JOIN JUSTICE JUSTICE JUSTICE



IT IS OUR RESPONSIBILITY TO TRAIN CHANGEMAKERS TO CREATE A MORE JUST WORLD.

We face challenging times. The daily news, and the pain and danger facing so many, jolt our awareness of injustice every day—hate crimes, anti-semitism, gun violence, policies designed to prevent people from voting, the list goes on. No one person, and no one community, can confront these problems alone. Now, more than ever, there is a need for Jewish leaders to mobilize, organize, and inspire action, as we work to heal the wounds of our country's broken systems.

HOW A CHANGEMAKER IS BUILT

Across all of our programs is a shared core methodology that underscores how we understand and teach organizing. We take a four-pronged approach—each aspect as one leg of a strong "table."



1 TRAINING

We teach the fundamental skills of organizing; building community with oneon-one relational meetings and story telling; building respectful relationships with allies from other communities; changing the world through building an effective strategy and designing campaigns that win; and, tapping into our own identity through learning how our Jewish texts, traditions and history can inspire us to lead and act with resilience.

2 REAL LIFE EXPERIENCE

We give people opportunities to organize, where they practice applying the knowledge, skills, and tools they have gained in the real world.

3 MENTORSHIP

We coach people through challenges they face as they organize for justice, helping them reflect on their work, learn from their mistakes, and go from strength to strength.

4 COMMUNITY

We bring people together in learning cohorts to give people both the opportunity to learn from others' experiences different than their own, and bolstering their courage to change the status quo. All of our core programs are group/ cohort models.

AT JOIN FOR JUSTICE, WE ARE BUILDING POWERFUL, RELATIONAL JEWISH LEADERS, AND PROVIDING THEM WITH THE TOOLS AND FRAMEWORK TO ORGANIZE FOR JUSTICE.

Change most often comes when people organize to make it happen. JOIN teaches volunteer and professional changemakers how to do this. We attract people who recognize the challenges in our society and hunger for a path to meaningful change. Together, they learn how to move beyond feeling overwhelmed and ineffective to organizing with their fellow Jews and leaders from other communities. They build community, identify a common vision, and act together to move mountains.

AT JOIN, WE BELIEVE JEWISH WISDOM GROUNDS PEOPLE IN THEIR OWN TRADITIONS AND JEWISH SPIRITUALITY NOURISHES PEOPLE'S SOULS SO THAT THEY CAN FIND MEANING IN ACTIVISM.

Through Jewish learning, participants deepen their story and connect it to the stories of their community, creating a shared narrative and basis upon which to build new stories for the future. Thousands of years of tradition, history, culture, and resilience can be tapped to guide us in turbulent times and help us find the courage and spirit to stay in the struggle. WHEN AN ORGANIZER FLOURISHES, THE RIPPLE EFFECT EXTENDS FAR BEYOND THAT PERSON—TO THE LEADERS THEY DEVELOP, THE COMMUNITY MEMBERS THE LEADERS TOUCH, THE PARTNERS FROM OTHER COMMUNITIES, AND ON AND ON.

This moment requires so many more changemakers. Our Jewish community can train enough leaders to do our part. That is what JOIN is here for.

JOIN WEAVES TOGETHER ALL OF ITS PARTICIPANTS SO THAT THEY CAN LEARN FROM, SUPPORT, AND CHALLENGE EACH OTHER, WHILE BRINGING THEIR MYRIAD COMMUNITIES INTO RELATIONSHIP WITH ONE ANOTHER.

JOIN engages the breadth of our diverse Jewish communities, recognizing that different people bring different sources of understanding and power—all of which can be leveraged toward justice. Young adults, Jews of Color, Jews with disabilities, clergy, lay leaders, students—all of us have a role to play partnering with other communities to create a more just world. No matter where people are on their justice journey, there is a place for them at JOIN.

