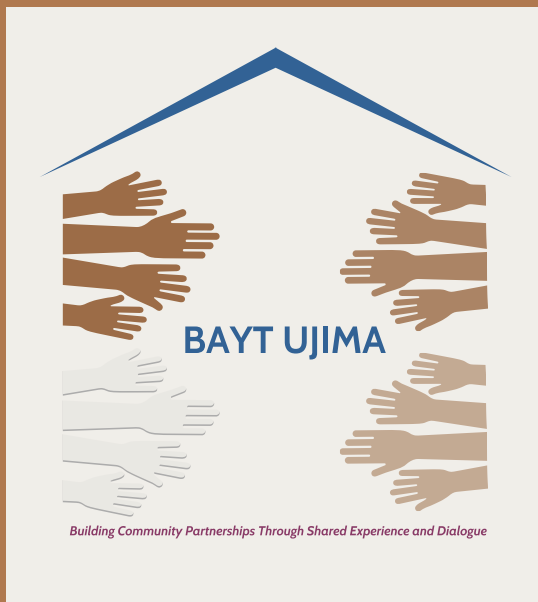




WELCOME TO OUR

Foundational Strategic Plan and Vision of Impact



Bayt Ujima
is a non-profit
established as a hub
for intensive
intergroup dialogue
and collaborative action
designed to strengthen
our communities.

OUR NAME

Bayt (phonetic; origins in Hebrew and Arabic) Meaning “House of”

Ujima (oo-GEE-mah; Swahili) Kwanzaa value representing Collective Work and Responsibility. Defined as: To build and maintain our community together and make our brothers’ and sisters’ problems our problems and to solve them together.

CONTENT OVERVIEW



Mission & Vision, Our Name

Making the Case

Value Proposition

Interventions

Guiding Inspirations

Covenantal Values

Protocols for Engagement

Theory of Change - Programs

SWOT Analysis

Leadership

Growth Plan

Fiscal Management

Partnerships & Collaboration, Acknowledgements

PURPOSE & DREAMS

OUR MISSION



Based in core Jewish values, Bayt Ujima is dedicated to strengthening communities by fostering deep understanding, empathy, and cooperation among diverse groups.

OUR VISION



Bayt Ujima envisions a future where allyship between groups with diverse cultures and belief systems transcends mere understanding to foster profound solidarity and mutual empowerment. We aspire to create a world where individuals and communities actively engage in transformative dialogue, championing each other's causes and celebrating their unique identities. Through innovative and intensive programs, we aim to cultivate a society where allyship is ingrained in everyday interactions, leading to systemic change. Together, we strive towards a future where unity in diversity is not just a concept, but a lived reality of mutual respect, support, and collective flourishing.



OUR WHY

Building an organization to foster community among people from diverse belief systems and different minority designations is crucial for our society's harmony and progress. By promoting understanding, respect, and collaboration across religious and cultural divides, we can cultivate a society that celebrates diversity, resolves conflicts peacefully, and harnesses collective wisdom to tackle shared challenges. This initiative not only bridges divides but also enriches our collective experience by embracing the richness of perspectives and traditions that make up our world. Ultimately, such efforts pave the way for a more inclusive, empathetic, and resilient society where all individuals can thrive together.

MAKING THE CASE

THE NEED

THE COLLECTIVE EMOTIONAL WELL-BEING OF THE UNITED STATES SAW ITS LARGEST MONTH-TO-MONTH DROP THIS YEAR (2024), AS SHOWN BY THE [CIVICSCIENCE WELL-BEING INDEX](#).

[VANDERBILT UNITY INDEX](#) (WHICH PROVIDES A QUARTERLY SNAPSHOT OF HOW UNIFIED AMERICANS FEEL) WAS 46.48 ON A 100-POINT SCALE WHEN MEASURED FROM THE FOURTH QUARTER OF 2023.

[2024 GALLUP GLOBAL EMOTIONS REPORT](#) INDICATES NEARLY ONE IN FOUR ADULTS WORLDWIDE (23%) REPORTED FEELING LONELY DURING A LOT OF THE PREVIOUS DAY.

Bayt Ujima participants will gain social and emotional assets that can be utilized to combat this decline including:

- **Trust and Relationship Building:** Building trustful relationships, fostering a sense of belonging, and promoting a supportive community environment.
- **Resilience:** Adaptability and perseverance in the face of challenges or setbacks, fostering a resilient community spirit.
- **Collaboration:** Working collaboratively with individuals from different backgrounds towards common goals.
- **Empathy:** Understanding and appreciating different perspectives and beliefs.
- **Leadership:** Opportunities to lead discussions, projects, or initiatives within an encouraging situation.



MODELS OF SUCCESS

Bayt Ujima will call on best practices and quality resources from a selection of existing organizations to develop its methods and curriculum. In some cases, Bayt Ujima has received permission to replicate content for the purposes of embedding into our model. These include: [Rekindle Fellowship](#), [Sisterhood of Salaam Shalom](#), [Roots-Shorashim-Judur](#), [NewGround](#), [Resetting the Table](#), [One America Movement](#), [Standing Together](#), [Interfaith America](#), [Living Room Conversations](#), [Better Arguments](#), [iCivics](#), [A More Perfect Union](#), [Builders Movement](#), and more.



