



Dear Colleagues:

A recent population study showed that 11% of Broward County Jews live in LGBTQ households.

At this moment in time, LGBTQ individuals, especially our young people, need to feel embraced by their Jewish community -- their synagogue, camp, day school, or JCC. In order to support *your* organization towards greater LGBTQ inclusion, we invite your application to participate in an exciting opportunity to strengthen and grow your community the **Orloff Central Agency for Jewish Education - Keshet Leadership Project: Opening Community Doors for LGBTQ Jews.** This new initiative will be limited to eight Jewish institutions.

Keshet and Orloff CAJE are thrilled to bring you this learning and action-planning program, focused on helping your institution become more inclusive of LGBTQ Jewish individuals in Broward County. Our goal is not oriented towards any particular religious viewpoint, but to express *ahavat Yisrael*, love for one's fellow Jew. Keshet is proud to partner with Orloff CAJE for the Leadership Project, and is grateful for the generous support of the Jim Joseph Foundation, the Jewish Federation of Broward County, the Community Foundation of Broward Funds: the Jack and Ginger Weinbaum Fund, Huizenga Family Unrestricted Fund, Mary N. Porter Community Impact Fund, and the Gay and Lesbian Broward Community Fund.

The program will kick off with a day-long Leadership Summit on **Thursday, October 19th, from 9:00am-4:00pm, at the offices of Orloff-CAJE.** (5890 S Pine Island Rd, Davie, FL 33328).

At the Leadership Summit, each participating institution will send a team of 2-4 senior leaders to learn about LGBTQ inclusion and to develop an action plan that they will implement in their communities during the year. To assist with this work, each organization will be assigned an LGBTQ inclusion coach who will meet with each institution 6 times over the course of the 12 month project. **The fee for participation is \$180 per institution.**

Applications are now live! You can apply [here](#), just select "Orloff CAJE" from the drop-down menu.

A fact sheet is included below outlining the support that your institution will receive in this process and what would be expected of your community as a participant in the Orloff CAJE - Keshet Leadership Project

If you have questions about this project, please contact Rabbi Arnie Samlan, Executive Director of Orloff CAJE, asamlan@orloffcaje.org, 954-660-2084 or Daniel Bahner, Keshet's National Director of Education and Training, at daniel@Keshetonline.org or at 617-524-9227.

We look forward to learning together as we build inclusive Jewish communities.



L'shalom,

*Rabbi Arnold D. Samlan
Executive Director
Orloff Central Agency for Jewish Education*

*Mark Kravitz
Chair
Orloff CAJE-Keshet Leadership Project: Opening Community Doors for LGBTQ Jews*

*Daniel Bahner
National Director of Education and Training
Keshet*

Orloff CAJE-Keshet Leadership Project FACT SHEET

WHAT IS THE ORLOFF CAJE-KESHET LEADERSHIP PROJECT?

The Leadership Project is a multi-service program that will gather, train, provide resources for, and support a cohort of Jewish institutions in order to assist them in becoming more inclusive of LGBTQ individuals.

We work with institutions along a continuum of inclusion, from those who are just beginning to acknowledge their need for growth, to those who have deep and sustained initiatives in place and who strive to broaden their reach.

WHAT IS THE TIMELINE FOR PARTICIPATION?

- Applications are now available. Apply [here!](#)
- The program will kick off with a day-long Summit, an intensive training and action-planning program. This will take place on **Thursday, October 19th, from 9:00am-4:00pm, at the offices of Orloff-CAJE.** (5890 S Pine Island Rd, Davie, FL 33328)
- Each participating organization will receive individualized coaching from an experienced Jewish Inclusion Coach on a regular basis over the course of one year.

WHAT WILL YOUR ORGANIZATION RECEIVE AS A PARTICIPANT?

- Your organization will receive tools, training and coaching designed to enable the development of a more inclusive community. These supports include, but are not limited to:
 - An intensive day-long training, The Leadership Project Kick-Off Summit, at the start of the program.
 - One year of coaching in developing and implementation of an action plan for making concrete changes in your organization's programming, policy, and organizational culture.
 - Resources and tools for inclusion from Keshet
 - A higher profile in your community, as well as nationally, that will lead to new and more deeply engaged members.

WHAT COMMITMENT MUST AN ORGANIZATION MAKE TO PARTICIPATE?

- Enter the program committed to embarking on a six-month period of taking concrete, realistic steps toward a more LGBTQ-inclusive community.
- Complete a pre-Summit Coaching session and complete an Institutional Self-Assessment.
- Send a team of 2-4 people, including at least one top level leader to participate in the day-long Leadership Summit.
- As part of the day-long training, work with your team to complete an Action Plan for making concrete, realistic change for greater LGBTQ inclusion over the course of the next 6 months.
- Appoint a Team Liaison to meet with your Coach up to 5 times over 12 months.
- Time required for fulfillment of Action Plan will vary depending on the nature of the Action Plan strategies selected. We estimate that a team will need to spend at least 10 hours per month to enact meaningful changes.



- We strongly encourage participating institutions to create an ongoing Inclusion Task Force to guide this work.

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