OUR CHANGEMAKERS



JUSTICK

CLERGY

- TRAINED 800
- CONGREGANTS REACHED 200,000



ORGANIZERS

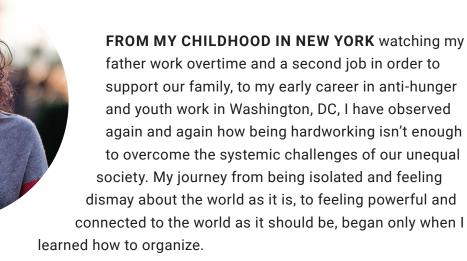
- TRAINED 332
- MOBILIZED 370,000



LAY LEADERS

- TRAINED 5,000
- COMMUNITY MEMBERS ACTIVATED 90,000

OUR EXECUTIVE DIRECTOR



Since launching JOIN for Justice, I have had the honor of working with thousands of changemakers across the country, many of whom have made a similar journey from despair to hope. They are different from each other in many ways, but they share these most important things—a commitment to making change happen, and an understanding that we are always stronger when we stand together.

As Jews, we have unique contributions to make when we stand with others working for justice—we bring our history, tradition, insights, and commitment to justice, and the power we have been blessed to build. Just as we need others, they need us.

Thank you for helping Jewish communities and leaders rise to this challenge.

With gratitude,

KARLA VAN PRAAG

Through its **Consulting Practice**, JOIN is supporting Valley Beth Shalom in **LOS ANGELES** as it organizes to win billions of dollars for housing with supportive services for homeless people. JOIN has consulted with dozens of organizations and their leaders across the country.

DALLAS, TX

 $\frac{\text{OVER}}{6,000}$

The online course **Don't Kvetch, Organize!** has engaged over 1,000 leaders across the country, introducing them to the fundamental tenets of organizing.

CHANGEMAKERS TRAINED

JOIN teaches courses to rabbinical and cantorial students in **NEW YORK**, along with students in Los Angeles, Philadelphia, and Boston. The **Seminary Leadership Project** has reached 700 students to date.

> **BOSTON** is the hub of our **Jewish Organizing Fellowship**, where 256 young adults have completed their training as organizers.

NORTH CAROLINA is one of seven states where graduates of our **Clergy Fellowship** lead their congregations and communities towards social justice.

JOIN's **Field Training** program provided the training and strategy support that **FLORIDA** Jewish leaders and organizations needed to help return voting rights to one million Floridians.

= WHERE WE ARE CREATING CHANGEMAKERS

OUR FORMULA FOR CREATING CHANGE

1. RECRUIT

JOIN recruits Jewish communal leaders, social justice leaders who identify as Jewish and want to organize, and committed Jewish community members—those new to organizing for justice or those who seek to strengthen their work—for training opportunities and programs.

6. CHANGE

With JOIN as a catalyst, a guide, and a supporter, Jewish leaders struggle together with others, continue to act, and, as they keep at it, achieve real wins on the ground and bring about more justice in a fractured world.

5. CONNECT

JOIN's Network weaves together all of its participants so that they can learn from, support, and challenge each other, and bring their myriad communities into relationship with one another.

2. LEARN

Participants in JOIN's programs engage their identities, tradition, text, and history to become more grounded and purposeful, develop insight into how their Jewishness can guide them, and how Jewish communities can best contribute to the liberation of everyone.

3. TRAIN

4. LEAD

Participants are taught various organizing approaches and methodologies and learn how to organize and to lead, how to bring people together to build power, identify common values and goals, and act collectively. Participants also learn an analysis that helps them understand the roots of injustice and oppression that must be eradicated.

Some participants apply all they have learned and experienced to lead their Jewish communities to come together powerfully to act for justice, and some participants serve non-Jewish communities as organizers. This leads to impact both within, and beyond, Jewish communities.

ADVOCATING FOR LGBTQ INCLUSION IN ORTHODOX DAY SCHOOLS



MICAH THAU

Originally from Los Angeles, Micah Thau continues to be a leader in his own right. He frequently publishes op-eds and speaks on panels as an advocate for LGBTQ equality in both the US and Jerusalem. For Micah Thau, and many other LGBTQ Orthodox Jewish teenagers, high school used to be a torturous experience. As a gay Orthodox Jewish teen, Micah lived in constant fear that he would be rejected by his Jewish day school, his synagogue, and his Orthodox community because of his sexual identity. Many Orthodox LGBTQ individuals wrestle with the fear that they will have to choose between leaving their religious community or suffering in silence.

During a high school internship with Eshel—an organization that works to create community and acceptance for lesbian, gay, bisexual, and transgender Jews and their families in Orthodox communities—Micah signed up for **JOIN's Don't Kvetch, Organize!** online course to learn how to turn his experience into meaningful action. Micah

Being an effective organizer for a cause one is passionate about can be daunting, to say the least, but JOIN's training is accessible to everyone. I was a 17-year-old high school student and JOIN helped me to make a difference.

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found that Don't Kvetch provided him with the best tools to approach potentially controversial initiatives, tackle difficult problems, and ultimately create change. Which is exactly what he did.

Upon completion of the course, Micah created a pledge that he brought to his Jewish day school, asking them to sign on to a series of commitments to create a protective environment for all students. Micah believed that the pledge could prevent others from going through the fear that he went through. "Don't Kvetch, Organize! gave me an education about how to advance a cause," he says.

Inspired by his success working with his own high school's administration, Micah and Eshel turned the promises he wrote into the #EshelPledge. The #EshelPledge calls on Orthodox high schools to commit to public acceptance of LGBTQ students in order to make Orthodox schools a place where LGBTQ students can thrive.

This pledge is changing the conversation on LGBTQ inclusion at Orthodox schools all across the country. To date, there have been more than 600 petition signatures, over 90 videos of support from students, alumni, and parents, and five Orthodox high schools adopting transparent LGBTQ inclusion policies.



DON'T KVETCH, ORGANIZE!

JOIN provides a seven week online community organizing training course for aspiring Jewish leaders and organizers like Micah. With a curriculum developed and taught by renowned experts, Don't Kvetch, Organize! has already taught over 1,000 people the fundamental tenets of organizing and propeled knowledge into action. With on-demand video lectures and lessons, each class gathers students to develop skills and build relationships, all the while effecting change.



KINDLING THE JEWISH IMMIGRATION JUSTICE MOVEMENT



EMET EZELL

Originally from Austin, Texas, Emet Ezell graduated from JOIN's Jewish Organizing Fellowship in 2019, where they worked with Uprooted and Rising, a global movement working to end white supremacy in our local food systems and shift towards food sovereignty. Now they bring the work of song and strategy to movements on the ground, shifting towards the radical shape of a collective heart. In June 2019, reports of dire conditions in ICE detention centers, pictures of children locked in cages, and allegations of abuse against people coming over the border reignited an already brew-ing outrage in the Jewish community.

A group of Jewish changemakers—many of whom were alumni from JOIN's Jewish Organizing Fellowship (JOF)—convened with immigrant rights leaders and organizers in Boston and committed to taking action. **Emet Ezell and their colleagues saw the need to mobilize locally and act quickly. Emet put their newfound skills into practice less than 24 hours after graduating from JOF, joining with other JOF alumni and local immigrant movement leaders** to plan a Boston demonstration against ICE—the largest single action in a growing movement.

Equipped with knowledge of leadership, recruitment, and strategy from JOIN, Emet had the foundational skills to succeed. **Throughout the JOF program, Emet had built deep relationships with other justice leaders, providing them with a**

large network of support as the group embarked on their mission to shut down ICE and close detention centers. Emet and their colleagues recruited others, planned protests, and inspired their community to join the fight against injustice. Emet and their peers created Never Again Action, a movement that seeks to mobilize Jews to take direct action against immigration injustice. Emet and their colleagues' success in building a mass movement so quickly was due, in large part, to the leadership and inspiration of their fellow JOIN alumni. Today, Emet remains close with many of their friends from JOF and is continuing to create change and justice in their community. Never Again Action is gearing up to train thousands of Jews mobilized through their actions so that they have the leadership base to expand the defense of their friends and neighbors under attack.

Because of JOIN, there is already an invisible network of skilled and experienced organizers that support each other. The care and training I found through JOIN helped me to bring my deepest and most authentic self into the organizing arena.



JEWISH ORGANIZING FELLOWSHIP (JOF)

The Jewish Organizing Fellowship (JOF) recruits young Jewish adults (ages 21-30) for a year of paid community organizing training and practice. JOIN develops young changemakers by matching them with job placements at organizations, with mentors to support their growth, and with a cohort with whom to collaborate. Since 1998, 256 Fellows have participated in this program.