WHY BAYT UJIMA

After extensive research on existing dialogue programs and curriculum, it became clear that no organization exists in Atlanta, nor the country, that serves as a hub for intensive dialogue and collaborative community service where Jewish community participants are always half of the equation and their partners represent a number of other different communities. In addition, other than a few isolated instances, there were no models of comparative Judaism exploration nor trans-partisan Jewish dialogue. Bayt Ujima is uniquely positioned in Atlanta as an incubator of these encounters with the goal of national replication (see growth plan on page 23). Atlanta is the eighth largest Jewish community in the country with a rich history of Black/Jewish allyship. It is also home to the sixth largest Muslim population.

IMPACT STATEMENTS

WE LOOK FORWARD TO A DAY WHEN WE CAN SHARE IMPACT STATEMENTS FROM OUR OWN ALUMNI AND STAKEHOLDERS. THE FOLLOWING STATEMENTS ARE CULTIVATED FROM OTHER PROGRAMS.

"I have learned that the heart opening aspect of conversations that are grounded in listening and curiosity is the most powerful benefit of this practice....As the relationship is built, so is the ability to listen...we typically learn that we care about each other and then we often start to care about what our friends care about."

- Joan Blades, co-founder of
Living Room Conversations



"NewGround gave me exactly what I needed ... the opportunity to be fully seen and listened to; relationships that give me strength; women who are there for me and inspire me to be there for others. We have so much work to do as Muslims and Jews... NewGround has taught me that fear and isolation does not need to be the only way to respond to differences. The better choice is to work through the challenges, stand up for one another, and build stronger relationships." - Soraya Ahyaudin,
NewGround Los Angeles Participant

"The Rekindle Fellowship offered a rare opportunity to get an intimate, sometimes uncomfortable, look at how our Black and Jewish communities see each other and ourselves. It is clear that the similarities run deep and obvious that we are in unique positions to look out for each other. I am grateful for the friendships I made it through Rekindle and hope to make a difference to bring our peoples closer together. It was truly a life-changing experience." - Charlie Beer,
Rekindle Cleveland Participant



INTERVENTIONS



COHORT LEARNING. ELEVATING PERSONAL NARRATIVE. SHARED EXPERIENCES. COLLABORATIVE ACTION.

Bayt Ujima fellowship programs will be situated primarily within the proven methodologies of informal and experiential education. Activities will include (but not limited to): immersive trips, extended workshops, assigned readings/film, outside speakers, service-learning, and unique cultural learning encounters.

SAMPLE FELLOWSHIP EXPERIENCE

see pages 10-19 for comprehensive program descriptions

Imagine a year with 16-20 participants (divided equally between two minority populations) experiencing this enriching year-long program together:

JAN Orientation and community building. Virtual workshops with historical and cultural overview of the other community.

FEB Immersive weekend with a Jewish worship experience and one from the other community. Cultural and art experiences from both populations. Core concept learnings: worship compare/contrast, minority identity expression, Israel as an element of Jewish faith.

MAR Shared holiday encounters.

APR Intensive one-day workshop on allyship in preparation for May trip.

MAY Multi-day trip exploring historical, cultural and communal sites of significance educating participants on both communities. Core concept learnings: the role of “place” in our lives and histories, integration vs assimilation, minority contributions to greater society, allyship as lived experience,

JUN Intensive one-day workshop training on Service-Learning concepts leading the group plan for implementation.

JUL-AUG Shared family experiences with smaller sub-groups within cohort. Service-learning work.

SEP-OCT Jewish holy day inspired learning. Service-learning work.

NOV Thanksgiving event through the lens of our work. Service-learning work.

DEC Winter holiday celebrations as learning labs. Service-learning work.

JAN MLK Day engagement and program graduation (aka siyyum).

All Bayt Ujima program participants will:

- experience an increase in cultural competency and sensitivity
- transform with an elevated emotional intelligence
- develop critical thinking and discernment skills
- be able to identify and challenge personal cultural assumptions, values, and beliefs
- exchange knowledge in a deeply personal setting



GUIDING INSPIRATIONS

WE ARE ALL CAUGHT IN AN INESCAPABLE
NETWORK OF MUTUALITY,
TIED IN A SINGLE
GARMENT OF DESTINY.
WHATEVER AFFECTS ONE DIRECTLY
AFFECTS **ALL** INDIRECTLY.
—DR. MARTIN LUTHER KING, JR.



EILU V'EILU DIVREI ELOKIM

אלו ואלו דברי אלקים

Both these and those are the words of the living God.
Eruvin 13b:3

Rabbi Eliezer said: Let the dignity of your friend be as dear to you as your own. Pirkei Avot 2:10

Neighbor is not a geographic term. It is a moral concept. It means our collective responsibility for the preservation of man's dignity and integrity. Rabbi Joachim Prinz, speech at March on Washington, August 1963

O mankind! We created you from a single pair of a male and a female, and made you into nations and tribes that you might get to know one another. Surah al-Hujurat Ayat 13 (49:13 Quran); Translation by Muhammad Farooq-i-Azam Malik

We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter their colour. Dr. Maya Angelou

It is proper, out of love of reason and knowledge, that you do not [summarily] reject anything that opposes your own idea ... Thus it is wrong simply to reject an opponent's ideas; instead, draw him close to you and delve into his words.

Be'er HaGolah, Well 7, Mishna 5, 16th-century, Prague

True community in Islam is about actively engaging in the well-being of those around us, showing empathy, and fostering mutual support. Our neighbors are a mirror of our character, and our interactions with them reflect our commitment to justice and compassion. Dr. Amina Wadud

[Empathic justice] seeks to make people identify themselves with each other – with each other's needs, with each other's hopes and aspirations, with each other's defeats and frustrations. Because Jews have known the distress of slaves and the loneliness of strangers, we are to project ourselves into their souls and make their plight our own.

