method(s) your organization uses to work towards social change? (For example, education, advocacy, service, organizing, etc.) If organizing is not the primary change method, please comment on how organizing is supported within the organization.
2. How many organizers do you have on staff currently? How long have they been at the organization?
3. How many new organizers have you hired over the past 5 years?
4. If you had the resources, how many organizers would you like to have on staff?
5. If you do hire a JOIN Fellow, approximately what salary range would you expect to pay (keeping in mind the minimum requirement of $31,000)?

**Part 3 - JOIN Fellowship Job Description**

1. Write a brief job description for the position you are hoping a JOIN Fellow will fill. Include organizing responsibilities as well as other projects they may be involved in, and what their role will be in these projects. *(up to 500 words)*
2. What social justice issue is the Fellow going to be working on, and how will you measure the success of the initiative/campaign for your organization? *(up to 250 words)*
3. JOIN believes that a good supervisor is a crucial element in a successful JOIN match. Please give the name and title of the potential supervisor and describe their experience, giving particular attention to their years of organizing experience and their ability to take primary responsibility for the development of the Fellow as an organizer. *(up to* *250 words)*
4. Please describe if and how the Fellow’s work will involve leadership development and face-to-face work with people. *(up to 250 words)*
5. What traits do you look for in hiring organizers?

***Thank you for applying to be a JOIN Fellowship Placement Organization!***