AVODAH Alumni Reflect and Respond

A Report of the 2012 Alumni Study

January 2013

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AVODAH
THE JEWISH SERVICE CORPS

REPAIR THE WORLD

Funded by and Prepared for AVODAH and Repair the World

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Our project could not have succeeded without the assistance of AVODAH alumni. We extend particular thanks to alumni who went above and beyond, including, but not limited to, Sarah Beller, Elana Brochin, Mimi Garcia, Aaron Lawee, Darya Mattes, Sara Mosenkis, and Joline Price.

We wish AVODAH much success as it continues to nurture and educate future cohorts of Jewish social justice leaders. Our research left us inspired by the wonderful things AVODAH alumni are accomplishing in the world. We hope that the organization and the alumni go from strength to strength, and that this report is helpful as the organization seeks to expand and improve.

Larry Bailis and Amanda Koppelman Milstein
Winter 2012

Our study showed that:

- 92% of AVODAH alumni report that the AVODAH year-long program set them on their current career path.
- 90% of AVODAH alumni indicate that participating in the program helped them to obtain jobs.
- 83% of AVODAH alumni report that their experience altered their long-term career plans.
- 98% of AVODAH alumni report that the year-long program shaped their understanding of the causes and effects of poverty.
- 95% of AVODAH alumni report that the year-long program strengthened their commitment to social justice issues as a whole.
- 85% of AVODAH alumni report that the year-long program helped them find their place in the Jewish community.
- 91% of AVODAH alumni report that AVODAH helped them build professional networks that helped them find jobs or volunteer activities.

How did AVODAH achieve these results? **Read on...**

AVODAH: The Jewish Service Corps strengthens the Jewish community's fight against the causes and effects of poverty in the United States. We do this by engaging participants in service and community-building that inspire them to become lifelong leaders for social change whose work for justice is rooted in and nourished by Jewish values.

--AVODAH Mission Statement

Introduction

AVODAH was founded in 1998 to address pressing social needs in low-income communities, to encourage civic engagement among young adults, and to strengthen the Jewish community's fight against the causes and effects of poverty in the United States. Each year, young Jewish adults join AVODAH's year-long service program, which has three components: (1) full-time service experience at local antipoverty organizations in New York, Chicago, New Orleans, and Washington, DC, (2) communal living in an AVODAH house (bayit) designed to establish a supportive, pluralistic community of young Jewish leaders, and (3) an educational framework that includes training in social activism, an exploration of the dynamics of urban poverty, Jewish study and reflection. Upon completing the year-long program, AVODAH alumni receive ongoing training and support through targeted programming and networking opportunities.

At the time of writing (fall 2012), AVODAH is engaged in strategic planning. A key part of this effort is determining what its alumni have accomplished since their year of service and if they view AVODAH as having helped them achieve their goals. In order to incorporate input from as many alumni as possible into this process, AVODAH and Repair the World contracted with two researchers from Brandeis University to carry out a study of its alumni. This research included five focus groups as well as a survey.[1]

The study was designed to answer three basic questions:

1. Who are the AVODAH alumni and where are they today?

2. To what extent has the AVODAH year-long program experience shaped the career trajectories and other major aspects of the lives of its alumni?

3. Which elements of the AVODAH year-long program experience have been the most influential in shaping the lives of its alumni?[2]

Planning and data collection were conducted from February through May of 2012. This report presents the findings and conclusions of this research. It is heartening that so many AVODAH alumni cared enough about the program and its future to participate in the study. 72% of the alumni contacted completed the survey, including 56% of the inaugural cohort (1998-1999) and 89% of the second cohort (1999-2000). These response rates reflect the deep and ongoing commitment that AVODAH alumni feel to the organization and the ways it is still relevant to their personal and professional lives.

Study Methodology

The study began with discussions of goals with AVODAH, Repair the World, and staff of Rosov Consulting. It then moved on to initial interviews with a dozen AVODAH alumni to get their perspectives on their experiences, and the impact of those experiences on them.

The research team then created an initial focus group protocol and conducted three focus groups with a total of 15 alumni. The team then designed a survey instrument, and sent a link to it by email to all 424 AVODAH alumni with email addresses on file with the organization. The survey itself was carried out on SurveyMonkey.com. After extensive follow-up by AVODAH staff and the research team, 306 alumni filled out all or part of the survey. This group represents 72% of the 424 alumni for whom the researchers had usable email addresses.[3]

"'Social Justice' was not really part of my vocabulary prior to AVODAH."

The study concluded with two additional focus groups with a total of seven additional AVODAH alumni who discussed the results of the survey in order to better interpret them and ensure that the data accorded with people's experiences from the program. Alumni for all focus groups were recruited via emails from AVODAH, as well as by phone calls from the researchers and by speaking to people in the research team's social networks.

Given the significant curricular changes and shifts in the educational philosophy that were made in the AVODAH program beginning with the 2006-2007 cohort, there are several reasons to expect that the assessments of AVODAH and life experiences of alumni might differ depending on when they participated in the year-long program. At the outset of the study, the research team also expected different patterns of life experiences from alumni who are older and thus are likely to be in a different stage of their career, family life, and communal commitments. The data, which included input from all years of AVODAH and had participation levels above 60% in nine out of 13 service cohorts, enabled the researchers to analyze alumni experiences by cohort (before and after the program changes, i.e., comparing an early cohort that participated from 1998-1999 through 2005-2006 and a later cohort that participated after 2005-2006) in order to see if these groups of cohorts differed in meaningful ways. When the differences between them are particularly notable, they have been addressed in the report.

As discussed in more detail in Appendix A of the report, the data from the alumni survey and focus groups show that the alumni report that their experiences in the AVODAH year-long program have contributed extensively to the decisions that have shaped their lives. However, the study did not include a control group and thus the survey data do not prove this conclusion according to the strictest canons of social science research.

The most critical data and analyses are presented in the body of this report. Additional data analysis is available from AVODAH upon request.