FINDING A HOME FOR MODERN JEWISH IDENTITY



NADAV DAVID

Nadav David is a multiethnic Arab (Mizrahi) Jewish organizer, with roots in Iraq and Poland. As a financial coach, Nadav supports families in subsidized housing as they build assets and reach personal and financial goals. He remains committed to transformative local organizing rooted in meaningful Jewish practice. Despite our highly connected world, it can be challenging for young Jewish adults to find meaningful community. A group of young Jews in Boston sought a progressive home for living their Jewish values—one where they could eat, live, pray and organize. In 2005, they founded Kavod, Hebrew for honor, to fill this unmet need. Kavod is more than a place to gather, it's a community for young Jewish activists looking for nourishment and growth.

Since its inception, JOIN and Kavod have worked together to create community, organize, and work for justice. So **many Kavod members are JOIN Jewish Organizing Fellowship alumni** that they joke that Kavod is like a JOIN annex. **Other Kavod members, like Nadav David, developed their organizing and leadership skills through JOIN's Don't Kvetch, Organize! online course.** The course provided Nadav with the skills, analysis, and relationships that supported him in furthering Kavod's mission. Nadav now recruits new Kavod members for Don't Kvetch to develop their leadership.



Nadav has become increasingly involved in Kavod, focusing on racial and economic justice and co-founding a Jews of Color, Sephardi, Mizrahi caucus. As Kavod's Partnerships Chair, Nadav has played an instrumental role in deepening organizational relationships with area grassroots organizations. Kavod has played a central role in launching a Boston-based faith network that shifts wealth and power to Black and Latino communities, with over \$100,000 in a community loan fund and worker owned businesses. Other Kavod leaders trained by JOIN have been active keeping tenants from being evicted and working to stop Immigration Customs and Enforcement officials from entering schools and detaining students.

Kavod is fully run by young Jewish adults, like Nadav, who understand that creating community and pursuing justice don't just happen - it takes strategy and organizing. JOIN has trained many of Kavod's changemakers as they continue to define this new Jewish community.

What makes the relationship between changemakers like Nadav and JOIN so unique is how mutually beneficial the relationship is. Just as Nadav continues to learn tactical skills and build community through JOIN, so too does JOIN learn from Nadav's leadership in the Kavod community.



KAVOD

Nadav and 19 other Kavod leaders have taken JOIN's Don't Kvetch, Organize! online course, and dozens of Kavod leaders-including one of its past presidents-are alumni of JOIN's Jewish Organizing Fellowship (JOF). While many young adults come to JOIN to learn how to act for justice and for community organizing training, they often stay involved in (or create new) Jewish communities because they have learned a new powerful vision of what vibrant communities do. JOIN is a highly effective training ground for Jewish leadership, engaging thousands of young adults in Jewish life through social justice and leadership development.

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JOIN continues to support my leadership and organizing development, with opportunities to influence and transform the progressive Jewish landscape and ultimately, further my vision of offering nourishing community for hundreds of young Jewish adults.

BUILDING RACIAL EQUITY ACROSS COMMUNITIES



RABBI LYDIA MEDWIN

Associate Rabbi Lydia Medwin, a JOIN Clergy Fellow, grew up in Tennessee and was disturbed by the inequality she witnessed. She graduated from Hebrew Union College - Jewish Institute of Religion Los Angeles in 2010 and has been a rabbi at The Temple since 2014.

JOIN for Justice has been the backbone of our justice work at our synagogue. We are forever grateful to JOIN for helping us transform our purview from charity work towards true systemic justice that makes a difference for hundreds, if not thousands, of people.

17 RABBI LYDIA MEDWIN

Even though over half of Atlanta is Black, Black Atlantans constantly contend with the denial of their fundamental rights. Black people across the city tell stories of voter suppression, mass incarceration, and institutionally racist systems such as cash bail policies.

During the Civil Rights Movement, Ebenezer Baptist Church (Dr. Martin Luther King Jr.'s pulpit) and The Temple, a Reform Congregation, joined to seek justice for every citizen. Today the partnership between these congregations is stronger than ever with leadership from **The Temple's Associate Rabbi Lydia Medwin, a JOIN Clergy Fellow, and Temple congregant John Eaves, an advocate for racial justice.**

Because of her participation in JOIN's Clergy Fellowship, **Rabbi Medwin had the tools necessary to build deep, meaningful relationships with both Jewish leaders of all races and Black leaders and to facilitate real conversations that prepared people to work together for their common vision.** Her training taught her how to turn powerful ideas into action.

