JOIN for Justice Jewish Organizing Fellowship

and Empower Fellowship

2019 Application to be a Placement Organization

(for organizations with a potential Fellow already on staff)

This document gives background information about applying to become a placement organization with the Jewish Organizing Fellowship of JOIN for Justice. It includes information about the new Empower Fellowship within the Jewish Organizing Fellowship. If you have any questions about the application or about the JOIN Fellowship, please contact Tali Smookler at [tsmookler@joinforjustice.org](mailto:tsmookler@joinforjustice.org) or 617-350-9994 x203.

Table of Contents (click “ctrl” and the section you’d like to jump to)

[I. Summary 1](#_Toc2776446)

[II. Overview of the JOIN Jewish Organizing Fellowship 2](#_Toc2776447)

[III. Benefits of Partnering with JOIN for Justice 3](#_Toc2776448)

[IV. Funding Opportunities 4](#_Toc2776449)

[V. Criteria for Eligibility 5](#_Toc2776450)

[VI. Frequently Asked Questions: 5](#_Toc2776451)

[VII. Empower Fellowship (new in 2019!) 6](#_Toc2776452)

[VIII. Application to be a JOIN Fellowship Placement Organization 9](#_Toc2776453)

[IX. Application Supplement to be an Empower Fellowship Placement 11](#_Toc2776454)

[X. General Subsidy Application (for all organizations requesting funding) 13](#_Toc2776455)

# I. Summary

The JOIN Jewish Organizing Fellowship is seeking dynamic social change organizations to partner with us by hosting talented JOIN Fellows in organizing roles for the 2019-2020 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 3, 2019.**

**This application is for organizations that already have a staff member eligible for the JOIN fellowship, and are applying to be a placement organization with that existing staff member as their Fellow. If you would like to go through JOIN’s matching process to hire a new staff member, 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 Jewish Organizing Fellowship

The year-long JOIN Jewish Organizing Fellowship Program, founded in 1998, 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 early career organizers. Fellows have access to JOIN’s network of experienced organizers and community leaders as trainers and mentors. Additionally, Fellows receive mentorship from Fellowship alumni and staff.

Fellows’ salaries are determined by placement organizations. **There are no specific salary requirements applying with their potential Fellow already on staff.** For organizations who find their Fellow through JOIN, we ask that Placements pay their Fellow a salary of at least $31,000 (there is no maximum. For part-time positions, Fellows must organize at least 15 hours per week (in addition to being paid for their time in JOIN sessions, typically four hours per week), and the Fellow’s salary can be lower but should be proportional to the full-time minimum salary based on hours. Fellows must also be provided with health insurance and other benefits commensurate to other employees. Fellows are typically paid $31,000-$45,000, reflecting the range in their prior work experience and organizations’ resources. The JOIN Fellow and the JOIN partner organization have a chance to discuss the exact salary together during the matching process.

We understand that many organizations that could benefit from our program may find the minimum salary a challenge. Please see below for more information about funding opportunities through JOIN to support organizations in hiring Fellows.

**Empower Fellowship:** In partnership with Combined Jewish Philanthropies, we are excited to announce the Empower Fellowship, a new track within the Fellowship for Jews who self-identify as people with disabilities, disabled, or differently-abled, and for their employers. As part of JOIN’s efforts to center the leadership of Jews with marginalized identities, the Empower Fellowship will include many benefits for placement organizations, including funding, frameworks for understanding disability justice, training on best practices for supervising people with disabilities, and access to the full range of our talented candidates. Learn more about the Empower Fellowship [here](https://www.joinforjustice.org/placement-faqs-empower-fellowship-overview-and-faq-for-placements/). We hope that most or all organizations interested in hiring a Jewish Organizing Fellow will be interested in the additional benefits associated with the Empower Fellowship.

To apply to be an Empower placement, please read section VII of this application for more information, and answer the questions in section IX.

# 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. Hiring a JOIN Fellow provides an affordable way to add a new community organizer to your staff, or give existing staff free, in-depth organizing training and mentorship. In 2019, we are able to offer additional benefits to selected placement organizations, including training in accessibility and inclusion (through the Empower Fellowship), and funding (through the Empower Fellowship and other funds).

**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. Approximately 80 applicants apply for one of 10-15 positions yearly. 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.

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’s Organizing Fellows add value to their placement organizations by undergoing a year of focused training in community organizing and anti-oppression skills.

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, centered on skills ranging from recruiting leaders and mounting campaigns to facilitating meetings and raising funds. 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, to engage in best-practice sessions with other Fellows, and to seek mentorship from their peers and more experienced organizers.