Profile of AVODAH Alumni

Respondents represented alumni of all four AVODAH program cities--New York, NY, Washington, DC, New Orleans, LA, and Chicago, IL--but the vast majority were from the two initial sites (New York and DC). 44% of alumni who responded served in New York City, and 34% served in DC, AVODAH's second site, which opened in 2002. (The program expanded to Chicago in 2006, and New Orleans in 2008.) 84% of the respondents identified their gender as female.[4]

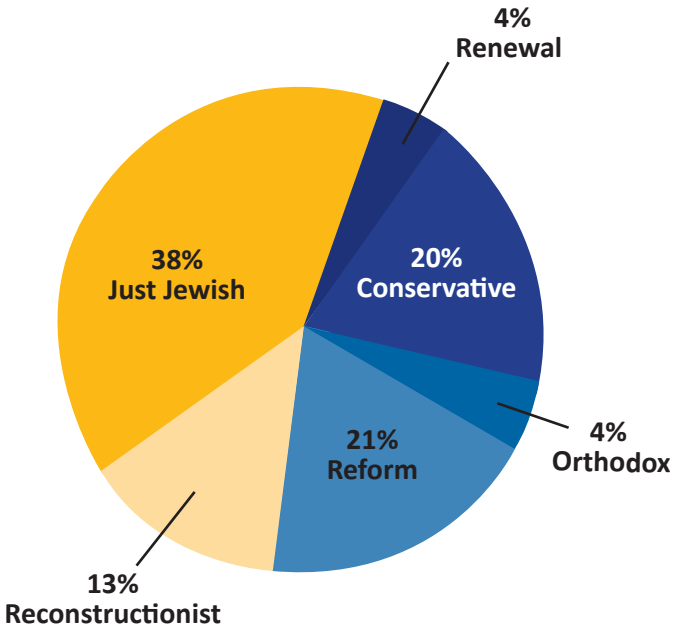
Jewish Denominational Identity

AVODAH is a pluralistic organization that engages corps members across the spectrum of Jewish affiliation, identity, and activities. Its alumni reflect the wide and rich diversity of the modern Jewish experience. Members of the alumni community identified with every major stream of Judaism, and many defined themselves in ways that did not fit inside the boxes of the Jewish denominational stream, e.g., "just Jewish," "post-denominational,"

"multi-denominational," "trans-denominational," "denominationally frustrated," "secular," "havurah," and "to be determined."

Some participants came to AVODAH having active Jewish lives, while others came with little involvement with, or knowledge of, Jewish heritage or community. About one-third of the alumni attended a Jewish day school, and roughly three in five alumni attended camps with Jewish content. 79% of alumni participated in Hillel on their college campuses, 78% attended supplementary Jewish schools, (e.g., Hebrew school), and 71% went on an organized trip to Israel. Exhibit 2 details other Jewish, service, and activist activities in which alumni participated prior to serving in AVODAH.[5]

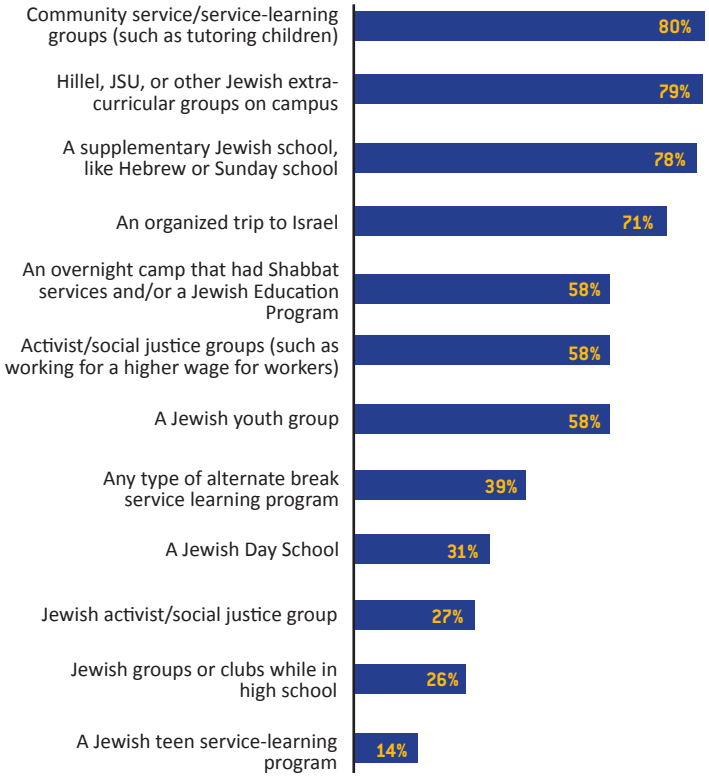
Exhibit 1: Jewish Denominational Identity of AVODAH Alumni



Past Experience with Social Justice and Service

Most AVODAH alumni had extensive social justice and service experience prior to participating in the program. Among those who filled out the survey, 80% had done community service activities, such as tutoring children. 58% had participated in activist or social justice groups, and 27% had been active in a Jewish activist or social justice group.

Exhibit 2: Participation in Various Activities Prior to the AVODAH Year-Long Program



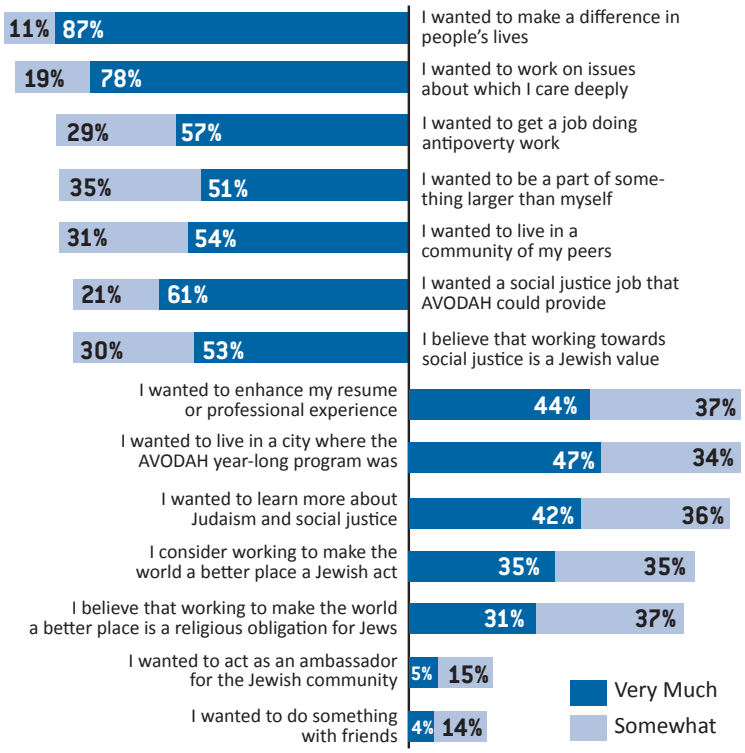
Motivations: Why Alumni Applied to the Year-long Program

AVODAH alumni were primarily motivated to participate in the year-long program by a desire to serve those in need. The reasons cited most frequently included the desire to make a difference in people's lives (87% reported that was "very much" a reason)[6] , to work on issues that mattered to participants (78%), and to work at a social justice job that the AVODAH year-long program could provide (61%).

