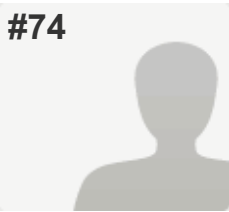


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Q1: Please provide the following information:

Agency	Detroit Jews for Justice
Project Name	Phase 1 of Detroit Jews for Justice - Internal Outreach

Q2: If your agency received a Single Year Grant, is this a Mid-year report

Q3: If your agency received a Multi-Year (2 or 3 years) Grant, is this a(n) *Respondent skipped this question*

PAGE 3: Project Progress

Q4: Is the project progress meeting your implementation plan?

The project is exceeding our implementation plan. ,

Discuss:
 JWF's investment in Detroit Jews for Justice (DJJ) has allowed our organization to surpass our goals for 2015. By focusing on internal outreach to our region's Jewish community, we established an initial foundation for DJJ's organizing around social issues in metro Detroit. The significant leadership of women in our organization continues to grow. Now entering the second half of the grant period, we will maintain internal outreach efforts and enter a second phase centered around external outreach to partner organizations. For this mid-year benchmark, we had identified objectives for campaign selection; recruitment and mobilization; leadership and organizational development; fundraising; and communications/social media (see attached implementation plan). As envisioned, our organizing committee researched potential campaigns in the summer and fall. After conversations with leaders of different campaigns and collaborative deliberation, the group narrowed down campaign selection to three possibilities: the MI Time to Care's coalition for Earned Sick Time for Michigan workers, Detroit's Fight for \$15 initiative to raise the minimum wage with a focus on the fast food industry, and a moratorium on water shutoffs. After considering the organization, politics, and role for the Jewish community to play in each campaign, our leadership decided to participate in the coalition effort for Earned Sick Time. Fulfilling our goals of selecting a campaign and planning a

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goals of selecting a campaign and planning a Hanukkah event by the end of 2015, we announced DJJ's participation in Time to Care at our first yearly "Festival of Rights." Phase 1 of our pilot campaign is to assist the Time to Care coalition in gathering 300,000 signatures by the end of March in order to get this important issue on the November ballot. If the effort succeeds, we will begin Phase 2, campaigning for the victory of the measure. DJJ has a clear plan to gather at least 1,000 signatures towards the campaign in the coming months, with educational events, petition days in the community, and individual volunteer efforts. Furthermore, we continued our outreach and recruitment, and established our core leadership at our first annual Shabbaton retreat. At the Shabbaton, we were joined by Vic Rosenthal of Jewish Community Action in Twin Cities, an outstanding organization whose Jewish organizing model we seek to emulate. Vic offered us mentorship and lessons in organizing, and recommended that DJJ hone in on base-building, internal outreach, and growth of our capacity in 2016. During this first half of the JWF grant period, we developed and implemented a short term fundraising plan. We received major gifts from high-potential donors, and as planned, launched and completed a crowdfunding campaign, "It Takes a Shtetl," which raised over \$36,000 to support our staffing needs and future projects. We also secured a grant from MI Time to Care to fund DJJ's internal petition drive for Earned Sick Time. We are in the process of applying for a civic engagement grant from the Jewish Social Justice Roundtable to support our continued base building in the Jewish community and to join others in developing a Jewish voice around justice work in 2016. We have also begun to plan long-term fundraising and are developing written materials for this purpose. In keeping with the implementation timeline, DJJ has taken important steps to develop our organizational structure in the short and medium term. As anticipated, the demand and engagement of the community required the addition of other staff to support Rabbi Alana. In October, Blair Nosan joined DJJ part-time to handle communications, administration, and financial operations. In January, part-time staffer Eleanor Gamalski took on the responsibility of leading DJJ's organizing/policy efforts. Also at the start of 2016, we launched a longer-term volunteer structure comprised of an Arts, Culture, and Community-Building (ACCB) Team and an Organizing Team, with staff support from Blair and Eleanor respectively. The ACCB team will act as DJJ's cultural engine, organizing educational events and exploring the role of arts, creativity, and Jewish spirituality in building movements. It is currently in the process of planning our first annual educational event and party for Purim. The Organizing Team is a reconfiguration and expansion of the Organizing Committee which had planned DJJ's activities and direction thus far. It will shape and implement DJJ's policy work, beginning with our participation in the Earned Sick Time petition drive. Both the ACCB Team and the Organizing Team have had their first meetings. The Organizing Team

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received training from the MI Time to Care Coalition on best practices for petitioning and has begun to collect signatures. DJJ plans to oversee further training and leadership development of the Organizing Team in the coming months and Eleanor has registered for an Organizing and Leadership training led by Training for Change in Philadelphia. With regard to other organizational processes, we have a widely followed social media presence and we have developed internal communication mechanisms for our teams and staff. We are building a long-term communication plan to manage mass emails to our full network and other correspondence. We have formalized the financial relationship and accountability processes between DJJ and our fiscal sponsor Congregation T'chayah. We have also had additional accomplishments beyond our original implementation plan, as we found that we conducted more external outreach than we had expected in the first half of the grant period. We met with other activist organizations in the Detroit community, attended events, and visited many local institutions to offer social justice education from a Jewish perspective.

PAGE 4: Outcomes and Expectations

Q5: Please rate the project outcomes:

The project outcomes are:

Exceeds Expectations

Discuss:

As reflected upon above, DJJ has succeeded in the progress we had envisioned by mid-year. In addition to the fulfillment of specific objectives outlined above, we are proud of other dynamics of our work. The core DJJ community includes Jews from the suburbs, city, and other regions. Our group includes diverse socioeconomic and ethnic backgrounds, and each of us has a unique relationship and history with Judaism. We will continue to build on this strength, recognizing our responsibility to build an organization and a community where each member feels welcome in every aspect of her identity and soul. DJJ has had a great impact on the women within our ranks. We hired two women as staff, empowered our women volunteers to take on core responsibilities, and brought new women, young and old, into our network. Young women (ages 22 to 30) comprise two thirds of the leadership of the ACCB and Organizing Teams. Also in the vein of women's empowerment, we have chosen Earned Sick Time for our pilot campaign as this issue disproportionately affects low wage women. The proposed legislation would guarantee workers one paid hour of sick time for every 30 hours worked, to be used when sick or to care for a sick family member. With half of Michiganders lacking access to paid sick days, many mothers are forced to choose between paying the bills and caring for a sick child. Low-wage workers like restaurant or retirement home employees, a majority of whom are women, have the least access to sick time even when they face the greatest vulnerability. This issue has high relevance in our region. With the recent crisis of lead-contaminated water in Flint, the health of the city's children requires urgent attention and care. The Earned Sick Time proposal would help mothers and families in Flint as well as throughout the state, protecting those who will need to seek time off to care for sick children or to seek cognitive development resources. Appropriately, the MI Time to Care Coalition, which leads the Earned Sick Time campaign, is steered by woman-led organizations including Mothering Justice and Economic Justice Alliance of Michigan. By building a partnership with the coalition, we have had the opportunity to connect with and learn from amazing women leaders, and we look forward to growing and deepening this network.

Q6: To date, what grant project activities have taken place or what services have been provided? Please provide demographic information about those served.

To date, DJJ has focused on the building of our mission, goals, and community – work that is essential in the foundational period of an organization. As mentioned, we have developed a core staff, sustainable organizational processes and funding, our ACCB and Organizing leadership teams, and our first campaign with Time to Care. We have built our base, conducting many one-on-ones, and offered training opportunities. Our productive Shabbaton retreat developed relationships and ideas in our organization, and the incredibly successful Festival of Rights brought in Jews and non-Jews from the city and suburbs for an evening of social justice learning.

In addition, we have grown many relationships outside of our organizing with organizations including the MI Unitarian Universalist Social Justice Network, We the People (who are currently working on Detroit water issues), MI LEAD (a women’s rights group), the Detroit Equity Action Lab, several synagogues, Hillel, and Moishe house. Last summer, Rabbi Alana prepared a letter to opposing Michigan laws discriminating against LGBT prospective adoptive parents which obtained the support of Steven Rubinstein, President of Michigan Board of Rabbis, and endorsement by 37 rabbis. We have also twice rallied with fast food works in Detroit “Fight for \$15” minimum wage demonstrations. We have also provided educational opportunities to the metro Jewish community. We hosted two food rights events at the Isaac Agree Downtown synagogue (the last free-standing synagogue in Detroit and spoke on Judaism and social justice at the humanistic Birmingham Temple. We were invited to present at the Frankel Jewish Academy in West Bloomfield for their annual MLK, Jr. Day assembly, and offered perspective on the co-dependence of Judaism and social justice, Jewish leadership in the civil rights movements and other historic, and the roots of our regional Jewish community in Detroit leading up to today with DJJ. Last week, Rabbi Alana was invited to speak to the Michigan legislature on the importance of welcoming refugees to Michigan, speaking passionately and personally about this issue as a part of an American Jewish community that descends from refugees.

Q7: Which of the results or outcomes identified in the project application have occurred, and how did you measure or determine that the results or outcomes occurred?

Our objectives for the year-long grant period included making contact with 1000 Jews, substantively engaging 150 Jews with DJJ, cultivating 30 core leaders, and bringing 100 attendees to ritual Jewish justice-oriented events. Halfway through the grant period, we have already met these goals and will go further over the next months.

With 650 followers on Facebook, 608 email contacts, and 255 donors to our It Takes a Shtetl! crowdfunding campaign, we have established a wide reach for DJJ’s voice. We have identified and fostered skills in 81 core leaders, who have contributed significant energy and passion to DJJ, and 30 of these leaders attended our first annual Shabbaton retreat. Twenty-six people have joined the ACCB Team and 42 have joined the Campaign Team. We have also reached a wide audience with our events, outlined in the table attached by email.

We also planned to publish annual quantitative and qualitative evaluation, and accordingly, we have a regularly updated list of accomplishments on our website, including numbers of attendees at our events as well as more qualitative achievements. In addition to the visioning work done at the Shabbaton, in early January we conducted some evaluation and strategic planning. We reviewed our goals for 2015 - which were largely met - and drafted an organizational timeline and actionable goals for 2016. We also reviewed and analyzed our budget, expenses, and fundraising in 2015, and projected a budget, expenses, and funds needed in 2016. In the upcoming quarters, we plan to conduct a comprehensive evaluation with other members of DJJ and to solicit feedback from all levels of stakeholders.

Q8: Can you identify specific social, behavioral or attitude changes or improvements that have occurred within the group or population served or with individuals served? If so, explain.

DJJ seeks to change attitudes and behaviors both within our core community and in the greater region. We hope to demonstrate the importance of working Jewishly for social justice, especially here in Detroit, and to bring together city and suburbs for this cause. We feel we have already begun to accomplish this mission both inside DJJ and with our growing relationships.

The following testimonials by women participants in DJJ show how important this new community has already become:

“I returned to Michigan [from a Jewish program in California] in March, worrying that I would not find the kind of rich Jewish community that I had so enjoyed out west...But while I was away from home, Metro Detroit Jews had been sowing the seeds of a deep and engaged Jewish community committed to living justice values. I was so moved by the possibility this project represents that I decided to stay.” - Hannah, 23

“It has been inspiring and heartwarming to connect with the incredibly intelligent and passionate young women of DJJ. It is energizing to find a social justice community that is so fun!” - Lori, 57

“I keep thinking how glad I am that I brought my kids to the gathering. Since our family is not affiliated, all of the Jewish experiences they’ve had have been in private homes. Now they know that Jewish identity can be a vehicle for broader moral connection to the world.” - Tova, 48

These women’s experiences reflect DJJ’s hopes to change the lives of our core community for the better, and furthermore, to effect broader changes of perspective in our region. These testimonials only reflect the beginning of our work. The kind of changes in culture and community we’re seeking center around long-term development of trust, mutual accountability, and compassion.

Q9: Has your project affected change in attitudes, behavior, or understanding in the broader community?

DJJ has begun to educate the broader community about issues facing metro Detroit and the intersection of Jewish values and social change. In this first year, however, we are intentionally focusing on capacity-building in order to build a sound foundation for the work of shifting perspectives outside of our core organization. In small ways, we are already showing the greater metro community why Detroit and social justice matter, through our educational presentations, growing personal relationships, and the outreach of our first campaign with Earned Sick Time. As our organization grows, these effects will ripple wider and stronger.

Q10: What corrections or alterations, if any, did you make or do you anticipate making to the project described in your grant proposal?

As discussed above, while we had originally envisioned several months of internal outreach preceding external outreach efforts, these two efforts have actually been concurrent in the past months. We have seen wide interest in DJJ from local organizations, and schools, synagogues, and other groups have reached out to us to plan speaking engagements and other educational events. Rabbi Alana especially has been invited to speak at rallies, panels, dinners, and even the Michigan state legislature.

At the start of the summer, we had not anticipated DJJ to engage in the community as much as it has in this early stage. We have found, however, that establishing connections outside the Jewish community has strengthened our internal base, and vice versa. We expect this two-way dynamic to continue. In the next half of the grant period, our now-established leaders will conduct further external outreach, while continuing to grow our base and cultivate high-potential volunteers.

With Vic Rosenthal’s mentorship at the Shabbaton and internal deliberation that followed, we decided to reorient our plans for 2016. Instead of developing our own, full-fledged campaign, we decided to participate in the existing Time to Care campaign, setting goals for our participation that are both feasible and ambitious. We realized we will need to do a great deal of base-building and to substantially grow our capacity and relationships before leading a high intensity campaign. We feel this was a thoughtful choice and will allow us to do effective external work in 2016 while still focusing on the internal work of developing DJJ.

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Q11: Please provide the following information with regard to the original Program Budget:

A list of program expenditures and revenues to date.

We are very pleased to report our fundraising has significantly exceeded projections. First, we just completed a four-week crowdfunding campaign named "It Takes a Shtetl," which raised over \$36,000 from 255 donors,. We are also pleased to have received a multi-year major gift to underwrite additional staff. Aside from the staff increase funded by this gift (and described above), there have been no significant variances in projected expenses (Budget to actual is attached in our email.)

A list of projected expenditures and revenues for the balance of the grant period.

(Budget to actual attached in email.)

Information about funding from other sources noted in your final grant application narrative.

(Budget to actual attached in email.)

Q12: What specific steps have you taken to secure future funding for the project? Will the agency assume responsibility for funding the project?

The enthusiasm and excitement of donors large and small have provided DJJ already with almost 100% of its budget through its second year, i.e. 5/31/17. We have established a Fundraising Committee to strengthen fundraising activities, including identifying and soliciting from potential major donors, and research on potential grant opportunities. We also secured a grant from the Time to Care coalition to underwrite our participation in the Earned Sick Time campaign. We are seeking a grant of \$5,000-\$7,000 from the Jewish Social Justice Roundtable to support our continued base-building, outreach in the Jewish community, and further definition of our Jewish voice as a social justice organization.

Q13: Did the agency evaluate the project? Please provide evaluation data.

The measures described above regarding numbers of participants in DJJ events and committees constitute the evaluation appropriate for this phase of the project. As we move forward, we will implement comprehensive evaluation for all efforts.

Q14: Does the agency have future plans for the project after the grant year has ended?

Yes, we will continue to build our internal and external outreach, including our ACCB and Organizing Teams' initiatives and our hallmark events - Purim, Shabbaton, the Festival of Rights, and a Seder next year. We are submitting a letter of intent to JWF for the 2016-2017 grant period.

Q15: Please provide additional comments about the progress of the project, to date.

We are proud to report what JWF's investment in our organization has made possible. With JWF's foundational support, we have identified exciting opportunities for our work, identified needs and goals, established an organizational structure, and proven and grown our collective skills. When invited to participate in DJJ, our community has shown a remarkable and enthusiastic response. We believe we set objectives at the outset of the grant that were both achievable and ambitious - and in fact we feel that we have exceeded them, which would not have been possible without JWF.

PAGE 6: Continuation Funding

Q16: If this is a year-end or grant completion report, will the project continue?

Discuss: N/A. This is a mid-year report.

Q17: If the project is continuing after this JWF grant term, have you secured continuation funding for the project?

Yes

JWF Grant Progress and Evaluation

Q18: Is your agency taking over funding for the project or have you found other outside funding sources?

As noted, we have secured almost 100% funding to continue the project at current levels through 5/31/17 and our newly established Fundraising Committee is developing a more long-term fundraising plan which will include diversified sources of revenue, including individual donations, fundraising events, and potentially membership fees.

Q19: Are you currently seeking or do you plan to seek renewal funding for the project from the JWF?

Yes. We are submitting a Letter of Intent to JWF in the hope we will have the privilege of seeking renewal funding. We hope that this report reflects that our organization, although young, has leveraged well the current JWF grant to excite a demographically broad group of the metro Detroit Jewish community and recruit their engagement with this uniquely Jewish form of community organizing and that we are worthy of JWF's continued investment. With regard to JWF's important mission of empowering women, we have found that this has been one of the greatest impacts of DJJ in our first months as an organization. We have already found that DJJ is growing women leaders and developing a voice on issues that disproportionately affect women. The continued support of JWF will sustain and deepen this aspect of our work which is so important to DJJ's approach to social justice.