Rabbi Emanuel Rackman, "Torah Concept of Empathic Justice Can Bring Peace," The Jewish Week, (New York, 3 April 1977), p.19

COVENANTAL VALUES



ATTENTIVENESS & BEING A GOOD LISTENER SHMIAT HAOZEN

When we truly listen, we engage mentally, emotional and physically. As a result we understand, process, and give consideration. In order to truly learn, we need to be totally attentive.

COMMUNITY KEHILLAH

There is a special connection and responsibility we have to those with whom we live and work the closest to. To appreciate our community and the people in it means we look for ways we can contribute to it and improve it.

DIGNITY AND RESPECT K'VOD HABRIYOT

Each person possesses infinite value and is entitled to infinite respect and concern.

HOPE TIKVAH

Jewish values, prayers, history, and role models empower us to feel hopeful about the future.

LOVE YOUR NEIGHBOR AS YOURSELF V'AHAVTA L'REYACHA K'MOCHA

The "Golden Rule" to treat others as you would want to be treated. If we care for and respect ourselves, then we should want the same for others. (Leviticus 19:18).

COVENANTAL VALUES

MUTUAL RESPONSIBILITY AREYVUT

Areyvut inspires response-ability: learning to be aware of, sensitive to, and responsive to the needs of the community.

PERSONAL GROWTH HITPATCHUT

Judaism attaches tremendous value to the concept and practice of self-improvement. The Torah requires each person to strive for perfection and not to be satisfied with their personal status quo. Having the chance to experience progress and advancement; pursuing new skills and self-awareness.

PURSUING PEACE PROACTIVELY BAKESH SHALOM V'RODFEHU

The obligation to actively reduce conflicts. A series of laws and ethical teachings advocating peace, conflict resolution methodologies, and prohibiting violence against the innocent (Psalms 34:15; Chapter on Peace, Minor Tractates of the Talmud).

RESPECTING DIFFERENCES ADAM YEHIDI NIVRAH

Literally meaning "every person is a unique creation" is a fundamental Jewish value expressed through the respect given to all human beings. We can celebrate the uniqueness in every living being by delighting in what makes us different and by taking joy in the distinctive qualities that make us extraordinary.

TO SHARE A FRIEND'S BURDEN NOSAY B'OL IM CHAVAYRO

Facing challenges alone makes the burden even more difficult. When we help our friends who are in a difficult situation we are able to uplift them (nosay) and carry them through the journey. One text which points us to good friends is "A faithful friend is a powerful defense. One who has found such a friend has found a treasure." (Ben Sira 6:14).





INSIDE THE HOLY TENT

A sanctuary is known as a place of holiness. The words uttered in them are sacred. Judaism extends that sacredness to all words, no matter where spoken, even those that are in disagreement.

Oftentimes, the metaphor of a tent is used to define a space for people to come inside and belong, and to have a community. Perhaps the origins are from Genesis 18:1 and Abraham inviting strangers in for food and shelter.

In order to be in conversation with “other,” there is a level of emotional safety and respect that must exist inside “our tent” as a baseline. All Bayt Ujima participants will be asked to sign a “Letter of Commitment” which will include standards for what is inside our tent of holy words, ideas and behaviors.



OUTSIDE THE TENT

However, when unholy words and concepts are uttered or inferred, people automatically don't feel completely safe and some will disengage completely while others will do so with hesitation and trepidation. Participants who violate the protocols established and act outside “the tent” will first be asked to make amends (the Jewish concept of Teshuvah, and the secular concept of Restorative Justice). Those failing to adequately redress the wrong, will be asked to leave the program.

EXAMPLES

- Repeated use of stereotypes and generalizations of groups or people that are based in bias, bigotry and hate which lead to dehumanization.
- Statements made with the intent of spreading intellectual dishonesty.
- Assertions denying a homeland and one's right to live freely in that land.
- An unwillingness to apologize when approached about an unintentional hurt.
- Making an assertion that degrades a faith tradition.
- Displaying a lack of respect which reduces dignity in another.
- Use of aggressive or violent words or demonstrating unsafe behaviors.
- Justifying or conveying indifference to criminal acts (including hate speech) as a form of protest, justice or revenge.

BAYT UJIMA PROGRAMS



OVERVIEW

Start-Up Experiences:

Black/Jewish: Rekindle Encounters
Multi-Faith World Cafe & Open Space
Jewish Trans-Partisan Civic Education
Peer-Hosted Salons
Volunteer & Issue Education Opportunities

Intensive Year-Long Fellowships:

Black/Jewish: Rekindle Fellowship
Muslim/Jewish: Co-Lab Fellowship
Black/Jewish/Muslim Teens: High Five Fellowship (Hamsa)

On-Going Text Learning Groups*:

Muslim/Jewish Men's Text Study: Jacob/Yaqub's Legacy
Muslim/Jewish Women's Text Study: Yocheved/Yūkābid's Circle
Interfaith Comparative Bible Study: Ruth's Roundtable

Four-Month Program:

Cross-Jewish Denomination Exploration: Kol Kahal

Two-Month Program:

Jewish Trans-Partisan Discourse: D'varim

Continuous Agency Activities

CONTINUE FOR DETAILED
PROGRAM DESCRIPTIONS



**Ideal group size is 8-12 participants. Multiple groups of same designation can run simultaneously. Groups may have affinity attributes (i.e. age, geographic demographic, special interests)*