The Jewish component of the Fellowship encourages Fellows to connect their social justice work to their heritage, traditions, sense of 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 9:00 a.m. - 1:00 p.m. 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, in September, January, and June. This allows Fellows to serve as full-time staff members at their placement organizations while gaining the training and community benefits of participating in the JOIN Fellowship.

Finally, through the new Empower Fellowship track, Fellows with disabilities will receive additional support to develop their leadership. Topics will include the Americans with Disabilities Act and reasonable accommodations, intersections of Judaism and disability, and adapting organizing best practices to fit one’s unique abilities. Empower Placements will also receive training and coaching about inclusion, accessibility, and best practices for employing people with disabilities.

**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.

**Benefit #4: Funding: See below!**

# IV. Funding Opportunities

For the 2019-2020 Fellowship year, we have multiple funding opportunities to support organizations that would like to hire a JOIN Fellow but are limited by budgetary constraints. Thus, we encourage you to apply to host a Fellow even if you cannot provide the full salary.

The two funding opportunities are as follows:

* The Empower Fellowship is an initiative within the Jewish Organizing Fellowship designed to support Fellows with disabilities and their placement organizations. Empower placements will receive between $5,000-$20,000, depending on financial need, plus training and coaching on accessibility and inclusion. See section VII of this application for more information.
* We also have funds available to support organizations who do not host Empower Fellows that would like to hire a Fellow but are limited by budgetary constraints. For these funds, we will prioritize organizations that are led by and organize marginalized communities as well as a few other criteria, but all organizations with financial need are welcome to apply. Please see section X, below, to learn more about the criteria for these funds and complete the funding application.

**If you are applying to host an Empower Fellow, and require funding to support your Fellow, we ask that you fill out the applications for both funding opportunities.** Each organization can only receive funding through one of these opportunities, but you are welcome to apply for both in order to maximize your chances of receiving funding and being able to hire a Fellow. This way, even if you are not accepted as an Empower placement and/or don’t match with an Empower Fellow, you will still be considered for the other funding opportunity. There are two applications because we have separate criteria and funding amounts for Empower placements and non-Empower placements.

Please note that the review processes for these two opportunities are separate, and if you apply for both,

the subsidy amount you request in one will not impact your funding eligibility in the other.

# V. 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.

# 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. If you require someone who can make a commitment longer than one year, 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: 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! If your staff member is between 21-30, identifies as a Jew, and will be organizing at least 15 hours a week, they may be eligible. They would need to have applied as a candidate by February 27. The person would need to complete the written application and interview process to be selected for the program, but if accepted, would not need to participate in the spring matching event. If this is your situation, please download the application for potential placements with a Fellow already on staff at <https://www.joinforjustice.org/partner-organizations/become-a-partner/jewish-fellowship-placements/rfp/>.

*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. 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 9:00 a.m. – 1:00 p.m. on Fridays. Once a month, they meet from approximately 2:00 – 9:00 p.m. 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 retreats that begin on Wednesday or 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. Empower Fellows meet for 1-2 additional several-hour training sessions per month, usually on Friday afternoons.

# VII. Empower Fellowship (new in 2019!)

In partnership with Combined Jewish Philanthropies, JOIN is thrilled to announce the Empower Fellowship, launching in the 2019-2020 Jewish Organizing Fellowship year. This opportunity is a new track within the Fellowship for Jews who self-identify as people with disabilities, disabled, or differently-abled, and for their employers. Empower Fellows will be part of the Jewish Organizing Fellowship, engaging in all of the training, community, and mentorship that come with being a Jewish Organizing Fellow. They will also participate in additional trainings to support their leadership as Jewish organizers with disabilities. We expect that Empower Fellows’ placements may include organizations both within and beyond the disability community, depending on their skills and interests and the opportunities available.

The Empower Fellowship is part of JOIN’s commitment to support the leadership of Jews with marginalized identities, in recognition that systemic oppression keeps many of these individuals on the margins in Jewish communities and social justice movements. We know that our organizations and movements can only succeed if we build movements where everyone can thrive and contribute, and if we fight for liberation for all people. We look forward to partnering with placement organizations in this exciting new initiative.