With JOIN's guidance, Rabbi Medwin and Eaves created a coalition of diverse Jews from The Temple and congregants from Ebenezer Baptist to address these issues of inequality. **JOIN coached**, **trained**, **and supported the coalition as they began to hatch plans and carry them out**. These community members—trained and supported by JOIN —made waves as they advocated for change. Together, they knocked on doors to register Black voters, hosted summits to discuss the impact of criminal records within the Black community, and worked together to build a national multifaith and cross-racial movement for faith leaders to end mass incarceration. The coalition was making, and continues to make, an impact every day.

Together, these two congregations are building racial equity in Georgia.





CLERGY FELLOWSHIP

JOIN's Clergy Fellowship brings together Jewish leaders, like Rabbi Medwin, to learn how to organize effective, strategic, and impactful change in their communities. JOIN's Fellowship has worked with 57 rabbis and cantors, representing over 100,000 congregants in cohorts across 7 states and Washington, DC. Participants put their new skills into practice throughout their fellowship and beyond, returning to their communities with tactical tools and knowledge to organize, and a virtual network that they can return to, keep learning from, and continue to collaborate with time and time again.



JOHN EAVES

John Eaves is a life-long advocate for justice and the Former Fulton County Commissioner. A long-time Atlantan, Eaves deeply understands the Atlanta community and the struggles it has faced for many years.

JOIN for Justice has been crucial to helping The Temple address social justice in our communities. As a government official, I can say wholeheartedly that JOIN's work helps move the needle to transform communities.

JOHN EAVES



HISTORIC VOTING RIGHTS SUCCESS IN FLORIDA



RABBI JUDITH KEMPLER

Rabbi Judith Kempler has been part of the Temple Beth Am community in Miami since 2010. A leader in the Reform movement, she has worked alongside colleagues and lay leaders to mobilize her congregation to fight injustice. As Jews, we know how dangerous it is when the government says you don't count. That's why, during the 2018 elections, while 1.4 million Floridians were being denied the right to vote because of their status as formerly incarcerated citizens, the Jewish community knew it needed to take action. In partnership with the Religious Action Center (RAC), JOIN went to Florida to train Jewish leaders such as Rabbi Judith Kempler of Miami's Temple Beth Am on field organizing.

Rabbi Kempler worked tirelessly with JOIN to organize her community and advocate for the passage of Amendment 4, a ballot initiative that would restore the right to vote to these 1.4 million Floridians. An alum of JOIN's Don't Kvetch, Organize!, Rabbi Kempler had learned the skills to organize and mobilize her community. But wanting to move quickly and maximize reach at the scale required, she knew she needed support to make lasting change.

JOIN taught us how to be more strategic and thoughtful in our own organizing efforts and gave us a model of excellence to strive for. Without JOIN, I would not be nearly as confident or excited about the possibilities for change in our community JOIN entered as the strategists, trainers, and coaches—engaging and at times recruiting many organizations, including the Religious Action Center, National Council of Jewish Women, the Anti-Defamation League, the Jewish Community Relations Council, the ALEPH Institute of Chabad, and countless synagogues of all denominations in this effort.

JOIN crafted the strategy that guided the rabbis and lay leaders, and helped them recognize that their greatest contribution would be to deliver their own community members to support the effort. JOIN trained these rabbis and leaders to introduce Amendment 4 to their congregations and communities and mobilize their bases for the campaign. JOIN created online resources, distributed social media toolkits, wrote content for op-eds, and developed informational videos.

Rabbi Kempler galvanized members of the Jewish community to share personal stories of how they had been disenfranchised. Weaving the Jewish narrative into this large scale injustice allowed people to see how personal, and essential, their role in fighting for this restoration of voting rights truly was. Rabbi Kempler and leaders also partnered with formerly incarcerated people leading the campaign. Needing no more motivation, leaders threw themselves into engaging their fellow community members and asking for their support. The dedication of these changemakers resulted in outreach to over 180,000 Jewish Floridians.

On November 6, 2018, the historic Amendment 4 passed, restoring the right to vote for nearly 10%

of the state's population. It was the fourth largest enfranchisement in U.S. history and has the potential to transform politics in Florida, and the United States, forever. The Jewish vote, harnessed by changemakers like Rabbi Kempler, was a critical component in the margin of victory. Because JOIN taught leaders like Rabbi Kempler how to organize, they didn't just mobilize their people for one vote—their communities are now poised to continue taking an active role in advocating for social justice and change.