"I wanted to live in community, and also to deepen my Jewish knowedge. I was very inspired by liberation theology and Quaker ideas of simple living and was looking for a place that was Jewish to put these ideas into practice."

In many cases, the decision to participate in AVODAH was related to the participants' sense of Jewishness. For example, 31% responded that "working to make the world a better place is a religious obligation for Jews" was "very much" a reason that they chose to serve through AVODAH. 35% chose to serve because

Exhibit 3: Reasons Why People Applied to AVODAH



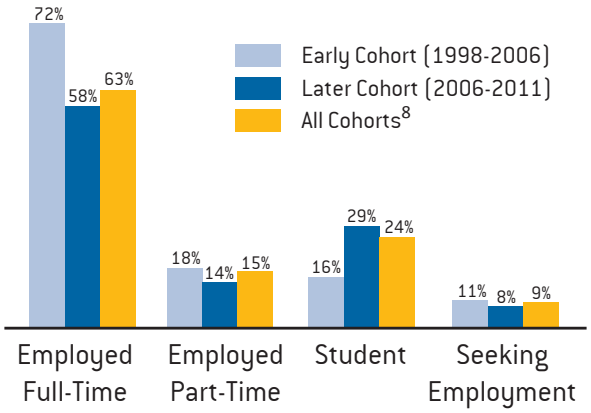
*Numbers in charts and within the text may not add up to the total due to rounding

they believed that "working to make the world a better place is a Jewish act." Least important were being ambassadors for their religious community (5%) and spending time with friends (4%).

Current Professions and Professional Aspirations of AVODAH Alumni

The vast majority of alumni are currently working and most of the others are students. Roughly two-thirds (63%) of the alumni who completed the survey are employed full-time and 15% more are employed part-time. About a quarter (24%) of the alumni are students, including some who are also employed or searching for a job. 2% are stay-at-home parents, and 3% are participating in other service programs.

Exhibit 4: Labor Force Status of AVODAH Alumni [7]



Most AVODAH alumni who are currently employed reported working in jobs that seek to make the world and society better and more just. In some cases, alumni credited the program with giving them a sense of what sort of work they might want to engage in for their career, or giving them the connections and skills that enabled them to stay in the non-profit social justice world.[9]

Three quarters (75%) of responding AVODAH alumni hold a job that involves antipoverty or social justice work. Of those who hold these kinds of jobs, 88% believe that their AVODAH year-long program experience contributed to their being in this position. One alumnus, now an immigration lawyer, spoke about how AVODAH dramatically changed the issues he was aware of and his choice of career, saying, "I applied to AVODAH because of the Jewish component—'social justice' was not really part of my vocabulary prior to AVODAH."

Alumni are represented in a wide range of professions, with roughly half in the fields of education, social work, law, Jewish communal work, or healthcare/medicine. 10% are social workers, 11% work in education, and 17% work in the non-profit arena. A relatively large percentage of the alumni population is enrolled in secular graduate programs in various fields (12%) and about 9% are involved in medicine/healthcare. It is clear that AVODAH alumni are working in a wide range of fields that fall under the umbrella of direct service or social change.

AVODAH Has Shaped Its Alumni's Life Trajectories

The vast majority of AVODAH alumni believe that their experience in the year-long program had a major influence on their life trajectories as professionals, as lay leaders in the secular justice and Jewish communities, and in their broader Jewish lives.

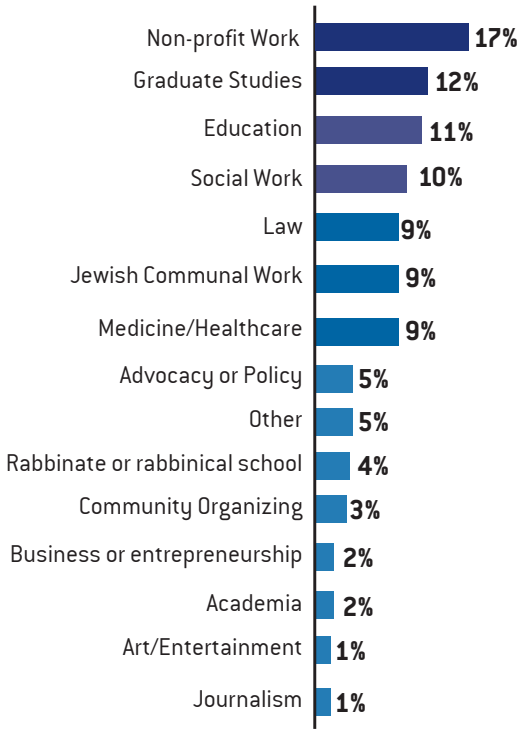
The overwhelming majority of AVODAH alumni report that their experience in the year-long program provided them with the motivation, knowledge of the dynamics of poverty, and skill sets to remain heavily engaged in social justice activities.

86% of alumni explicitly say that participating in the AVODAH year-long program increased their commitment to engage in social justice work professionally or on a volunteer basis.

Moreover, many AVODAH alumni report that the program helped them build skills that made them more attractive candidates for employment at social justice organizations.

For example, 56% of the survey respondents report that their year-long program experience helped them develop leadership skills. (The later cohort responded positively to this statement in higher numbers than the earlier cohort, 60% to 49%).

Exhibit 5: Current Professions[10] of AVODAH Alumni [11]



Additionally, 91% of alumni report that participating in the year-long program helped them build professional networks, which helped them find jobs or volunteer opportunities.

The majority of alumni explicitly state that the year-long program experience helped shape their life trajectories in many ways. Perhaps most notably:

- 92% of AVODAH alumni report that the AVODAH year-long program set them on their current career path.[12]
- 90% of AVODAH alumni indicate that participating in the program helped them to obtain jobs.
- 83% of AVODAH alumni report that the AVODAH experience altered their long-term career plans.

As is shown in Exhibit 6, beyond the professional impact, alumni report that AVODAH affected many other aspects of their lives as well ("To a Great Extent" or "Somewhat"), including:

- shaping their understanding of the causes and effects of poverty (98%).
- strengthening their commitment to social justice issues as a whole (95%).

AVODAH's Role in Shaping the Jewish Journeys of its Alumni

Most AVODAH alumni are actively involved Jews, and most of them attribute some of their Jewish activities and perspectives explicitly to their time in the AVODAH year-long program.

The Jewish activity alumni most frequently engage in is celebrating Shabbat or holidays at home or with a community, with 61% saying that they often do so, and 29% saying that they sometimes do so, yielding a total of 90%. 47% report that they often participate in a Shabbat meal or activity, and 29% do so sometimes, yielding a total of roughly 76% of the alumni.

"[AVODAH gave me] comfort and familiarity with Jewish practice so that I could find support/ strength from synagogues and minyanim throughout my adult life."

Similarly, 75% of alumni sometimes, or often, give tzedakah (charitable donations), and 62% sometimes, or often, attend Jewish religious services. Both the survey data summarized in Exhibit 7 (page 9) and the focus groups make it clear that many alumni engage in these Jewish activities as a result of their year-long program experience—for some because they were exposed to Jewish practices for the first time while in AVODAH, for others because they connected with a Jewish community through AVODAH, and for still others because they learned new ways of connecting to Judaism and Jewish practice while participating in the year-long program.

AVODAH alumni engage in a variety of Jewish activities and many of them are interested in going beyond participation and into leadership roles. 52% of the alumni say that their experience in the AVODAH year-long program increased their commitment to engage in the Jewish community professionally or as a lay leader.

The focus groups and interviews provided numerous examples that demonstrate how AVODAH enhances Jewish participation and identification with the Jewish community. It has indeed done so for many alumni by doing things such as making people comfortable with Jewish home rituals, inspiring people to go to seders for the first time and to regularly participate in Shabbat services when they had not previously done any of these kinds of activities, and allowing people to form a community with which they continue to celebrate Shabbat.

Exhibit 6: AVODAH Alumni Beliefs About the Impact of Their Participation in the Program

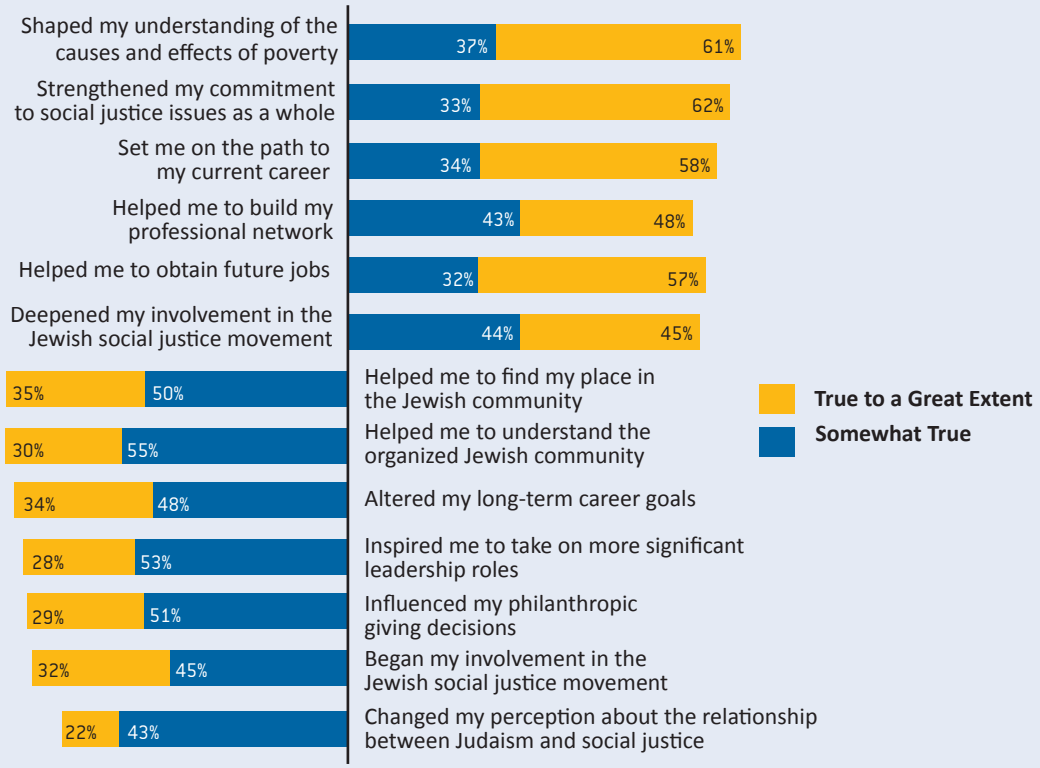
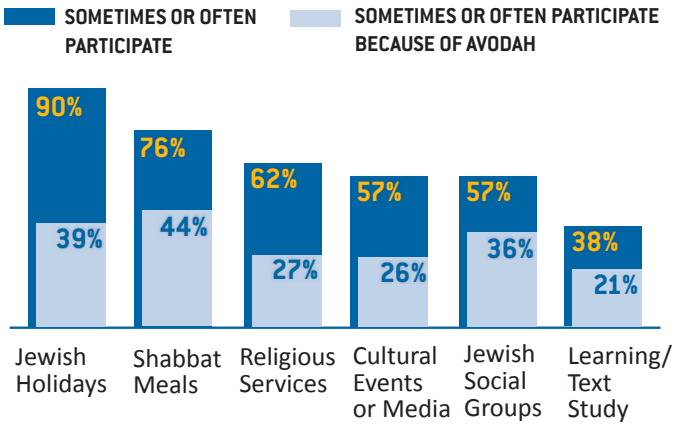


Exhibit 7: Percentage of Alumni Who Have Participated in Jewish Activities



Engaging in Volunteer Activities

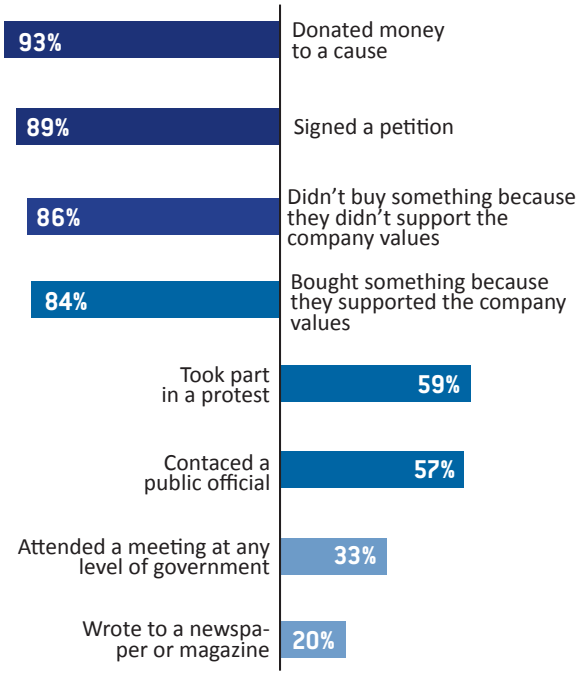
AVODAH's year-long program is a launching pad for many alumni to become volunteers and leaders in the Jewish and secular social justice movements. Most AVODAH alumni continue working for justice following their year-long program experience, as volunteers or through volunteer work.

71% of AVODAH alumni indicate that, over the past 12 months, they spent 1-2 hours or more volunteering in a typical week. About 63% of alumni volunteer once a month or more often, and 13% volunteer more than once a week.

65% of alumni report that they engage in volunteer activity that involves antipoverty or social justice work. 47% of alumni volunteer in a leadership capacity, for example, by serving on the board of an organization or as a committee member. AVODAH alumni participate in volunteer activities that are planned and carried out by a wide array of groups. 70% volunteer for non-Jewish non-profit organizations. More than half (58%) volunteered for a Jewish non-profit in the past year (e.g., Jews United For Justice in Washington, DC and Moishe House, among others). Thus, the AVODAH alumni appear to volunteer at a much higher rate than adults age 25-34 in the general population (in that group, only around a quarter volunteered).[13]

The quantity of time that alumni devote to volunteer work is also notable: 11% volunteer ten hours each week or more, and 16% volunteer between three and nine hours each week. Similar trends also appear for other standard measures of voluntarism. 93% of alumni donated money to an organization or cause in the past year, demonstrating that AVODAH alumni view volunteering time and contributing money as critical to their social justice work. This pattern of volunteering extends into the realm of political action. Exhibit 8 shows that 59% of alumni report that they have taken part in a protest or demonstration over the past year and 57% have contacted or visited a government official to advance a cause. 20% of the alumni have volunteered through a political campaign or party in the past year, a proportion that dropped from 28% in the early cohort to 16% in the later cohort. In sum, the alumni are civically engaged and involved in helping their communities, using perspectives that they have gained from the AVODAH year-long program.[14]

Exhibit 8: Civic Engagement of AVODAH Alumni



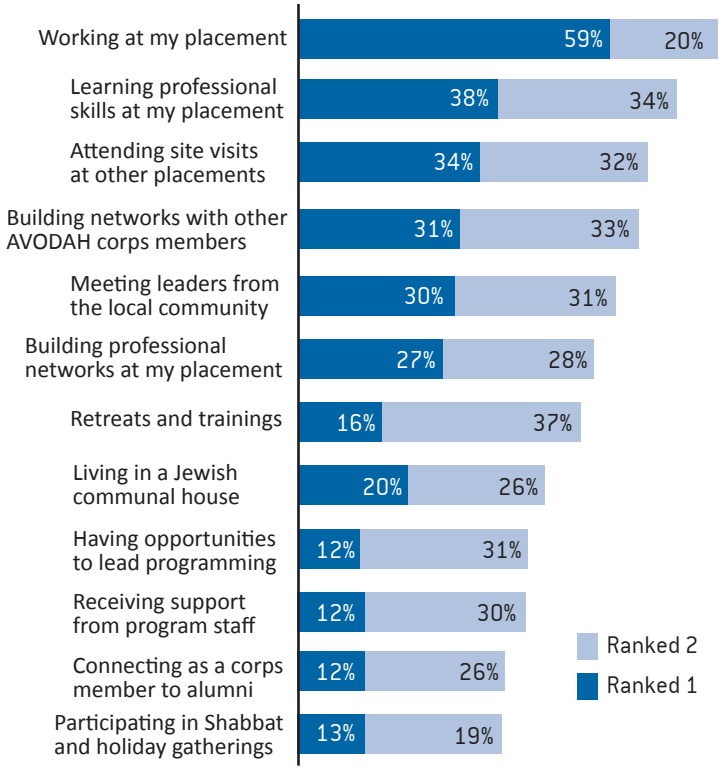
Influence of the AVODAH Year-long Program Model in Shaping the Lives of Alumni

AVODAH is considering ways to increase its impact and better achieve its mission of creating opportunities for "people to integrate Judaism and social activism in ways that nourish their ideals and provide them with the capacity for stronger, enduring activism."[15] In an effort to exponentially increase its impact -- on its participants, on people living in poverty, and on the broader Jewish community, AVODAH is examining the current year-long program model and exploring the viability and sustainability of new programmatic models.

The Experiential Service-Learning was the Heart of the AVODAH Model

This study (survey and focus groups with alumni) makes it clear that the opportunity to engage in full-time service in combination with an educational program was the component of AVODAH that had the greatest impact in shaping the trajectory of the lives of the AVODAH alumni. Through this service learning, AVODAH participants gained professional skills and built expertise that made them valuable to future employers as non-profit and social justice leaders. As is shown in Exhibit 9, when asked to rate components of the year-long program to determine which elements were most effective in leading alumni to pursue a social justice career, 79% choose their work experience, 72% report, "learning professional skills" at their service placement, 66% report, "attending site visits at other service placements," 64% respond, "building networks with other AVODAH year-long program corps members," and 56% report, "building professional networks" at their service placement.

Exhibit 9: Percentage of Alumni Ranking Program Elements As Most Related to Their Desire to Obtain a Future Career in Social Justice



The Influence of Communal Living on the Trajectories of Alumni

The alumni survey provides a variety of perspectives on the importance of living communally with other participants in AVODAH. When asked to rank five elements in order of influence on their commitment to a future career in the social justice field, 20% of alumni rank communal living as their number one influence, 46% choose it as first or second, and 25% place it as the fourth or fifth most important element. At the same time, as is shown in Exhibit 10(a), only 22% of alumni report that they would favor offering a non-residential alternative to communal housing in future AVODAH programming, and only 5% of alumni report that they are in favor of considering eliminating communal living altogether.

While it is clear that alumni have strong feelings about the communal living aspect of the year-long program, there is a lack of consensus about the importance of this element: many alumni spoke about the positive ways communal living added to their experience, while others had less positive experiences. However, it is noteworthy that 54% of alumni did not list it as one of the most important factors in impacting their trajectories as Jewish social justice leaders. Moreover, the focus groups revealed that, while some alumni think it is essential for AVODAH to include communal living, others think that a deeply felt, closely-shared experience is key, but that does not necessarily have to entail living in the same house.

Without a comparison group, the research team could not assess whether it is the communal living, or being part of an intensive cohort experience, that is so valuable to alumni.

Perspectives on Other Program Components

The AVODAH alumni strongly support the current year-long length of the program. Only 14% of alumni would support reducing the length of the program, an opinion that may well be associated with the assessments about the centrality of the experiential service learning. On the other

hand, a much larger share - 67% - indicated that they would favor decreasing the frequency of trainings and educational programming, and 43% would choose to eliminate off-site retreats if the financial savings would allow AVODAH to expand its work or impact in other ways.

AVODAH's year-long program has changed over the years, and it is likely that this has contributed to some of the differences in opinions offered by alumni. For example, the percentage of people who favor reducing the frequency of trainings and educational programming, whose design evolved over time, increased from 59% in the early cohort to 71% in the later cohort.

Exhibit 10 (a): Elements of the AVODAH Year-Long Program Alumni Would Choose to Reduce If Needed

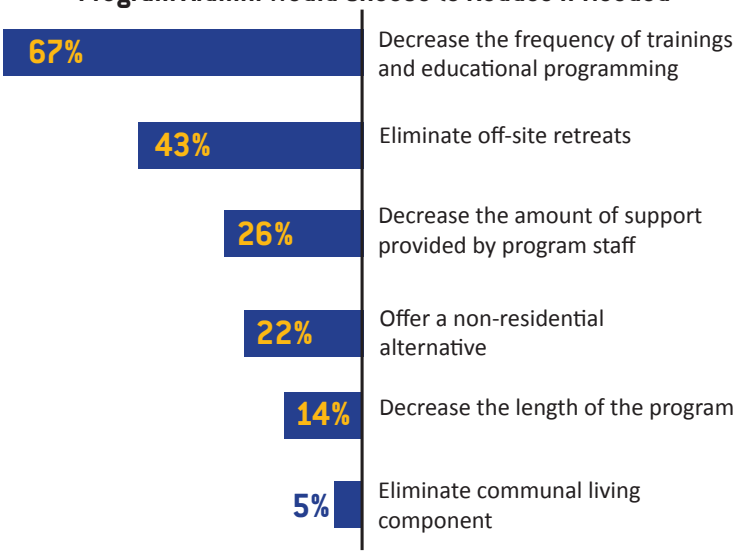
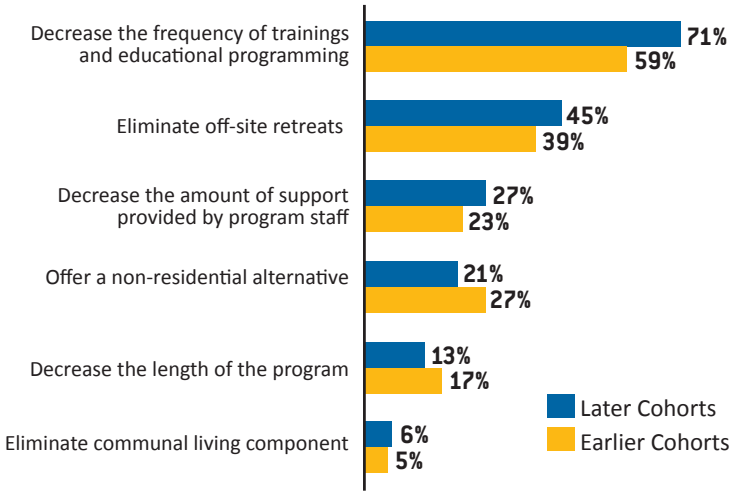


Exhibit 10 (b): Elements of the AVODAH Year-Long Program Alumni Would Choose to Reduce If Needed (Disaggregated by Cohort)



Conclusions

The combined results of the survey and focus group conversations support a number of important conclusions.

Most significantly, AVODAH's year-long program has been an effective means of giving young Jewish adults skills and experience in the social justice world, and it has increased the motivation and ability of participants to become valuable contributors to many facets of the antipoverty movement.

A large number of AVODAH participants applied to the year-long program because they were looking for the opportunity to serve in an organization doing hands-on antipoverty work. The program accentuated and strengthened their commitment to this as a career path, while also giving them tools, experience, and a network that have enabled them to become active and valuable workers and volunteers for social justice well after their year of service.

Secondly, AVODAH's year-long program strengthens the participants' integration of their commitments to Judaism and to social justice. This has contributed to their becoming active (or maintaining their activity) in the social justice and Jewish worlds and taking on leadership roles in the emerging field of Jewish social justice.

This report has focused on understanding the life trajectories of AVODAH alumni and the role that the program has played in shaping them. As a result of what the research team has learned, its recommendation to AVODAH is to maintain the basic strategy of building social justice leaders by supporting them in an appropriate service placement, helping them develop a close cohort with whom they can learn and organize, and providing them with educational resources that enable them to succeed.

Appendix A

ADDITIONAL NOTE ON STUDY METHODOLOGY

It is important to recognize what a survey of program alumni can and cannot show. In particular, this report documents what has happened to the alumni of the AVODAH year-long program after they completed their year of service, and their belief that the program was instrumental in affecting the course of their future lives.

But in the absence of comparison or control groups and what researchers call experimental or quasi-experimental study designs, it is impossible to be sure that the AVODAH year-long program has indeed been the "primary cause" of these patterns. For example, many young people came to the program with commitments to engage in social justice careers. So it cannot be assumed that their AVODAH experience led them to enter these kinds of careers after their year of service. Thus, the report uses language like AVODAH "influenced" and "contributed to" rather than "caused" the life trajectories that are being reported.

Nevertheless, as is noted in detail in the rest of this report, there is a good deal of evidence that the AVODAH year-long program experience has indeed shaped the life trajectories of its alumni, and that the program has indeed been effective in achieving its participant-oriented objectives. While many young people apply to the AVODAH year-long program hoping to fight against poverty, or considering it among one of many career options, AVODAH gives them tools, work experience, and a network that make it more likely that they will become active and valuable workers and volunteers in the cause of social justice.

End Notes

[1] Rosov Consulting served as advisers to AVODAH and Repair the World throughout the research process.

[2] These kinds of questions are not unique to AVODAH, and reflect issues that the leaders of many immersive Jewish service-learning and service programs have been asking. Thus, the research was designed to address these questions in ways that would produce results that will be comparable to those of studies of similar programs.

[3] This number represents 70% of the total number (435) of AVODAH alumni since the program began. The research team believes that the high response rate reflects a number of factors, including the commitment that AVODAH alumni feel to the program, the persistent follow-up by AVODAH staff and the research team, and an opportunity to receive incentives. The survey had 46 questions and demanded a significant time commitment.

[4] In all sections of the report, whenever percentages are used they indicate the share of the number of people who answered a given question who responded in a specific way, and do not refer to the entire 306 people who took the survey as a whole, as many people skipped a variety of questions.

[5] The survey asked about current denominational identity rather than at the time that the alumni had applied to AVODAH, and the researchers have no basis for knowing whether the alumni have changed their identity over time.

[6] Respondents were asked to rate each possible reason on the scale of "very much," "somewhat," "a little," and "not at all."

[7] The numbers for this question (and for many other questions) do not always total 100%, as alumni were permitted to check off every answer that applied to them.

[8] This includes those who did not answer the question about what year they completed the AVODAH year-long program.

[9] As one might expect, AVODAH alumni from the early cohort are more likely to be working full-time and less likely to be students. These numbers can be compared with the 58% of those in the later cohort who have full-time jobs, and the 29% of the later cohort who are students.

[10] Some people coded themselves as being in a variety of fields, and the research teams made a judgment call based on the information that was provided. Those who checked a field such as law or medicine and noted that they were full-time students in that field were coded as students. Those who checked multiple fields were placed into one field based on the best possible determination of the researchers.

[11] The numbers do not sum to 100% due to rounding.

[12] As shown in Exhibit 6 they responded "true to a great extent" or "somewhat true" to the statement that the AVODAH year-long program has set them on a path to their current career.

[13] According to the Volunteer Supplement of the 2011 Current Population Survey, among the sample in general, around a quarter (27%) volunteered, and among those ages 25-34, 23% volunteered. The rate was higher for those with a bachelors degree or more, of whom 42% volunteered in the past year. (See Bureau of Labor Statistics. "Volunteering in the United States, 2011." http://www.bls.gov/news.release/volun.nr0.htm/

[14] In focus groups, it was suggested that some of those AVODAH year-long program alumni who do not volunteer in the social justice field may work in the social justice field and therefore they might not have the time or feel the need to do additional social justice work.

[15] http://www.avodah.net/history/.

AVODAH Alumni: Young Leaders for Social Change

Where are they now?

In 2012, AVODAH, Repair the World, and outside evaluators from Brandeis University asked the AVODAH alumni community how the year-long program had affected the course of their lives. 72% of our alumni responded from across all 13 years of the program.

Alumni told us how AVODAH had launched their careers, strengthened their Jewish identities, empowered them to become active citizens, and prepared them to take on leadership roles in the fight against poverty.

75% say that their current jobs involve antipoverty or social justice work

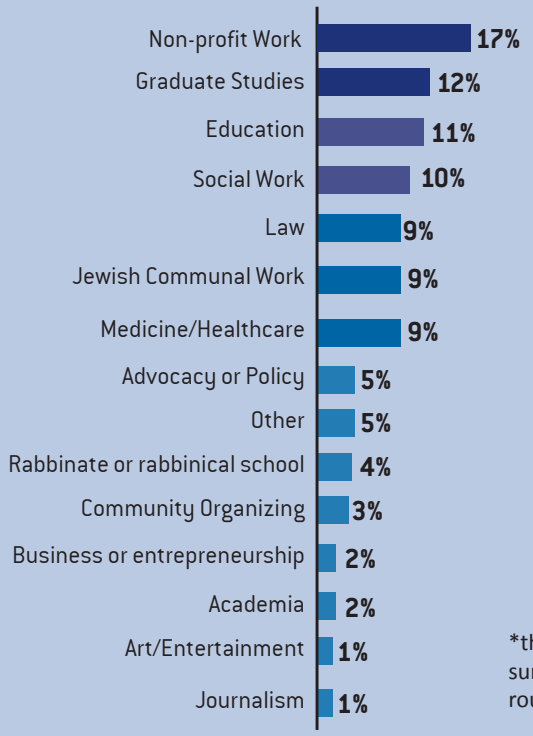
88% of those say that AVODAH contributed to them getting that job

92% say that AVODAH set them on their current career path

83% say that the experience altered their long-term career plans

LAUNCHING CAREERS FOR SOCIAL CHANGE

What fields are alumni working in?



*the numbers do not sum to 100% due to rounding.

EMPOWERING YOUNG LEADERS

My experience in the AVODAH year-long program...

98% "Shaped my understanding of the causes and effects of poverty"

95% "Strengthened my commitment to social justice issues as a whole"

91% "Helped me to build my professional network"

88% "Deepened my involvement in the Jewish social justice movement"

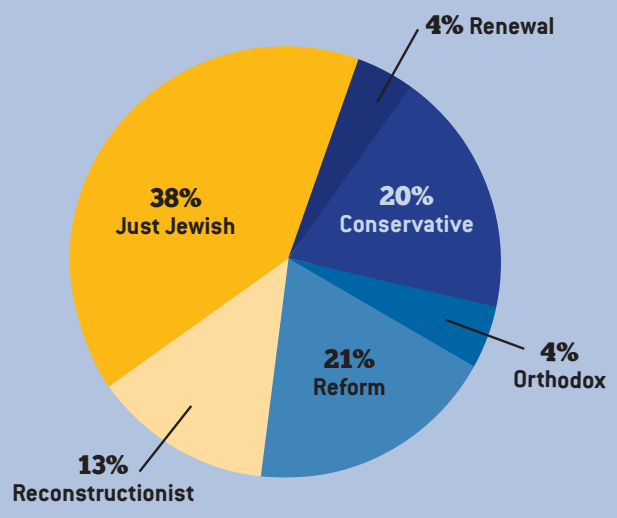
85% "Helped me to understand the organized Jewish community"

81% "Inspired me to take on more significant leadership roles"

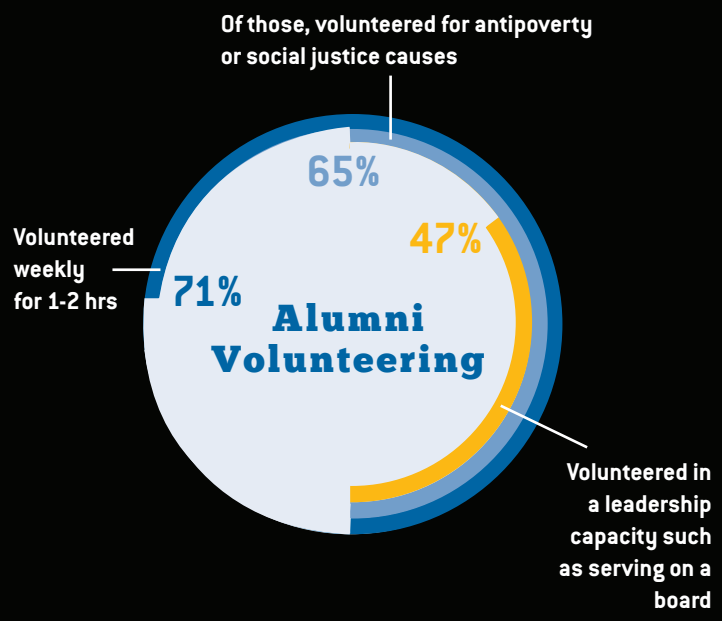
80% "Influenced my philanthropic giving decisions"

79% "Changed my perception about the relationship between Judaism and social justice"

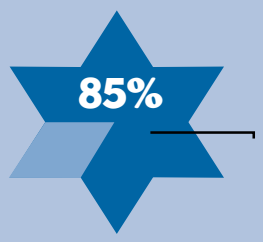
Jewish Diversity Among Alumni



PROMOTING CIVIC ENGAGEMENT

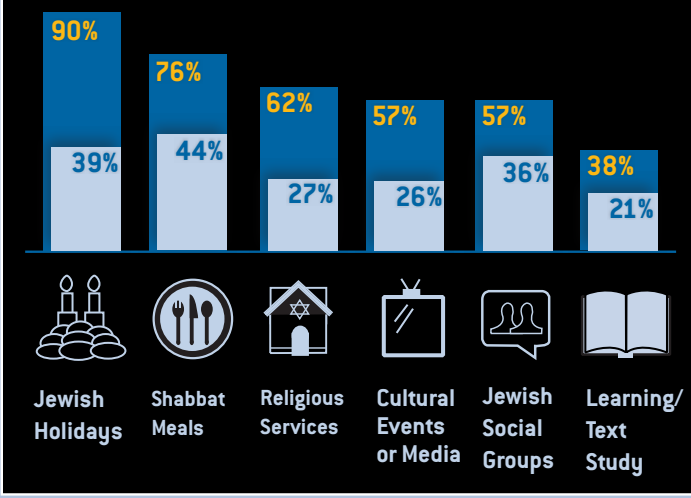


INSPIRING ACTIVE JEWISH LIFE

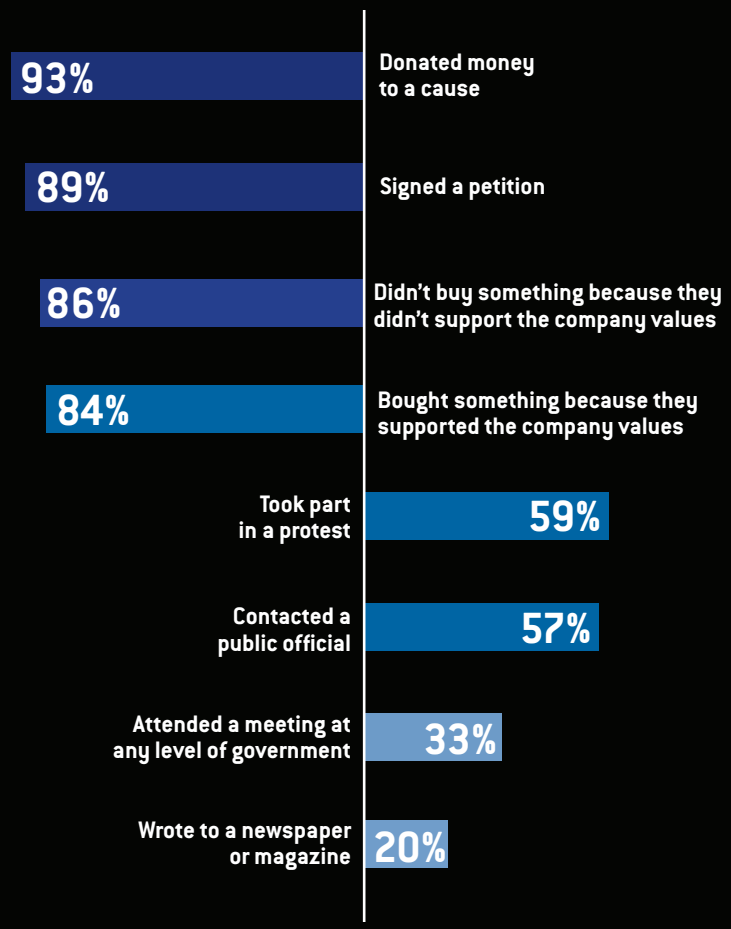


85% say that AVODAH helped them find their place in the Jewish community

Alumni Jewish Involvement



Alumni Civic Involvement Over the Last Year



AVODAH
THE JEWISH SERVICE CORPS