[Click here for more information about Empower from the Fellow perspective.](https://www.joinforjustice.org/programs-projects/jewish-organizing-fellowship/empowerment-fellowship/)

**What are the benefits to placement organizations of hiring an Empower Fellow?**

* **Training and coaching about best practices for employing people with disabilities**. Empower placement supervisors (and potentially other staff) will participate in 1-2 trainings and ongoing individual consulting as needed to learn about accessibility and inclusion, reasonable accommodations, and disability justice. This training will both help you have a positive experience working with your Fellow, including addressing any challenges that may arise, and deepen your capacity to employ people with disabilities long-term.
* **Access to talented, highly-qualified candidates** who might otherwise face barriers to an organizing career. Only placements approved for the Empower Fellowship will be able to interview candidates from our full pool of talented young organizers.
* Additional **training and mentorship** for your Fellow, beyond the rigorous curriculum available to all Jewish Organizing Fellows. For example, Empower Fellows will explore individual adaptations to organizing practices based on their accessibility needs and strengths, and explore lessons from disability movement history that can be applied to their work at their placements. Fellows will also develop a rich understanding of inclusion and disability justice that can strengthen their work at any placement.
* **Funding.** In addition to all of the free training and individual support, JOIN will provide funding to support each Empower placement in hiring their Fellow and providing any needed accommodations. Each placement will receive at least $5,000, with the possibility of funding up to $20,000 based on organizational need. (As with all Jewish Organizing Fellows, employers must pay their Fellows a salary of at least $31,000, and benefits including healthcare, for a full-time position, or potentially less for a part-time position.)

**What are the eligibility criteria for Empower placements?**

To become an Empower placement, an organization must meet the criteria for all Jewish Organizing Fellowship placements, as described earlier in this document. In addition, placement supervisors must be able to participate in 1-2 days of training before and during the Fellowship year, and open communication with JOIN staff as needed to work together in supporting their Fellow. Most importantly, Empower placements should be interested in engaging in an ongoing collaborative learning process about reasonable accommodations, disability justice, and employing people with disabilities.

**Our organization isn’t totally accessible, or we don’t have much experience employing people with disabilities. Can we still be an Empower placement?**

Yes! Empower placements do not have to be experts at employing people with disabilities already, or be fully accessible to people with all types of disabilities. Instead, we are looking for organizations that are eager to learn and collaborate to fully include their individual Fellow. In the matching process, we will work with each organization and potential Fellow to make strong matches based on each Fellow’s needs and the requirements of each job.

**What does JOIN mean by “disability”?**

We understand “disability” broadly. It can include, but is not limited to, the following experiences:

* Physical disability or mobility impairment
* Mental health, psychiatric, or psychosocial disability
* Learning disability
* Sensory disability, such as blind, low-vision, Deaf, hard of hearing, or DeafBlind
* Chronic illness
* Neurological or cognitive disability
* Intellectual or developmental disability

**How are Empower Fellows selected?**

Empower Fellows will go through the same rigorous selection process (including application, phone interview, and day-long group interview) and meet the same criteria as all Jewish Organizing Fellows. We are looking for talented emerging organizers who have an interest in exploring the connections between their organizing work and their Jewish and disability identities.

**How will the hiring process work?**

Empower Fellowship candidates will be fully integrated into the Jewish Organizing Fellowship hiring process, so that employers have the opportunity to meet a variety of candidates who could be a good fit for their organization. [Click here to learn more about the hiring (matching) process.](https://www.joinforjustice.org/partner-organizations/become-a-partner/jewish-fellowship-placements/hiring-process/) As always, we will strive to introduce each organization to candidates who might be a good fit. To facilitate that, before our interview event on May 13, we will ask each organization for detailed information about qualities, skills, and abilities they require. For example, we may collect information about whether your office is wheelchair accessible, what languages your organizer would need to speak, and how much schedule flexibility you can offer. At the same time, we will ask candidates about their skills and abilities. Then, we will do our best to match you with candidates to interview who may be a good fit. Throughout the process, JOIN staff are available for individual conversations with both organizations and Fellowship candidates, in order to develop a nuanced understanding of your needs and work together towards the best possible match. We will also support organizations in considering what accommodations might be possible within their work, and in preparing to interview candidates with disabilities. As with all Jewish Organizing Fellowship placements, there is no commitment to hire a Fellow until and unless you agree to make an offer to a specific candidate.

**How can my organization apply to be an Empower Fellowship placement?**

If you’ve read this far, you’re almost there! Please complete the overall Jewish Organizing Fellowship application questions in section VIII, below, and the supplemental questions for Empower in section IX.

**When will my organization find out if we are selected to be an Empower Fellowship placement?**

After you submit this application (by April 3), our review team of staff and trusted partners will review your application. We may also reach out to you for further conversation about any questions that come up. We will notify you in late April or early May if your organization is eligible to hire an Empower Fellow. Then, at the matching event on May 13, you will have the opportunity to interview several Fellowship candidates, most likely both Empower and non-Empower candidates. After the matching process proceeds, those organizations that ultimately hire an Empower Fellow will become Empower placements. Placements that do not match with an Empower Fellow but hire another Jewish Organizing Fellow will still gain all the usual benefits of the Jewish Organizing Fellowship.