BAYT UJIMA START-UP EXPERIENCES

TASTES OF WHAT'S TO COME



**BLACK/JEWISH:
REKINDLE*
ENCOUNTERS**

**MULTI-FAITH
OPEN SPACE &
WORLD CAFE**

**JEWISH TRANS-
PARTISAN CIVIC
EDUCATION**

PEER-HOSTED SALONS

**VOLUNTEER & ISSUE
EDUCATION
OPPORTUNITIES**



ACTIVITIES

- Six-Session Black/Jewish Dialogue Program
- Multi-faith guided deep conversations, using the World Cafe and Open Space models, on topics relevant to our lived experiences as people connected to faith
- Multiple workshops exploring modern political platform issues through a Jewish lens
- Individuals hosting peers of diverse backgrounds in their homes for candid discussions on race and faith
- Organized opportunities to engage in volunteerism framed in faith-based values and texts

OUTCOMES

- Increased interaction between groups can reduce prejudice and improve relationships
- Build empathy and understanding, which can lead to reduced stereotypes and increased solidarity
- Open-ended, participant-driven conversations that can uncover shared values and common ground
- Gain insights leading to more informed and engaged civic participation
- Participants may experience a strengthened sense of community and shared purpose,

** The foundation of this program is the Rekindle Fellowship based in Cleveland, OH. We are excited to be in partnership with their leadership on this expanded endeavor*

BAYT UJIMA FELLOWSHIPS

COHORT-BASED LEARNING



REKINDLE* FELLOWSHIP

BLACK AND
JEWISH**
COMMUNITIES

ACTIVITIES

Year-long intensive program including:

- Sub-Group Fundamentals Primer Series
- Comparative Worship Retreat
- Minority Ethnic Identity Exploration
- Multi-Day Civil Rights Journey
- Allyship Training
- Israel and Zionism Workshop
- Service-Learning Experience

OUTCOMES

- Greater self-awareness and affirmation of cultural identity.
- Increased confidence and pride in one's ethnic heritage.
- Deepened understanding of historical and contemporary social justice issues.
- Increased commitment to activism and advocacy for civil and human rights.
- Enhanced empathy and solidarity with marginalized communities.
- Improved ability to recognize and challenge prejudice and discrimination.
- Enhanced critical thinking regarding complex and diverse perspectives related to Israel and Zionism.
- Increased motivation to engage in ongoing service and civic engagement.



** The foundation of this program is the
Rekindle Fellowship based in Cleveland, OH.
We are excited to be in partnership with their
leadership on this expanded endeavor*

*** includes Jews of Color*

BAYT UJIMA FELLOWSHIPS

COHORT-BASED LEARNING



CO-LAB FELLOWSHIP

MUSLIM AND JEWISH
COMMUNITIES

ACTIVITIES

Year-long intensive program including:

- Sub-Group Fundamentals Primer Series
- Comparative Worship Retreat
- Minority Ethnic Identity Exploration
- Multi-Day Refugee and Immigration Encounter and Reflecting on Dual “Citizenship”
- Allyship Training
- Comparative Faith-Based Values Exercise
- Israel and Palestine Co-Existence Workshop
- Service-Learning Experience

OUTCOMES

- Greater self-awareness and affirmation of cultural and religious identity.
- Increased confidence and pride in one's ethnic and faith heritage.
- Deepened personal reflection on one's own values and beliefs in relation to others.
- Increased commitment to activism and advocacy in solidarity with marginalized communities.
- Heightened awareness of the challenges faced by displaced populations in service to critical thinking regarding complex and diverse perspectives related to Israel, Palestine and Zionism.
- Increased motivation to engage in ongoing service and civic engagement.



BAYT UJIMA FELLOWSHIPS

COHORT-BASED LEARNING



KOL KAHAL*

COMPARATIVE JUDAISM
CROSS-DENOMINATION
EXPLORATION**



* Kol Kahal means "entire community"

**Intentional recruitment and participant balance representing all Jewish denominations, Jews of Color, representing Sefardi, Ashkenazi, Ebrei Italiani and Mizrahi, as well as non-denomination

ACTIVITIES

Four-month program including:

- Comparative Worship Experiences
- Jewish Identity and Expression Workshop
- Compare and Contrast of Lived Experiences: Observance, Ritual, Holidays, Shabbat, Spirituality, and Community
- Israel and Zionism Workshop
- Exploration of Pluralism

OUTCOMES

- Increased understanding, respect, and appreciation of diverse practices, rituals, traditions and expressions within Judaism.
- Elevated literacy and vocabulary to discuss the varied sects of Judaism.
- Strengthened connection to Jewish heritage and community.
- Expanded ability to navigate and participate in the broader Jewish community.
- Heightened critical thinking skills and ability to engage in nuanced discussions about Israel and Zionism.
- Development of leadership and teamwork skills through engagement in Jewish community.

BAYT UJIMA FELLOWSHIPS

COHORT-BASED LEARNING



D'VARIM*

JEWISH TRANS-
PARTISAN** DISCOURSE



** D'varim means "words"*

***Intentional engagements of people holding a spectrum of political beliefs as well as including all Jewish denominations, Jews of Color, representing Sephardi, Ashkenazi, Ebrei Italiani and Mizrahi, as well as non-denomination*

ACTIVITIES

Eight-session program

- Introduction to chevruta (partner) and group text study methodologies
- Establishment of a broad use of text including traditional texts from historical canon as well as modern commentary and primary source documents
- Exploration of Jewish texts related to obligations for American civic engagement
- In-depth study of American political platform issues through a Jewish lens (i.e. abortion, gun control, immigration policy)
- Pluralistic Zionism Workshop

OUTCOMES

- Increased familiarity and proficiency with various methods of studying Jewish texts.
- Enhanced critical thinking skills in analyzing and interpreting religious texts.
- Strengthened ability to integrate multiple perspectives and sources into respectful discussions and decision-making.
- Strengthened commitment to ethical and civic responsibilities based on Jewish teachings.
- Enhanced ability to evaluate policy positions and therefore articulate and advocate for Jewish priorities.
- Strengthened ability to engage in courteous and informed discussions about Israel and Zionism, integrating Jewish values and historical evidence.

