

JCC Association is committed to attracting, nurturing, developing, and retaining the most highly qualified people, as well as advancing JCCs as exemplary workplaces. JCC Talent includes JCC Association's portfolio of well-established and successful talent offerings, resources, events, and networks and cohorts. In response to current and anticipated dynamics in the Jewish community, JCC Talent also designs, develops, and partners to deliver relevant, and innovative opportunities for JCC professionals and lay leaders.

Please contact [jctalent@jcca.org](mailto:jctalent@jcca.org) for more information.

### JCC Talent Offerings in Current Recruitment:

#### JCulture: Workplace Culture Training

A two-session virtual course for senior staff at JCCs (senior managers, department heads and C-suite professionals) that aims to provide the **essential tools and strategies for building a healthy workplace culture**. The content is designed to convey values and concepts that are humanistic, applicable to a diverse audience, and promote a sense of inclusion and belonging. The materials presented are part of the [Ta'amod](#) training on a data-driven approach to harassment prevention.

Sessions will take place on April 24 and May 23\* from 1:00 - 2:30 p.m. Eastern.

Interested JCCs should have one staff member apply on behalf of the JCC that will include five senior professionals, who will commit to attending the program. **Applications are due on April 5.**

#### Jewish Climate Action Learning Cohort

Over the course of the 2023, in partnership with Adamah, JCC professionals from participating JCCs will engage in four professional learning experiences to gain knowledge and enhance skills in Jewish environmental sustainability and climate action. The cohort learning will include:

- Developing relationships with JCC Professionals across the continent who will share opportunities and explore challenges that are unique to JCCs,
- Receiving direct mentoring and guidance from Hazon's climate action team
- Invited to create your JCC's own Climate Action Plan.

**To participate**, complete the Jewish Climate Action Learning Cohort interest form [here](#) by *April 5<sup>th</sup>* or visit: <https://fs6.formsite.com/aFcoLT/ie8gawp2bs/index>

#### Professional Development Scholarship Program

JCC Association's Professional Development Scholarship Program is designed to help current, full-time JCC professionals deepen and enhance their professional knowledge to advance their career.

- Scholarships are available for postgraduate degrees, certification in a specific area, or continuing education (e.g., one class on a specific subject).
- Professional Scholarships are available up to \$20,000, up to \$5,000 per semester.
- The application period for the 2023-2024 academic year is now open.
- **The deadline to submit applications is May 15.**

## Additional JCC Talent Offerings:

### Merrin Teen Professional Fellowship

The Merrin Fellowship is a 14-month learning and professional growth opportunity for JCC professionals who are working directly with teenagers.

- The fellowship includes 3 in-person gatherings, two in North America and one 10-day seminar in Israel, and regular online workshops.
- This intensive, transformative professional growth opportunity is geared towards early-career JCC professionals who direct and manage programs for, or who supervise teens. Applicants may work in any department or program area of a JCC, provided there is a demonstrated connection to working with adolescents. **Applications for Cohort XIII will open in Spring 2024 with start in Fall 2024.**

### TZEDEK: Jewish Service Learning

TZEDEK is a cohort offering in partnership with Repair the World that challenges the JCC Movement to commit to performing 10,000 acts of Jewish service and learning.

- JCCs in the TZEDEK cohort receive a \$500 annual micro-grant to expand Jewish service-learning opportunities at their JCC serving their communities, particularly, but not exclusively, among post-college young adults and adults with young families.
- JCCs participate by nominating 1-3 staff members who will serve as TZEDEK Coordinators for their agency. These individuals will join the JCC Association TZEDEK Cohort Learning Group, lead their JCC in this initiative, participate in regular virtual learning, growth opportunities, and check in meetings with JCC Association. **Applications for the 2023-2024 TZEDEK Cohort will open in Summer/Fall 2023**

### The Martin Pear Israel Fellowship

The 18-month program is for professionals employed in the JCC field for three to five years with the central goal being to embed in this professional demographic the importance of Israel in the JCC Movement.

- The cornerstone of the fellowship is a 10-day, intensive seminar in Israel, which will be anchored by monthly sessions that precede and follow the Israel experience with learning opportunities.
- **Program and Application Dates for Cohort 2 will be available soon.**

### Bless Our Workforce Institute

The *Bless Our Workforce Institute* is a cohort learning experience modeled after a monthly book club. A cohort of JCC managers meets monthly to discuss one or two chapters (called blessings) of the book, *Bless Our Workforce*, with interactive facilitated discussions about current management practices.

- Participants then strategize how to apply the philosophy and tactics of *Bless Our Workforce* to be the most effective manager they can be for staff, and to nurture a work culture that enables staff, and JCCs, to thrive. **Applications for Cohort 2 will be available in Summer 2023**

### JResponse – Hineni

- JResponse® is a powerful JCC Association initiative that convenes, trains and deploys JCC professionals from across the continent to JCC communities in the aftermath of a crisis.
- During this foundational training JCC professionals from across the continent will become trained and ready to address crisis in their community and beyond.
- JCC professionals will learn: The “Why” of JResponse, The history behind this initiative – where did it come from and where are we headed, The foundational text of JResponse, The role of JResponders at our JCCs and in supporting others throughout the Movement
- **The Next Cohort Training will take place later in 2023.**