JOIN TOGETHER FOR DEMOCRACY

JOIN for Justice's 2026-2030 Strategic Plan



JOIN FOR JUSTICE
Jewish Organizing Institute & Network

“Do you want to agonize or do you want to make real change?”

Rabbi Amy Eilberg
***Don’t Kvetch, Organize!* participant**

JOIN FOR JUSTICE
Jewish Organizing Institute & Network

Our current reality

We are living through a time of rupture and risk. Democracy is under threat. Civil society is being dismantled. Alongside a backlash against racial justice, antisemitism is increasing.

Many Jewish communities feel unsafe, divided, and unsure how to act. At the same time, the need for organizing skills and courageous Jewish leadership has never been greater.

JOIN for Justice was built for this moment.

We believe Jewish communities have a vital and distinct role to play in preserving civil society and fighting antisemitism and racism.

This plan shows how we rise to that calling.



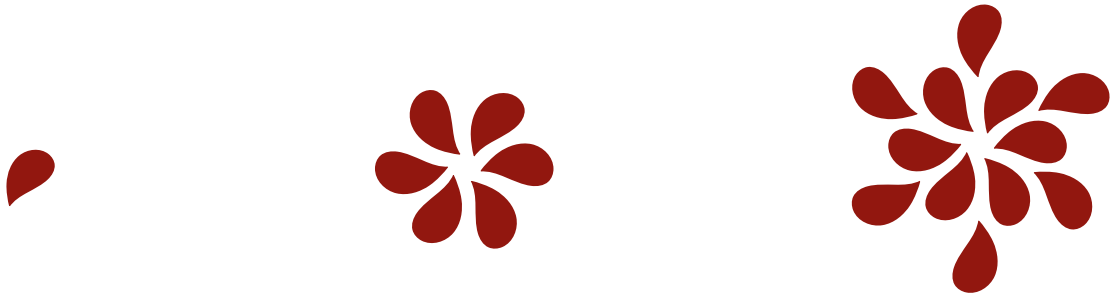
Who are we?

The **Jewish Organizing Institute & Network (JOIN) for Justice** is the premier Jewish organizing training institute in the United States, with over 20 years of experience training rabbis, Jewish leaders, and everyday people to be effective changemakers — creating a more just world and thriving Jewish communities.

Our programs include the Jews of Color Organizing Fellowship, SEA Change, *Don't Kvetch, Organize!*, the Seminary Leadership Project, and the Klei Kodesh Fellowship for Jews of Color in Seminary. Through these programs, we nurture a journey for participants into impactful organizing.

What do we mean by "organizing?"

Organizing builds relationships, develops leaders, and mobilizes collective action to create change. It turns individual concerns into shared priorities and equips communities to act together with power, strategy, and purpose.



LEARNING → **ACTION** → **COLLECTIVE CHANGE**

Here's what we'll do to boldly meet this moment

Through our alums — **thousands of clergy, organizers, lay leaders, and Jews** who have historically been (and continue to be) pushed to the margins — JOIN's impact reaches far beyond our programs.

When it feels easier to shut down or retreat into silos, JOIN trains people to connect, build power, and act with courage, clarity, and compassion.

Now, to protect democracy and bolster Jewish capacity to act collectively for justice, JOIN's plan centers **three strategic guideposts:**

Build Effective Partnerships	Six Hub Cities	Develop Leadership
We bring JOIN's tools directly to institutions and align Jewish power with other communities that share goals, scaling our reach quickly.	We focus geographically so programs and leaders reinforce one another and act together in the same local ecosystem.	Our fellowships continue to prioritize the leadership development of historically marginalized Jewish constituencies, primarily Jews of Color and disabled Jews.



What We Will Achieve

By 2030, JOIN for Justice will have:

3,000
New Jewish leaders trained

20,000
Jews reached

45
Congregation partners

125
Jews of Color and/or disabled Jewish leaders supported

20
Partnerships with non-Jewish networks

6
Thriving hub cities established

Program Highlight

Don't Kvetch, Organize! Building People-Powered Democracy in a Time of Peril

Democracy and civil society are under acute pressure. Many people feel alarmed but unsure how to respond. We need organized, skilled, people-powered leadership, not silence or isolation.

So, we equip Jewish leaders and allies with the tools to push back against injustice, strengthen civic engagement, and build the collective power needed to protect democratic norms.

This course (an evolution of JOIN's acclaimed Jewish community organizing online course *Don't Kvetch, Organize!* (DKO)), trains individuals and organizational cohorts through videos, live sessions, and coaching to make change, not just statements.