**I have questions or concerns about the Empower Fellowship or the placement application and matching process, or I’m not sure if this is a good fit for my organization.**

Please contact Tali Smookler at [tsmookler@joinforjustice.org](mailto:tsmookler@joinforjustice.org). This is new to us too! We want to work with you and figure it out together. We are very happy to answer your questions and discuss how and whether this opportunity can be a good fit for your organization.

# VIII. Application to be a JOIN Fellowship Placement Organization

Please submit your completed application by **April 3, 2019** to tsmookler@joinforjustice.org

Please contact us with any questions:

Tali Smookler, Program Specialist

tsmookler@joinforjustice.org  
617-350-9994 x203

**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 does your organization approach work/life balance?

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 13th, 2019**, from 9:00am 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 or dietary needs the interviewer has for the event. (Lunch will be provided.)

**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?

**Part 3 - JOIN Fellowship Job Description**

1. Please share the job description of the staff member you are hoping will be a Fellow. If you anticipate changes to the employee’s position upon (or before) starting the fellowship, please include job descriptions for both their current role and what their role will be during the fellowship.
2. Is this position full-time or part-time? Do you expect that to stay the same upon starting the Fellowship year or possibly change?
   1. If part-time, how many hours per week does/will your employee work? (Keep in mind that Fellows spend 4 hours per week in Fellowship trainings, which should be included in work time, and should be organizing at least 15 hours per week.)
   2. If full-time, approximately how many hours per week does your potential Fellow work? We recognize that many organizing jobs sometimes exceed 40 hours per week, and strive to support Fellows in excelling in their work while caring for themselves in sustainable ways.
3. 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? *(around 250 words)*
4. JOIN believes that a good supervisor is a crucial element in a successful JOIN match, and expects each supervisor to meet individually with their Fellow for at least one hour per week to provide direction and coaching.
   1. Please give the name and title of the potential supervisor and describe their experience, giving particular attention to their organizing experience, their supervisory experience, and their ability to take primary responsibility for the development of the Fellow as an organizer.
   2. Please describe your organization’s, and this supervisor’s in particular, supervision practices. How do you approach supervision? How does communication typically work between supervisors and employees? What is the role of mentorship in your supervision?
5. Please describe how much and in what ways the Fellow’s work will involve leadership development and face-to-face work with people.
6. Please describe your hopes for how your staff member will grow and develop through being part of the fellowship.

# IX. Application Supplement to be an Empower Fellowship Placement

See section VII for more information about the Empower Fellowship, a new opportunity within the Jewish Organizing Fellowship. Empower Fellowship placements will receive additional benefits including funding, training for both Fellows and employers, and access to the full pool of our talented candidates. We encourage all organizations interested in hiring Jewish Organizing Fellows to apply to be Empower placements by completing these additional questions, in order to maximize your chances of matching with a Fellow who meets your needs and have the opportunity for additional funding and capacity-building support.

1. What interests you about this opportunity? How do you think it would benefit your organization?
2. What questions or concerns do you have?
3. Each Empower supervisor will be expected to attend a one-day training before the Fellowship year and possibly another training mid-year. These will be opportunities to learn about best practices for supervising people with disabilities, creating inclusive work environments, how disability justice relates to other justice issues, and related topics.
   1. Pending specific dates, are you able to commit to participating in these sessions?
   2. Please list 1 or more questions or topics you would like to learn about, related to the themes of supervising organizers with disabilities, disability justice, accessibility, and inclusion.
4. Empower Fellows will be expected to attend approximately one additional several-hour training session per month, in addition to the weekly sessions all Jewish Organizing Fellows attend. The exact schedule is still being determined, but sessions will most likely be on Friday afternoons, meaning that about once per month, Empower Fellows will be at JOIN rather than their placements for an entire Friday rather than a half-day. Are you able to commit to including these additional learning opportunities in your Fellow’s paid work time? Do you have any specific concerns about the timing of these sessions?
5. Part of the goal of the Empower Fellowship is to deepen placement organizations’ capacity to be more inclusive and accommodating workplaces for the long-term. We recognize that organizations will have varying levels of familiarity with this area. Your organization does not need to have a lot of experience in this realm to be a strong fit for this program. Please describe your organization’s current experience and knowledge level with employing people with disabilities and working with employees to provide reasonable accommodations.
6. In what ways, if any, are issues of disability rights or inclusion incorporated in your social justice work?
7. To support placements’ ability to employ their Fellows and provide any necessary accommodations, and in recognition of the additional time investment and deeper level of partnership associated with the Empower Fellowship, each Empower placement will receive at least $5,000, with the possibility of up to $20,000 based on organizational need. You can choose to just apply for the $5,000 funding level, or be considered for additional funds.
   1. Are you applying for $5,000, or a larger subsidy? If larger, what subsidy amount are you applying for, and how will this amount support your organizing work?
   2. Please tell us your tax exempt ID (501C3) number. (We cannot subsidize C4s.)
   3. *If applying for more than $5,000:* Please attach an organizational budget for the most recently completed fiscal year, with a budget narrative explaining any major changes expected for the coming year.
   4. *If applying for more than $5,000:* What is your potential Fellow’s salary? How, if at all, you expect that to change before/during the Fellowship year?
   5. *If applying for more than $5,000:* What sources of funding will support the Fellowship position besides this potential subsidy?
   6. *If applying for more than $5,000:* Where will you seek out funds to support your Fellow if you do not receive the total amount of subsidy funds you are applying for from JOIN?

