JOIN for Justice Jewish Organizing Fellowship

and Empower Fellowship

2020 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 Empower Fellowship within the Jewish Organizing Fellowship. If you have any questions about the application or about the JOIN Fellowship, please contact Jihelah Greenwald at jgreenwald@joinforjustice.org or 617-350-9994 x208.

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# 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 2020-2021 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. **Early applications are due February 28, 2020. Regular applications are due February 27, 2020.**

**Key Dates:**

* Early applications are due **February 28, 2020**.
  + Notification of acceptance first week of March.
* Regular applications are due **March 27, 2020**.
  + Notification of acceptance second week of April.

**This application is for organizations that already have a staff member eligible for the Jewish Organizing Fellowship and/or Empower 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 and Empower 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 $31,500 (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 $31,500-$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 offer the Empower Fellowship. The Empower Fellowship is a track within the Jewish Organizing Fellowship for Jews who 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, along with additional monthly trainings focusing on connections between disability, organizing, and Judaism. In the application process, Empower Fellowship candidates go through the same rigorous process as all Jewish Organizing Fellowship candidates and submit additional materials to be accepted into this additional program.

Through the Empower Fellowship, we train powerful disabled organizers who can help drive forward social justice organizing in the disability justice movement, in the Jewish community, and in all of our social justice movements. Meanwhile, we support our partner organizations to become more accessible and aligned with disability movements. Accordingly, the Empower Fellowship includes many benefits for placement organizations, including funding, training on disability justice and best practices for supervising people with disabilities, and access to the full range of our talented candidates. Learn more about the Empower Fellowship in section VII.

# 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 give existing staff free, in-depth organizing training and mentorship. In 2020, we are able to offer additional benefits to placement organizations, including training in accessibility and inclusion, funding for Empower Fellow placements, and limited need-based grants.

**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. Every year, approximately 70 applicants apply for one of 10-14 positions.

By the time your organization interviews JOIN applicants, only the top candidates will have made it through a rigorous set of written, phone, video 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.)

For organizations with existing staff who are applying for the Fellowship, this opportunity connects your staff member to other talented organizers across the Greater Boston area, and helps build their networks as an early career organizer.

**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 twenty-second 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 2020-2021 Fellowship year, we have multiple funding opportunities to support organizations that would like to hire a JOIN Fellow but are limited by budgetary constraints.

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. Placements that match with an Empower Finalist will receive $3,500. See section VIII of this application for more information about the Empower Fellowship.
* We have funds available to provide $1,000-$3,000 need-based subsidies for a small number of organizations that hire a non-Empower Fellow.

Please note that the review processes for these two opportunities are separate. If you match with an Empower Fellow, you will automatically receive $3,500, and will not be eligible for further funding. If you request a need-based subsidy, we will tell you whether you are receiving funding when offering a match with a particular Fellow. To apply for funding, please fill out the funding application in section X.

# 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 JOIN’s training curriculum will be relevant to their organizational needs.

To be eligible, organizations must demonstrate that they meet the following criteria:

1. The **supervisor** takes primary responsibility for the development of the Fellow as an organizer, including, but not limited to, weekly hour-long supervision meetings.
2. The Fellow’s work has a significant component of **recruitment, training, and developing of leaders**.
3. The Fellow plays a **key role in a project or campaign** the organization is undertaking.
4. The project or campaign the Fellow works on is something that builds towards a **measurable social justice goal**.

It is highly desired, although not required, for organizations to demonstrate the following criteria:

1. The **supervisor** of the JOIN Fellow has significant organizing experience and/or is currently an organizer.
2. There is a demonstrated **organizational commitment to organizing** as a method used for social change.

Organizations will be prioritized to participate in the Empower Fellowship based on the following criteria:

* 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
* Strength of supervision practices
* Strength of opportunities for Fellow to do rigorous, strategic organizing towards meaningful justice goals

# VI. Frequently Asked Questions:

*Note: some of these questions are more common for organizations who are hiring Fellows through our Matching Process.*

*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 March 1, 2020. 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 use this application.

*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 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 apply in the early placement application round, there is a possibility of making a hire through our process as early as late March. If you apply in the regular application round, and require that someone begins before early September, please let us know so we can help connect you with appropriate candidates, and negotiate this 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 1:00 – 8:00 p.m. on Fridays 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 additional several-hour training sessions per month, usually on Friday afternoons.

