



JCCs in the FSU: The Next Generation

1. The Mission

The main mission of the World Confederation of Jewish Community Centers is to encourage the development of JCCs worldwide and strengthen Jewish identification. As such, WCJCC would like to work together with AJJDC to help move JCCs in the FSU to the next level of competence and excellence. Through WCJCC affiliate regional networks and sponsors we are able to tap the best resource of any Jewish Community Center, namely its **personnel**. The story of the growth and development of JCCs in the FSU is a remarkable story of Jewish renewal and creativity. **WCJCC is ready to spearhead a comprehensive project that will take the current JCCs to the next generation of growth and development.**

Today, more than ever, many of the 800 JCCs worldwide- in North America, Israel, Europe and Latin America- are ready to share their resources and provide help to Jewish Community Centers in the FSU. Cross-cultural mentoring can be a source of tremendous growth and development. Such an interchange is also a great opportunity for FSU/ JCCs to share their own expertise and success models with the rest of the JCC world. Through the personal involvement of talented Jews from different communities, the sense of Klal Israel will become daily reality and global Jewish leadership will be enhanced.

2. Long Term Goals

- a. Mentoring JCCs in the FSU in specific service areas (such as early childhood, youth, adults, seniors, cultural arts, health and fitness, marketing, membership, special needs, staff training, lay leadership development) by accessing high level consultants who will be willing to make a long-term commitment.
- b. Developing new initiatives in areas of special expertise. For example: Jewish education, Israel programs, creating standards for JCCs, long term planning and more.
- c. Cultivating lay leaders from North America and other countries to become involved in FSU JCCs and become prospective donors and mentors. In addition to their involvement with FSU JCCs, they could be cultivated to become future leaders, as they will acquire a global Jewish overview and understanding of the needs of Jewish communities in various parts of the world.
- d. Creating personal relationships between professionals and lay leaders in Jewish community centers thereby opening the doors for long-term collaboration and joint programming for meaningful twinning with FSU centers, Israel and the rest of the Diaspora.
- e. Helping the actual building of JCCs in the areas of design, construction and renovation.

Implementation

WCJCC will create a consortium of resources made up of affiliate regional networks and sponsors that together with AJJDC will develop a long-term strategic plan. The project will be guided and supervised by an advisory committee comprised of all relevant partners in the project. The actual implementation of the project will be under the auspices of WCJCC who will serve as the headquarters for the project.

Upon the successful completion of the pilot project, we will look forward to enlarging the scope of the project by involving more JCCs' and eventually all JCCs' in the FSU.

First Stage

Goal:

Mentoring JCCs in the FSU in specific service areas by accessing high level consultants who will be willing to make a long-term commitment.

Service areas:

- a. Early childhood education and family education
- b. Governing boards of JCCs and lay leadership development

Participating JCCs:

Selecting four/five suitable JCCs in the FSU

Participating Consultants:

Selecting four/five consultants from the JCC movement in North America, Israel and Western Europe

Time Frame:

A minimum of eighteen months

Project outcomes to be outlined by the advisory committee in these areas:

Demonstrating accomplishments in the two service areas

A best practices resource guide in Russian and English

The four/five FSU JCCs becoming local mentors to other JCCs

5. Description of an eighteen month pilot project (July 1, 2003 to December 31, 2004.)

Please note: The timetable is subject to change and based on when the project officially begins.

Months 1-2

- a. Selecting four/five suitable JCCs in the FSU that have the capacity and willingness to participate in such a project.

- b. Selecting four/five consultants from the JCC movement that will partner with the selected JCCs in the FSU. It is recommended to choose two in North America, one in Israel and one in Western Europe for the pilot project. We would like to open it up to Latin America and other countries in the future. The choice and selection of consultants will be in consultation and buy in of local staff, JDC country directors and senior staff, regional networks of JCCs and knowledge of existing or foreseeable partnerships. Guidelines for on going communications will be developed in order to keep all the partners involved.
- c. Hiring a part time coordinator that will be responsible for training and preparing the consultants and the host JCCs, coordinating the visits and maintaining on going communication with all four FSU JCCs and all the partners. Experience proves that first hand involvement and supervision is necessary for such a complicated project to succeed.

Months 3-15

- a. A selection and preparation visit to the participating JCCs in the FSU by relevant staff members and the hired coordinator.
- b. During the first year, two visits of 10-14 days each by the consultant to the JCC in the FSU will take place. The first visit, will include: an introduction, learning experience, setting of expectations and modes of operation, establishing the personal and professional relationships, assessing the strengths and needs of each JCC and understanding the local and regional frameworks.
- c. The second visit will continue the consultation with specific hands on meetings and training days. A day of training on the theme of expertise will be offered to other JCCs in the periphery, perhaps with a day visit to another JCC as well.
- d. Between the two visits on going communication and consultation will take place using communication methods available.
- e. A visit of the local FSU JCC executive director to the consultant's center will be encouraged and arranged, if possible.

Months 16-18

The project will culminate with a training seminar that will take place for 10 days, preferably in Israel and will be part of a summary and evaluation process.

Goals:

- a. A summary of the first stage and as a springboard to future relationships.
- b. Networking among members of the project to ensure the continuation of the project.
- c. A think tank for taking the project to the next step.
- d. Training the four FSU directors to become local mentors to other JCCs in the FSU.

6. Evaluation

A comprehensive proposal involves a major monetary investment. We suggest developing suitable evaluating and measuring tools to assist reaching the goals of the project. A professional advisory committee will supervise this aspect of the project.

Based on the evaluation, the second stage of the project will be developed and implemented. We foresee expanding the project both ways: involving more JCCs in the project and at the same time, developing theme related subjects as resources to all JCCs in specific areas.