BAYT UJIMA FELLOWSHIPS

COHORT-BASED LEARNING



HAMSA*

(aka High Five)

JEWISH, MUSLIM AND
BLACK TEENS**

ACTIVITIES

Year-long intensive program including:

- Primer on Foundational History and Beliefs of all Sub-Groups
- Intensive Allyship Training
- Personal and Group Values Exploration
- Civil Rights Journey
- Houses of Worship Tours
- Civic Engagement Experiences
- Israel and Palestine Workshop
- Service-Learning Project

OUTCOMES

- Enhanced knowledge of distinct history and traditions among the groups.
- Improved ability to recognize and address biases, stereotypes, and systemic inequalities.
- Develop skills in advocating for and supporting each other's communities.
- Elevated understanding of how values align with community and societal norms and therefore have an ability to make ethical decisions and engage in principled actions.
- Expanded knowledge and respect for the practices, beliefs, and sacred spaces of different religions.
- Strengthened ability to engage in constructive dialogue and advocacy for peace and justice.
- Development of leadership and teamwork skills through community service.



** A Hamsa is a palm-shaped amulet popular in Middle Eastern and North African cultures. It is believed to provide protection against the evil eye and bring blessings, happiness, and good fortune to the wearer.*

*** This cohort will be comprised of 10th-12th graders who will represent a multi-racial and multi-ethnic Jewish community as well as Black teens of all faith backgrounds*

BAYT UJIMA TEXT LEARNING GROUPS

ON-GOING PEER-LED FAITH & LITERATURE EXPLORATION



JACOB/YAQUB'S LEGACY

MUSLIM AND JEWISH
MEN'S GROUP



** This cohort will be comprised of male-identifying people representing the multi-racial and multi-ethnic Jewish and Muslim communities.*

ACTIVITIES

Year-round program including:

- Exploration of holidays, rituals, lifecycle events and worship
- Text study with a compare/contrast for shared biblical figures and narratives
- Investigation of each group's lens on current events and modern thought through traditional values and texts
- Celebration or support of group participants' personal lived experiences as men of faith

OUTCOMES

- Increased understanding and respect for each other's religious practices and traditions.
- Strengthened bonds through shared experiences and personal sharing.
- Deepened knowledge and appreciation of shared biblical figures and narratives across Jewish and Muslim traditions.
- Elevated understanding of how Jewish and Muslim perspectives on current events are informed by traditional values and therefore an ability to engage in respectful dialogue on complex societal issues.
- Invigorated sense of community and support among group participants.
- Increased empathy and solidarity among Jewish and Muslim men around shared challenges and triumphs.

BAYT UJIMA TEXT LEARNING GROUPS

ON-GOING PEER-LED FAITH & LITERATURE EXPLORATION



YOCHEVED/YŪKĀBID'S CIRCLE

MUSLIM AND JEWISH
WOMEN'S GROUP*



** This cohort will be comprised of female-identifying people representing the multi-racial and multi-ethnic Jewish and Muslim communities.*

ACTIVITIES

Year-round program including:

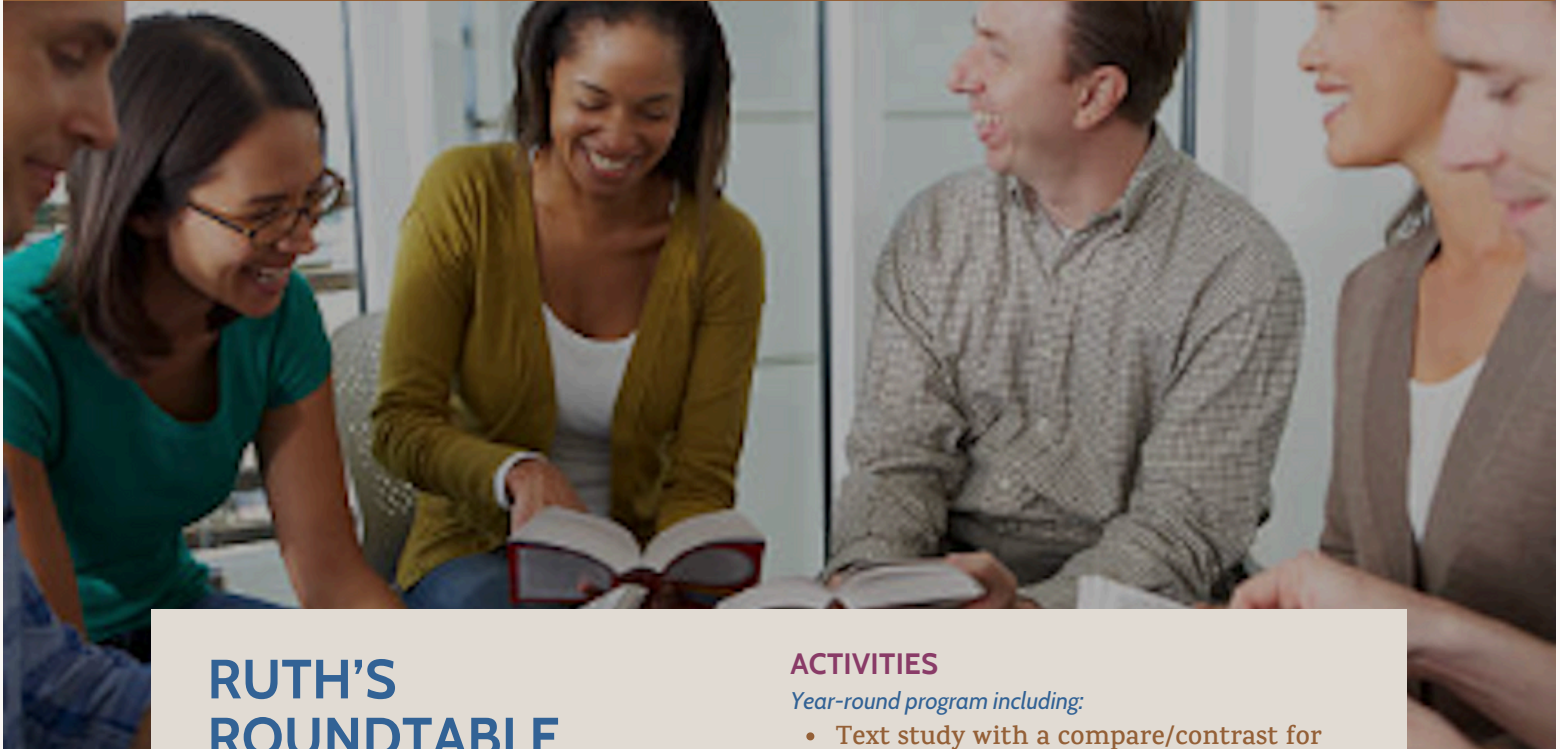
- Exploration of holidays, rituals, life cycle events and worship
- Text study with a compare/contrast for shared biblical figures and narratives
- Investigation of each group's lens on current events and modern thought through traditional values and texts
- Celebration or support of group participants' personal lived experiences as women of faith

OUTCOMES

- Increased understanding and respect for each other's religious practices and traditions.
- Strengthened bonds through shared experiences and personal sharing.
- Deepened knowledge and appreciation of shared biblical figures and narratives across Jewish and Muslim traditions.
- Elevated understanding of how Jewish and Muslim perspectives on current events are informed by traditional values and therefore an ability to engage in respectful dialogue on complex societal issues.
- Invigorated sense of community and support among group participants.
- Increased empathy and solidarity among Jewish and Muslim women around shared challenges and triumphs.

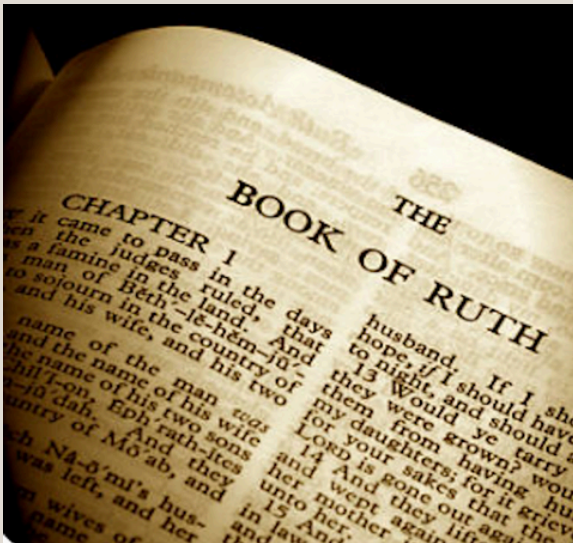
BAYT UJIMA TEXT LEARNING GROUPS

ON-GOING PEER-LED FAITH LITERATURE EXPLORATION



RUTH'S ROUNDTABLE

INTERFAITH COMPARATIVE
BIBLE* STUDY



** This cohort will be comprised of people representing all faith communities. The bible contents used will be the Five Books of Moses, Prophets and Psalms (referred to as the TaNKh in Jewish cannon) while utilizing interpretations from multiple faith traditions.*

ACTIVITIES

Year-round program including:

- Text study with a compare/contrast for biblical figures and master stories
- Exploration of each other's holidays, rituals and worship experiences
- Investigation of each group's lens on current events and modern thought through traditional values and texts
- Celebration or support of group participants' personal lived experiences as people of faith

OUTCOMES

- Developed greater understanding and respect for the beliefs, practices, and perspectives of different faith traditions.
- Improved communication, active listening, and dialogue skills, fostering constructive discourse across religious boundaries.
- Strengthened relationships and trust among individuals from diverse religious backgrounds, promoting social cohesion and community resilience.
- Deepened self-awareness, reflection, and spiritual growth as individuals engage in meaningful exchanges and introspection.
- Contributing to a cultural shift towards greater acceptance, understanding, and respect, among people of different faith traditions.

BAYT UJIMA'S CONTINUOUS AGENCY ACTIVITIES

A VARIETY OF EFFORTS FOR COMMUNITY ENGAGEMENT



ACTIVITIES

- Speakers' Bureau
- Festival Presence
- Dialogue Training for Facilitators
- Media Consultations/Experts
- Political Advisory
- Alumni Engagement
- Partner Organization Programming
- Dialogue Facilitation Consultancy



OUTCOMES

- Increased public awareness and understanding of diverse religious perspectives and issues.
- Enhanced dialogue and mutual respect among audiences from different faith backgrounds.
- Strengthened advocacy for religious tolerance and interfaith cooperation in various communities.
- Promoting cultural exchange and celebration of religious diversity within festivals and community events.
- Empowered individuals with skills in conflict resolution, active listening, and promoting understanding across religious boundaries.
- Improved representation in the media via engagement and collaboration with various outlets to promote balanced and informed reporting on religious topics.
- Strengthening partnerships with policymakers and government officials to advance shared goals of social justice and equality.
- Collaborative programming with partner organizations to expand reach and impact of interfaith initiatives and promote shared values.
- Maximizing resources and expertise through strategic alliances for more effective community engagement and advocacy.