# VII. Empower Fellowship

In partnership with Combined Jewish Philanthropies, JOIN is offering the second year of the Empower Fellowship. This opportunity is a track within the Fellowship for Jews who 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.

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.

**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 training 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. Each Empower supervisor will be expected to attend a day-long training (date pending) 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.
* **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 $3,500, with the possibility of an additional subsidy through our Subsidy Application. (As with all Jewish Organizing Fellows, employers must pay their Fellows a salary of at least $31,500, for a full-time position, or proportionally less for a part-time position, and benefits including healthcare.)

**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-day of training at the beginning of 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 video 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. As always, we will strive to introduce each organization to candidates who might be a good fit. To facilitate that, before we match you with any of our candidates, 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 members 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 JOIN Fellowship Placement application in section X.

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

After you submit this application (by February 28 for the Early round, or March 27 for the regular round), our review team of staff 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 March for the early round or in April for the regular round if your organization is accepted as a Placement. If your staff member is accepted as an Empower Finalist, then you will be an Empower Placement.

For your eligible staff member to be accepted as an Empower Finalist, they must submit their application by February 2 for the early round or March 1 for the regular round. In the month following the application deadline, they may be invited to first and second round interviews. They will be notified if they are accepted as a Finalist about 5 weeks after their application deadline.

**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 Jihelah Greenwald at jgreenwald@joinforjustice.org. 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.

# Part B: Application

# VIII. Application to be a JOIN Fellowship Placement Organization

Please submit your completed application by **February 28 for the Early round, or March 27 for the regular round** to jgreenwald@joinforjustice.org

Please contact us with any questions:

Jihelah Greenwald, Program and Network Manager

jgreenwald@joinforjustice.org  
617-350-9994 x208

**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?

Please tell us your tax-exempt ID (501C3) number or 501C4 number. (501C4s are only eligible for a subsidy upon signing a funding agreement that confirms that the Fellow’s work will not include any partisan political activities.)

**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 - Inclusion and Organizing**

*While JOIN is hosting the Empower Fellowship, one of JOIN's goals is to deepen all placement organizations’ capacity to be more inclusive and accommodating workplaces. All organizations will be invited to attend a training about accessibility in the workplace. 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.*

1. How do you think being an Empower Fellowship placement (see details in section VI) could benefit your organization?
2. What questions or concerns do you have about being an Empower Fellowship placement (see details in section VI), if any?
3. Please describe your organization’s current experience and knowledge level with employing people with disabilities and working with employees to provide reasonable accommodations.
4. Please list one or more questions or topics you would like to learn about related to supervising organizers with disabilities, disability justice, accessibility, or inclusion.
5. In what ways, if any, are issues of disability rights or inclusion incorporated in your social justice work?

**Part 4 - 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. Please describe how much and in what ways the Fellow’s work will involve recruiting and developing leaders and face-to-face work with people.
5. 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?
6. Please describe your hopes for how your staff member will grow and develop through being part of the fellowship.

# X. General Subsidy Application (Optional)

The cost of hiring a Fellow is at least $31,500, plus benefits (which must include health insurance). 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. **There are no specific salary requirements applying with their potential Fellow already on staff.** JOIN may be able to provide a subsidy based on available resources and organizational need. We are able to offer need-based subsidies ranging from **$1,000-$3,000 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 match with an Empower Fellow, you will automatically be awarded $3,500, and will not be eligible for additional funding. If you need funding in order to be a placement, we encourage you to fill out this form in case you match with a non-Empower Fellow. We will notify you of your funding award, if any, when we offer a match with a particular Fellow.

1. Please attach an organizational budget for the most recently completed fiscal year, with a budget narrative explaining any changes expected for the coming year.
2. What subsidy amount are you requesting?
3. What sources of funding will support the bulk of the JOIN Fellowship position?
4. What will you do if you do not receive subsidy funds from JOIN?
5. Please tell us your tax-exempt ID (501C3) number or 501C4 number. (501C4s are only eligible for a subsidy upon signing a funding agreement that confirms that the Fellow’s work will not include any partisan political activities.)

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

Empower Fellowship supported by:

