

## CONGREGATION-WIDE TZEDEK INITIATIVE

A congregation-wide social justice initiative addresses one broad issue using a variety of tools – including (as applicable) direct action, direct service, advocacy, and education – providing an opportunity for *everyone* in the congregation to participate in some way toward a common goal. By harnessing the collective power of our community to make meaningful social change, the initiative fosters engagement, builds community, and deepens Jewish experiences.

There is one congregation-wide social justice initiative at any given time. The initiative should have a specific goal and should be designed to last two to three years. Existing or future action teams may choose to collaborate with the congregation-wide initiative to the extent it is beneficial to do so, but in general the action teams continue to operate in parallel to this project.

### PROCESS

Proposals are submitted using a template created by the *Tzedek* Council that will include at least the following:

- A description of the issue the initiative seeks to address
- A goal statement describing the intended change and how success will be measured
- A statement of how the initiative is aligned with Temple Beth Am's mission, vision and values
- A description of how Jewish learning will be incorporated into the initiative
- An outline of how the initiative will incorporate direct service, direct action, advocacy, and education
- Support of at least ten Temple Beth Am members
- Proposed chair of the initiative

The *Tzedek* Council is available, on request, to coach members in preparing proposals and can suggest ways in which proposals can be strengthened. The Council and the Director of Engagement can also help identify other members who may be interested in signing on to the proposal to reach the minimum of ten.

### TEMPLE BETH AM VALUES:

Inclusion • Inspiration • Purpose • Engagement • Curiosity • Responsibility

The *Tzedek* Council issues a call for proposals by October 31st, with proposals due by the end of February.<sup>1</sup> The Council, the Senior Rabbi, and the Executive Director review the proposals after submission and determine if any additional information or clarification is needed. If there is significant overlap between submitted proposals, the Council may recommend combining two or more proposals and present the combined proposal to the congregation.

The final proposals are presented to the congregation to be voted on at the next annual meeting. Any proposal that is not selected by the congregation can be re-submitted during the next call for proposals. Alternatively, the group submitting the proposal can choose to create an Action Team around that work.

On an annual basis, the initiative leadership team and the *Tzedek* Council evaluate the progress of the initiative and report to the congregation. The *Tzedek* Council and Learning Resource Team are available to the initiative leadership to provide assistance or coaching at any time if requested.

---

<sup>1</sup> Because the congregation-wide projects will last at least two years, there will not be a call for proposals every year.