SWOT ANALYSIS



STRENGTHS

- Expertise and Network
- Clear Mission
- Diverse Program Offerings
- Variety of Communities Represented
- Impactful Partnerships
- Innovative Approach
- Strong Visionary Leadership
- Compelling Messaging

WEAKNESSES



- Resource Constraints
- Fear Impeding Participation
- Capacity Building Limitations
- Navigating Complexity
- Measuring Quantitative ROI



OPPORTUNITIES

- Increasing Societal Needs for Structured Dialogue
- Collaborative Initiatives
- Technological Advancements
- Growing Awareness
- Advocacy Avenues
- Measuring Qualitative ROI
- Developing Positive Diversity Awareness



THREATS

- Competitive Landscape
- Political Climate
- Public Perception
- Economic Instability
- Global Conflict(s)
- Resistance to Change
- External Influences



BOARD OF GOVERNANCE

DEDICATED, DIVERSE, DO-ERS

The initial 10-person decision-making body governing Bayt Ujima will represent the diversity of the participants we hope to engage. Initially, the organization's Board will be Atlanta-based, highly networked, and entrepreneurial minded. There will be a give/get expectation of \$3600 per person.

As the organization grows (see the plan on page 22), the Board of Governance will expand to national representation.

STAFF

Bayt Ujima will launch with 1 FTE divided 70/30 between two positions along with an intern and contractors as needed.



- Chief Program, People and Process Officer*
- Logistics Manager
- Graduate Student Intern
- Expert Facilitators
- Content Area Guest Experts
- Consultants

**see p23 for bio*



CRITICAL FRIENDS ADVISORY BOARD

This group plays a pivotal role as a dedicated group of external advisors chosen for their expertise, diversity of perspectives, and commitment to supporting our lead staff. They will serve as a trusted sounding board by providing invaluable insights, constructive feedback, and rigorously challenging assumptions.

A



CABINET OF CONNECTIONS

This select group of professionals will be comprised of individuals with significant connections and influence who will occasionally be called on to “open doors” to invaluable resources.

Dr. Robyn Faintich, EdD

Dr. Robyn Faintich, EdD (she/her) has over 28 years of Jewish communal professional experience in areas that include youth movements, day schools, community teen initiatives, early childhood education, congregational family education, teen philanthropy, service-learning, and adult education.

In August 2010, Robyn launched JewishGPS, LLC in an effort to help guide Jewish organizations in a variety of aspects of Jewish education.

She is a graduate of the Jim Joseph Foundation Fellowship with Bar Ilan University's Lookstein Center which trained Jewish leaders to facilitate on-line Communities of Practice. Robyn completed a fellowship in the Senior Jewish Educators' Cohort of M2: the Institute for Experiential Jewish Education. As a 21/64 certified advisor, Robyn is trained to coach multi-generational families in their philanthropic strategies.

Robyn earned her BA degree in Journalism and Mass Communications at Drake University and a Masters Degree in Jewish Studies with a focus on Jewish Education at the Siegal College of Judaic Studies. She has an EdD from Northeastern University. Robyn's dissertation topic was "Understanding How Under-Engaged Jewish Teens Self-Articulate and Self-Express Jewish Identity and Jewish Identification." Robyn holds a Doctoral Certificate in Jewish Education Leadership from Hebrew College.

RELEVANT PROFESSIONAL EXPERIENCES

- Expert facilitator of trans-denomination Jewish learning and experienced in developing pluralistic Jewish communities
- On-going learner with Roots-Shorashim-Judur in disputed West Bank/Judaea-Samaria
- Participant and Peer-Leader in international Muslim/Jewish Text Study (a program of Roots-Shorashim-Judur)
- Completed "The Jewish Approach to Conflict Transformation" training facilitated by Ritualwell and Pardes
- Completed training "Tips for Facilitating Difficult Conversations" presented by Sisterhood of Salaam Shalom
- On-going participant in The Atlantic institute "Table of Abraham" learning events
- Attendee at "Teach-in for Peace" at UCLA (Nov 23)
- Facilitator of Media Bias training
- Attendee at iCivics Civic Learning Week themed "2024 and Beyond: Civic Learning as a Unifying Force"
- Participant in "Mahloket Matters Mini-Series: Israel Issues" sponsored by Pardes
- Participant in Atlanta AJC "Project Understanding" retreat
- Alumni of ADL Steinberg/Glass Leadership Institute
- Author and facilitator of workshop "Judaism and Political Activism"



MULTI-YEAR PLAN



FIRST 8 MONTHS

- Asset mapping and environmental scans
- Resource cultivation
- Exploration of partnerships
- Create governance teams
- Secure fiscal agency
- Obtain start-up financial support
- Curriculum development and budget planning
- Set-up on-line presence
- Secure technology assets