FIELD TRAINING

Once a year, JOIN focuses on bringing our expertise to a single regional, statewide, or national campaign in its field training program. JOIN works alongside non-Jewish campaign partners to develop an aligned strategy to engage and train the Jewish community on a particular justice campaign. Urgent and high impact issues are often the places many new changemakers cut their organizing teeth, and training and strategy support in these situations, as well as learning the importance of partnering across difference, are critical to both the issue and the experience of new leaders.

JOIN THE CHANGEMAKERS.

THE CAMPAIGN FOR JOIN'S FUTURE

AT THIS MOMENT IN HISTORY, WE NEED CHANGEMAKERS MORE THAN EVER.

For two decades, JOIN for Justice has built a powerful field of Jewish leaders capable of effectively organizing for justice—inside and outside Jewish communities across the United States. Today, those communities and our core values are threatened—from rising hatred, a decaying climate, mistreatment of immigrants, and the list goes on.

BY 2023, JOIN WILL EXPAND OUR REACH TO ENGAGE 10,000 NEW LEADERS

At this crucial moment, JOIN is expanding its reach and programming to create a new wave of leaders equipped with the tools to bring about social, racial, economic, and environmental reform.

CREATING MORE CHANGE MEANS EXPANDING OUR REACH

JOIN will massively expand its scope to train thousands of new changemakers to tackle the crises of today and the challenges of tomorrow. This massive infusion of new talent, passion, and networks will make a critical contribution to the movements for justice.



JOIN will train **50 NEW TRAINERS & COACHES** across the country to provide ongoing support to those who need it



We will add **50 NEW TRAINING MODULES** to our course offerings



We will establish **A SLIDING FEE SCALE** for Jewish organizations, ensuring that cost shouldn't stand in the way of becoming a stronger leader



EFFECTIVE CHANGE REQUIRES A COMMUNAL INVESTMENT IN BUILDING A PIPELINE OF DIVERSE JEWISH LEADERSHIP

Jewish leadership should reflect the diversity and talent of the Jewish community itself, which is made up of Jews from different races, ethnicities, and abilities: It currently does not. To do this important work JOIN will train and support of 150 Jewish Leaders of Color and Jewish Leaders with disabilities through the following initiatives. When Jewish communities invest in the people previously excluded, our organizing will be more effective and Jewish communities will be stronger. JOIN's trained leaders have historically gone on to important positions of professional and lay leadership within the Jewish and social justice communities; this is an investment in both social justice and Jewish leadership.

To do this critical work intentionally, JOIN is focusing on expansion through these new initiatives:



An organizing fellowship for young adults SPECIFICALLY DEDICATED TO JEWISH LEADERS OF COLOR



THE EMPOWER FELLOWSHIP for Jews who identify as people with disabilities



A program specifically **DEDICATED TO JEWISH CLERGY OF COLOR**

CHANGEMAKERS AREN'T BORN, THEY'RE TRAINED

To organize Jewish and non-Jewish communities to stand for justice, changemakers need training tailored to this moment in time. Jewish text, history, and ritual also provide a strong foundation upon which Jews can organize and make an impact. Enhancing its nationally acclaimed organizing training, **JOIN will create a comprehensive Jewish curriculum and add bold, unique content for the needs of today. This powerful new curriculum will incorporate relevant topics covering:**

- Jewish history, text and tradition to deepen our present-day changemaking work
- Jewish Spiritual, Resilience & Self-Care practices to sustain us for the long road ahead
- A comprehensive understanding of anti-semitism, racism and other forms of oppression
- Skills to work across lines of difference and build powerful and effective social movements

CHANGEMAKERS LEARN FROM AND WITH EACH OTHER TO CREATE LASTING IMPACT

The Torah teaches us, "It is not good for a person to be alone." Our changemakers can't succeed unless there is a strong community that they can turn to for support. To build a stronger network and community, JOIN will focus on creating more cohesive virtual and in-person experiences for its changemakers to come together.

WITH A RENEWED FOCUS ON REACH, ACCESS, JEWISH VALUES, AND COMMUNITY, JOIN WILL TRAIN

Biter 10,0000 New JEWISH CHANGEMAKERS.



AND TOGETHER, WE WILL SET OUR COUNTRY AND COMMUNITIES ON A MORE JUST PATH FOR TOMORROW.



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