In 2025 alone, we trained **225 leaders** through this democracy-focused version. With strong funder partnership, JOIN will scale this model to reach thousands more and build a pipeline of leaders ready to defend democracy in 2026 and beyond.



Jews of Color Organizing Fellowship (JOCOF)

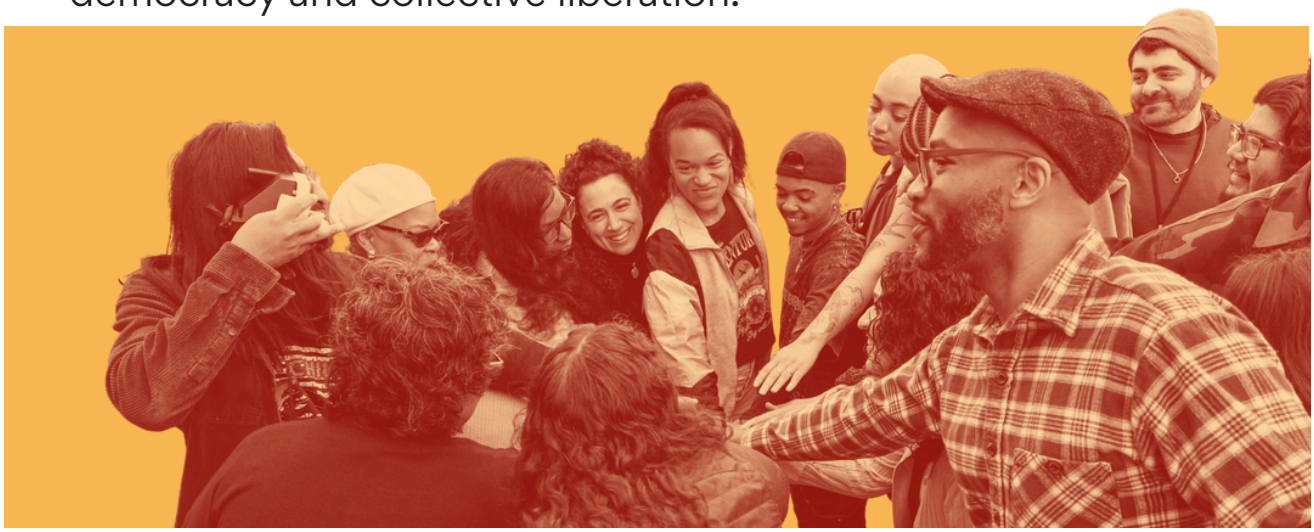
Program Highlight

The Jews of Color Organizing Fellowship (JOCOF) is the **first national fellowship dedicated to training Jews of Color as community organizers and social-movement leaders.**

JOCOF provides training, mentorship, a living-wage organizing position, and a strong peer community — equipping fellows to build sustainable, justice-centered careers and lead boldly within and beyond Jewish life.

JOCOF is central to JOIN's mission, advancing both leadership development for Jews of Color and systems change by:

- Responding directly to the historic underrepresentation of Jews of Color in Jewish institutions and organizing spaces.
- Strengthening and diversifying local Jewish ecosystems in our hub cities for lasting, community-rooted impact.
- Supporting Jews of Color (often the unrecognized bridge builders) as they forge partnerships with Communities of Color, Multi-faith Coalitions, and Non-Jewish justice Organizations to advance democracy and collective liberation.



Program Highlight

SEA (Study | Engage | Act) Change

JOIN's SEA Change program trains and supports cohorts of congregations to organize alongside Communities of Color, working for justice while standing firmly against antisemitism and racism.

Since 2020, **clergy and lay leaders at 20 synagogues across denominations and 300 participants across Washington, DC, Boston, and Atlanta** have transformed their congregations into engines for racial equity, civic engagement, Jewish belonging, and solidarity with the Jewish community. They are:

- Winning victories on affordable housing and paid family and medical leave, and joining campaigns for child welfare, gun safety, and against deportations.
- Building grassroots relationships that strengthen their ability to confront antisemitism and racism side by side.
- Expanding membership and cultivating new board and committee leaders.
- Creating affinity spaces for LGBTQ+ congregants and congregants of color, strengthening inclusion and belonging.





JOIN FOR JUSTICE
Jewish Organizing Institute & Network

But We Cannot Do This Without You

We designed this plan for difficult years — and those years have arrived.

So has the opportunity to lead with courage and connection. JOIN for Justice can only meet this moment

with your partnership. Your support powers the training, leadership, and coalition work that our time demands.

Invest in the future we must build together:

joinforjustice.org | info@joinforjustice.org | @joinforjustice