YEAR ONE - 2025

- Host multi-faith Open Space and World Cafe programs
- Facilitate several opportunities for Jewish trans-partisan learning
- Support peer-hosted “living room” salons
- Conduct a six-session pilot of the Rekindle dialogue program with select group of participants
- Advertise and recruit for peer-learning groups in faith-based news outlets
- Organize multiple service and learning experiences for people of different faith and cultural backgrounds
- Recruitment for first Rekindle (Black/Jewish), D’varim (Trans-partisan Jewish) and Kol Kahal (Comparative Judaism) year-long Fellowship cohorts.
 - Virtual information sessions
 - Presentations at community organizations with target populations
 - Person-to-person “nominations”
 - Interview
- Secure financial support via grant writing and funder meetings

continued on next page

MULTI-YEAR PLAN

YEAR TWO - 2026

- 2026 launch of initial programs
- Promote training availability and arrange community appearances
- Establish media contacts and start PR campaign
- Recruitment for first Hamsa (teen High Five) and Co-Lab (Muslim/Jewish) cohorts as well as the second cohorts for the other programs (for 2027 program year)
- Develop and deploy feedback and course correction strategies
- Diversify and increase financial support
- Plan and implement fundraising events
- Collect reflection data from Year One participants



YEAR THREE - 2027

- Launch first Hamsa Cohort and Co-Lab Fellowship Cohorts
- Run two Kol Kahal groups (Spring and Fall)
- Run two D'varim groups (Spring and Fall)
- Secure multiple community appearances at festivals and other vendor opportunities
- Increase number of peer-learning groups
- Promote training availability to community organizations and businesses
- Develop Alumni Advisory Board and begin alumni engagement and evaluation data
- Establish 501c3 status

YEAR FOUR - 2028

- Increase staff capacity
- Expand Board of Governors to include national participants
- Launch national virtual text learning groups
- Integrate national Rekindle participants into the Civil Rights Journey
- Run three D'varim groups (Spring, Summer and Fall)
- Work to identify two cities for replication in Year Four
- Longitudinal data collection point of alumni from 2026
- Re-examine participant fee structure through market comparison and survey data



YEAR FIVE - 2029

- Launch replication in two cities
- Work to identify two additional cities for replication in Year Six
- Longitudinal data collection point of alumni from 2027
- Increase number of peer-learning groups locally and virtually
- Develop and begin implementation of succession planning

FISCAL MANAGEMENT

FISCAL SPONSORSHIP

IN DEVELOPMENT

In order to eliminate financial barriers to participation, the majority of expenses will be offset by agency FRD efforts.



- Cumulative Board Give/Get
= \$36,000 per year
- Foundation Grants
- Foundation Board-Directed Gifts
- Donor Advised Fund Allocations
- Partner Agency Contributions
- Corporate Gifts
- Individual Donations
- Fundraising Events
- Endowment Investments
- Merchandise Sales
- Pop-Up Shops
- Vendor Partnerships
- Sales % from Business Partnerships
- Possible Future Social Enterprise vVnture



PARTICIPANT FEES

Year-long Program: \$180 pp
Two or Three Month Programs: \$72 pp
Teen program: \$54 pp

Text Learning Communities:
suggested donation \$36 per year

REPLICATION FEES

\$3600 per cohort per year +
\$1800 per sponsoring
organization administration fee
per year (including on-demand
consulting and virtual training)

SPEAKER AND CONSULTATION FEES

\$360 for 1-3 hours
\$72 for each additional hour

FISCAL MANAGEMENT

EXPENSE REPORT

EXPENSE REPORT

665,865.30
49,950.00
78,470.13
53,145.71
69,702.24
926,938.96

EXPENSE REPORT

85,900.00
5,674.98
5,600.00

FISCAL YEAR = JANUARY 1 TO DECEMBER 31

This draft budget covers half of FY24 and FY25.

Staff Compensation

- FTE
- Contractors

Legal and Accounting

Insurances

- B&O
- Liability
- Workers' Comp

Facility Rentals

Staff Travel

Program Expenses

Program Supplies Capacity

Marketing & Recruitment Capacity

Marketing & Recruitment Annual

Technology Capacity

Technology Annual

Participant Financial Aid

Agency Discretionary for Celebration Care, & Concern

This draft budget covers FY26.

Staff Compensation

- FTE
- Contractors

Legal and Accounting

Insurances

- B&O
- Liability
- Workers' Comp

Facility Rentals

Staff Travel

Program Expenses

Program Supplies Capacity

Marketing & Recruitment Capacity

Marketing & Recruitment Annual

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Technology Annual

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PARTNERSHIPS AND COLLABORATION

GRATEFUL FOR THESE PARTNERS

The logos are hyperlinked. Please visit their sites!



ETGAR 36
Civil Rights Journeys

AND SUPPORTED BY THESE ORGANIZATIONS



ACKNOWLEDGEMENTS

The following people have contributed invaluable advice and/or resources to the formation of Bayt Ujima and represent the diversity we hope to engage in our participants: Rabbi Peter Berg • Mindy Binderman • Joni Blinderman • Jodi Bogen • Seth Brown • Beyza Delen • Naomi Eisenberger • Robin Feldman • Matt Fieldman • Scott Fried • Fairyal Halim • Farah Kahn • Robin Kahn • Jay Kaiman • Dionne Lackey • Stephanie Marshall • Marium F. Mohiuddin • Rabbi Ellen Nemhauser • Billy Planer • Glenn Rosenkranz • Dana Rubin • Rav Hanan Schlessinger • Rabbi Michael Shulman • Rabbi Rebecca Sirbu • Alana Zavett Green

information as of Aug 29, 2024

BAYT UJIMA

Building Community Partnerships Through Shared Experience and Dialogue



Let's start talking ...



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