For the Empower Fellowship, the following criteria will be used to determine funding amounts:

* Financial need
* Evidence of organizational commitment to disability justice, rights, or inclusion in internal practices and/or organizing campaigns, or evidence of commitment to learning in these areas (However, as stated above, your organization can be a strong fit and receive funding even if disability justice is new to you!)
* Strength of supervision practices
* Strength of opportunities for Fellow to do rigorous, strategic organizing towards meaningful justice goals

# X. General Subsidy Application (for all organizations requesting funding)

We require our Placement organizations to pay the Fellow’s salary with a minimum of $31,000 plus benefits (in the case of part-time positions, the Fellow’s salary can be lower but should be proportional to the full-time minimum salary based on hours). Partners may offer higher salaries at their discretion. Thanks to generous funders, **we are able to offer subsidies ranging from $1,000-$10,000 to a small number of organizations** as a way to make our program more available to organizations for which the salary of the Fellow can be challenging to meet.

**If you are applying to be an Empower Placement:** If you are applying to host an Empower Fellow, and require funding to support your Fellow, we ask that you fill out this application as well. This would still keep you in the pool for funding in the event that you are not accepted as an Empower Placement, and/or if you don’t match with an Empower Fellow. This is because we have separate criteria and funding amounts for Empower placements and non-Empower placements.

**If you are NOT applying to be an Empower Placement:** If you are not applying to be an Empower Placement, please fill out this application if you would like to be considered for subsidy funding. If you are not requesting funding as part of this process, there is no need to fill this out.

For this opportunity, we are looking for organizations that meet some or all of the following criteria:

* Organization primarily organizes and is accountable to people with marginalized identities (some examples include the disability community, working class communities, transgender and/or gender non-conforming communities, communities of color, immigrant communities, etc.)
* Organization has people with marginalized identities in leadership positions within the organization
* Organization does innovative organizing work, using approaches designed to respond to the needs of the current political moment
* The subsidy funding would make a substantial difference in the organization’s organizing capacity
* Organization has enough financial stability and history to reasonably commit to funding the Fellow position through for a full year.
* *If organization has an existing staff member applying for the Fellowship*, organization intends to use this funding to support a Jewish Organizing Fellow with a marginalized identity
  1. What subsidy amount are you applying for, and how will this amount support your organizing work? (Remember the range is $1,000-$10,000)
  2. Please write around one page describing how your organization is a match for some or all the criteria listed above.  We want this question to be an opportunity to share with us more about how you think your organization fits these criteria, and not a burden for your organization to put together. Therefore, if you already have an existing document that you think speaks to these qualities or answers this question, you are welcome to use that instead of responding directly to this question. *What is most important is that we get a sense of how your organization meets these criteria.* Additionally, if one page is too much or too little, we will accept applications of other lengths – this is just a guideline.

Please only answer these questions if you did not complete them for the Empower application above:

* 1. Please attach an organizational budget for the most recently completed fiscal year, with a budget narrative explaining any major changes expected for the coming year.
  2. What is your potential Fellow’s salary? How, if at all, you expect that to change before/during the Fellowship year?
  3. What sources of funding will support the JOIN Fellowship position besides this potential subsidy?
  4. Where will you seek out funds to support your Fellow if you do if you do not receive the total amount of subsidy funds you are applying for from JOIN?
  5. Please tell us your tax exempt ID (501C3) number. (We cannot subsidize C4s.) (N/A if you already did so for the Empower Fellowship Funding Application)

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

Empower Fellowship supported by:

