

Leadership · Jewish identity · community service · Israel



BUREAU of JEWISH EDUCATION

SAN FRANCISCO DILLER TEEN FELLOWS

“Diller simply changed my life. It opened up my eyes to the world around me, taught me how to truly give back to my community, and to do acts of love and kindness. I discovered what it means to be Jewish through this program.”

— Keith

“I’ve never felt more connected to Israel or being Jewish since I joined Diller. It has also shown me the impact that one small group can have on the community and on the world.”

— Gabi

“Diller has taught me how to turn a ‘good idea’ into reality. It has taught me how to advocate for what I believe in. Diller has given me the opportunity to connect with truly amazing people who share the same passion and zest for life as I do.”

— Sarah



NATIONAL DILLER TEEN FELLOWS
BALTIMORE | CLEVELAND | DETROIT | SAN FRANCISCO

A UNIQUE OPPORTUNITY FOR A
SPECIAL GROUP OF YOUNG LEADERS
WHO WANT TO INSPIRE OTHERS
TO REPAIR THE WORLD



are you...

- motivated, creative, and ready for a challenge?
- eager to participate in an in-depth exploration of your Jewish identity?
- ready to learn from and have fun with other outstanding teens from all over the Bay Area and from all over the country?
- **excited to go to Israel this summer?**
- interested in creating friendships with Israeli teens?
- dedicated to community service?
- currently an 11th grade Jewish teen residing in San Francisco, the Peninsula, Marin or Sonoma Counties?

if you are...

- then apply to become a Diller Teen Fellow!
- check out the application at www.dillerteens.org



THE PROGRAM

Diller Teen Fellows will meet with local activists, participate in community service projects and Jewish community events.

Through workshops, weekend retreats, and an exciting Summer Seminar in Israel, the Fellows will explore personal leadership styles, group dynamics, Jewish identity, *tzedakah*, and *tikkun olam*.

Other program highlights include the *mifgash* (meeting) with Israeli teen leaders when they come to San Francisco and the chance to have an intensive learning experience in Israel with the same Israeli teens and other Diller Teen Fellows from all over the U.S.

SELECTION PROCESS

Interested teens must submit a written application along with letters of recommendation in order to be considered for a personal interview. A group of 20 outstanding teens will be selected.

FEES

This program is generously funded by the Helen Diller Family Foundation, a supporting foundation of the Jewish Community Endowment Fund. Each fellow receives a \$6,500 subsidy, resulting in a cost of only \$2,500 to the participant. However, financial aid is available.

IMPORTANT DATES

Application deadline:

November 17, 2006

Candidate interviews:

December 2006

Program dates:

January - December 2007

Summer Seminar in Israel:

July 15 - August 8, 2007

INTERESTED? QUESTIONS?

For further information or to receive an application, please check out our web site at www.dillerteens.org, or contact Ilan Vitemberg at 415/751-6983 x149 or ivitemberg@bjesf.org.

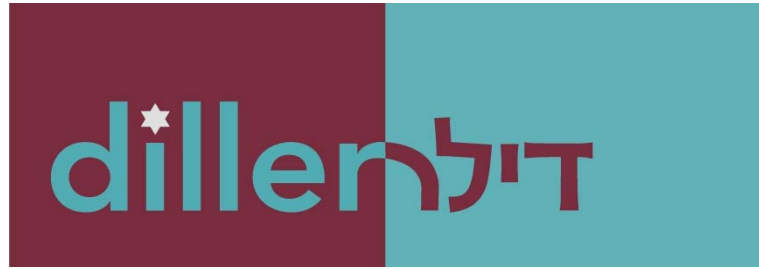
The Diller Teen Fellows is a project of the Jewish Community Federation of San Francisco, the Peninsula, Marin and Sonoma Counties operated by the Bureau of Jewish Education, and funded by the Helen Diller Family Foundation, a supporting foundation of the Jewish Community Endowment Fund.



BUREAU of JEWISH EDUCATION
SAN FRANCISCO | THE PENINSULA | MARIN | SONOMA

a beneficiary of the  Jewish Community Federation





DILLER TEEN FELLOWS CURRICULUM OUTLINE

THE HELEN DILLER FAMILY FOUNDATION
A SUPPORTING FOUNDATION OF THE JEWISH COMMUNITY ENDOWMENT FUND of the JEWISH
COMMUNITY FEDERATION OF SAN FRANCISCO, THE PENINSULA, MARIN & SONOMA COUNTIES

Created by Ilan Vitemberg and
Nicole Miller

PROGRAM GOAL

The Diller Teen Fellows (DTF) program's goal is to develop future generations of Jewish leaders who will be committed to the Jewish community, Israel, and community service. At the program's end each participant will feel inspired and empowered to take action.

THE PARTICIPANTS

Twenty exceptional teens (juniors in high school) are selected in a competitive process to become a part of the Diller team. The group meets for Sunday workshops, weekend retreats, and goes on a three-week Summer Seminar in Israel.

- ✧ The team is made up of a very diverse group of bright and articulate Jewish teens from different religious affiliations, ethnic heritage, geography, and gender.
- ✧ The group is intentionally diverse in the hope that the Fellows will not only become close friends, but will also recognize how much they can learn from one another. The model of Jewish communal leadership is enhanced by what the Fellows will teach one another.

METHOD

In order to create well-rounded future Jewish leaders, the program integrates four major themes that together make up the tapestry of the Diller Teen Fellows. These four themes are:

- ★ Judaism: Ethics and Identity-Building, Texts and Traditions
- ★ Community Service
- ★ Leadership
- ★ Israel

JUDAISM

Outcomes: Diller Teen Fellows will:

- ✧ Understand the Jewish value of *Tikkun Olam*
- ✧ Know how to read and analyze Jewish texts
- ✧ Gain a better understanding of Jewish texts and their significance
- ✧ Feel a sense of belonging to the Jewish community
- ✧ Want to contribute to the Jewish community
- ✧ Have a positive association with the Jewish community
- ✧ Understand the concept of global Jewish peoplehood

Method:

- ✧ Shabbat services organized and led by the Fellows
- ✧ Text study
- ✧ Group discussions about Jewish identity, observance, texts, traditions, and values

- ✧ Design and execute personal social action projects
- ✧ Monthly workshops with community leaders and educators
- ✧ *Mifgash* (meeting) with Israeli teens
- ✧ Summer Seminar in Israel
- ✧ Immersion in a positive Jewish identity-building experience

COMMUNITY SERVICE

Outcomes: Diller Teen Fellows will:

- ✧ Feel empowered to work for change
- ✧ Feel an obligation to serve the community
- ✧ Understand that social action and *tikkun olam* are Jewish values
- ✧ Gain the skills to utilize their resources to initiate change
- ✧ Gain more knowledge about community service opportunities both within and outside of the Jewish community, both locally and globally

Method:

- ✧ Group discussions on the challenges and opportunities of community service
- ✧ Design and execute projects in the local community and in Israel
- ✧ Presentations by professionals from the local Jewish community with the possibility of mentoring relationships
- ✧ “Pay it Forward” project (a.k.a. “Doing Good Well”) at the end of the program

ISRAEL

Outcomes: Diller Teen Fellows will:

- ✧ Have a personal relationship with Israel and Israelis
- ✧ Understand why Israel is so important to the global Jewish community
- ✧ Understand issues facing contemporary Israeli society
- ✧ Be engaged with issues concerning Israel in the future

Method:

- ✧ Connection with Israeli teens: this includes e-mail communication and *Mifgashim* (meetings) in the U.S. and in Israel
- ✧ Learning from visiting Israeli scholars and visiting local community Israel experts
- ✧ Summer Seminar in Israel
- ✧ Workshops on current issues in Israel during the retreats and some of the Sunday sessions
- ✧ Group discussions about Israeli politics and current events, the Fellows’ relationship to Israel, and how Jewish life in Israel compares to Jewish life in the Diaspora

LEADERSHIP

Outcomes: Diller Teen Fellows will:

- ✧ Gain tools to be more effective in planning and executing community service projects
- ✧ Will develop self awareness about their strengths and weaknesses as a leader
- ✧ Learn how to work effectively as part of a team
- ✧ Feel empowered to initiate projects on their own
- ✧ Learn how to network using their resources

Method:

- ✧ Work in small groups to design and implement projects
- ✧ Group discussions about what it means to be a good leader
- ✧ Opportunities to interact with community leadership
- ✧ Help each other to use their resources and accentuate their individual strengths
- ✧ Initiate a personal project at the end of the program as part of the “Pay It Forward” (a.k.a. “Doing Good Well”) project
- ✧ Initiate, lead, and teach different parts of the meetings, services, and workshops providing each Fellow a chance to share an area of expertise

COMPONENTS

The four themes are woven through all the various program components throughout the course of the year. The following components have been developed to maximize the impact of the program, while recognizing the time constraints in a high school junior’s schedule.

- ✧ 8 Sunday workshops
- ✧ 3 weekend-long retreats (one at the beginning of the program, one with the Israeli teens, and one in the fall after the Summer Seminar)
- ✧ 3 Evening programs (two with the Israeli teens and one in preparation for the Summer Seminar)
- ✧ *Mifgash* (meeting) with Israeli teens
- ✧ Home hospitality weekend with the Israeli teens in the U.S.
- ✧ Group and individual community service projects
- ✧ 3 Week Summer Seminar in Israel
- ✧ Final celebration

THE GROUP PROJECTS

The program takes a Project Based Learning approach. The Fellows learn by doing, not by talking about doing.

In the first half of the program the team breaks into four project groups. Each group takes responsibility for a project that will happen in the U.S. or Israel.

In addition to offering a service to the community, these projects allow the Fellows to become better leaders by learning from the planning and implementation of this experience.

Throughout the program DTFs will be asked to “go meta” - to take a big picture look at how they work on their project and how they can learn from this experience to become more effective in creating future projects.

MIFGASH

Another important component of the program is the *Mifgash* with the Israeli teens. The Israeli teens come to the U.S. for a 12 day visit. The budget for this component should come from each community’s local Living Bridge program or similar local funding.

In addition to the Summer Seminar in Israel together, the two groups build relationships through:

- ✧ A weekend long shared retreat (the second retreat for the DTFs)
- ✧ Home Hospitality Weekend: Starting on Friday the Israeli teens spend time at the homes of the DTFs
- ✧ E-Mails: The *Mifgash* component is one of the highlights of the Diller Teen Fellows program and online correspondence helps the teens make the most out of their time together in person

SUNDAY WORKSHOPS

These workshops give the Fellows a chance to delve into all of the four pillars and explore a variety of issues relevant to teens. Some workshops will be lead by the students and some by the coordinator or other community educators. In addition, DTF participants will meet with local and Israeli activists and volunteer at Jewish community events.

WEEKEND RETREATS

The weekend retreats are an opportunity for the Fellows to bond as a group and build relationships while learning about all four pillars. The first retreat is at the beginning of the program so its emphasis is on group dynamics and laying the groundwork for the rest of the year so everyone has a common language when learning about these issues. The second retreat is during the *mifgash* with the Israeli teens so the concentration is on Israel and Jewish life in the Diaspora compared with Jewish life in Israel. The final retreat is near the end of the program so its focus is on summarizing all they have learned and exploring what opportunities they will have to utilize their new knowledge and skills in the future.

SUMMER SEMINAR IN ISRAEL

This important component of the programs allows the Fellows to come together as a group and go to a new depth of exploration of all the threads that make up the Diller program.

- ✧ Judaism: The DTFs take part in exploration of Jewish identity throughout the summer, including experiencing different streams of Judaism and actively participating in various forms of observance, text studies, discussions and direct actions that relate to text.
- ✧ Community Service: The Fellows spend part of the Summer Seminar working on community service projects in Israel.
- ✧ Leadership: Each Fellow will be responsible for leading the group for two days during the Summer Seminar. In addition, DTFs will have many other opportunities to grow as leaders including activities such as a survival hike in the Negev desert that includes group games and processing group dynamics. The Fellows will also get to meet with Israeli leaders throughout the trip.
- ✧ Israel: The Summer experience gives the Fellows a chance to spend several unforgettable days with their Israeli counterparts and their families. The diverse itinerary includes components such as an Arab-Israeli Peace Seminar, visiting a Bedouin village, attending an Israeli rock concert, and participating in workshops with various Israeli artists, among other activities.

"PAYING IT FORWARD" / "DOING GOOD WELL" INDIVIDUAL PROJECTS

A special Jewish curriculum has been designed for the Diller Teen Fellows program called "Doing Good Well." Each teen will be given a small amount of money with which they will launch a personal project in their senior year of high school. This project encourages the Fellows to use the tools and resources they have gained throughout the program.

Diller Teen Fellows Parent Survey



In February and March 2006 the Jewish Educational Service of North America (JESNA) continued the evaluation of the Diller Teen Fellows program, looking at eight years of programming in the San Francisco Bay Area. After having already collected data from 82% of the alumni, JESNA interviewed a sampling of parents to learn more about the impact the program had on their teen(s), their family, and the community at large. Parents were selected randomly from different cohorts. The following excerpts have been taken from the initial data collected. A full report will be available on May 24, 2006.

Impact on Teen in Each of the Four Core Program Areas

Leadership

“Diller taught my daughter how to be a team player among kids with whom she shared the same characteristics (leaders). The program taught her to listen, accept and tolerate others.”

Judaism

“Diller helped both of my children connect to Judaism where religious school was insufficient. Neither of my kids wanted to attend summer camp and Diller succeeded in helping them find another way to connect to Judaism and meet other people.”

Social Action

“Diller made my daughter realize that she could have an impact on the community. The trip to Israel and the work they did helping to clean up the Jerusalem neighborhood made her realize that unless she takes initiative, change will not happen. Diller has made her much more involved in the community.”

Israel Connection

“His connection to Israel was strengthened immeasurably – he spent the following summer living in Israel because of his experiences on Diller and the people he met. That’s unquestioned. It gave him a deeper knowledge of Israel and of American affairs within Israel. As a result, he is interested and involved with AIPAC which he would not have done without the Diller experience.”

Impact on the Family

Connection to Community

“Diller absolutely helped us to be more connected to the community through her. We were involved through parents meetings and preparing for presentations, we had kids at our house. Her involvement was helpful and useful especially for us because we are immigrants.”

Connection to Israel

“My daughter’s trip inspired my husband to go to Israel with our synagogue. My husband is now very active in our synagogue. He was clearly beaming when our daughter would talk about her experience there.”

General

“The Diller program gave me the joy of seeing my child grow and learn and become a deeper more complex person, more ready to contribute, more ready to take on a leadership role. He is more eager to share and accomplish things.”

Was Diller a worthwhile investment of time and money?

"It gives Jewish teens a sense that they can accomplish something. That they can have a voice and can refine their skills in leadership. Especially the connection with teens in Israel was worthwhile. It's a worthy program. It's nice to see it's going out to other communities."

"It was totally worth ever penny. The opportunity it offered – for her to be there, to learn the language, to travel and engage in a serious political project. The Israeli school thing – that was high-level stuff."

"Definitely worth whatever monetary amount we had to put forth. Worth every penny. We never questioned the value of the experience. I could not put a price on something that important and profound."

"150%. I am very grateful that he had that experience. I cannot say enough. It was the best thing that he could have had at that age, at that time, at that year. He was really ready to open up to that. Financially it was well worth it based on what he got out of it."

Would they recommend the Diller Teen Fellows program to other families?

"I have recommended it because it is a great way for kids to develop leadership skills in the Jewish community. It is also a great way to connect to kids outside of their own synagogue."

"I would talk about the way I saw it impacted my child – enhanced her leadership capability and her worldliness – her ability to be a more mature person. I would say that I saw something different about her in a better way after she finished the program."

"this program will allow your child to develop tools to become a future leader"

"I would tell them that this is an extremely unique opportunity to experience Judaism in a way that you cannot experience through your family, community, or synagogue. Being with kids that are just like you and being part of a group was such an adventure. This program will allow your child to develop tools to become a future leader in the Jewish community, and if not a leader, at least to be involved. They will gain a better understanding of how a group functions but how to remain an individual."

Benefit to the Community

"It is powerful for a community to see teens doing good things. They see the kids involved in the Yom HaShoah program, had a tent at Israel day. It gives a visible face to what teens can do in the community and supports them to stay involved in the Jewish community. Diller is good for teens and for community and it is good for younger kids to see older kids doing something like this."

"When is this going to be a national program? It is different from all the other trips Jewish kids go on, very different – selection of kids, how the trip is designed, organized, combination of all of it together. Obviously this has had an incredible impact on my daughter."

The Diller Teen Fellows Program

A Study of the Impact of the Diller Teen Fellows Program

**This study was conducted by the
Berman Center for Research and
Evaluation at JESNA**

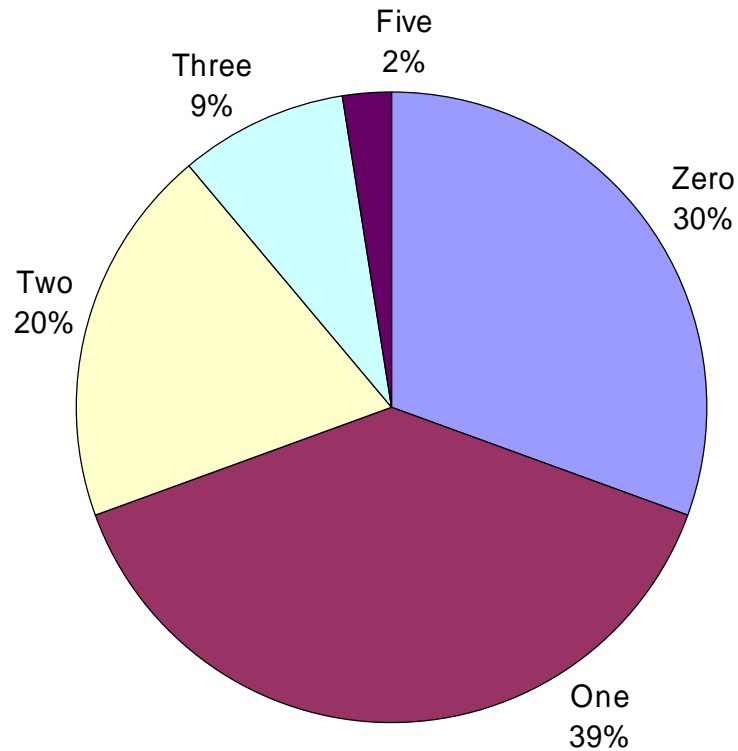


Respondents: Sampling Strategy and Responses

- Number of alumni in first 7 cohorts: 123
- No contact information: (20)
- Net alumni contacts: 103
- **Responded to survey: 82**
- Response rate for known contacts: 80%

The 82 respondents represent 67% of the full alumni population in cohorts 1 through 7.

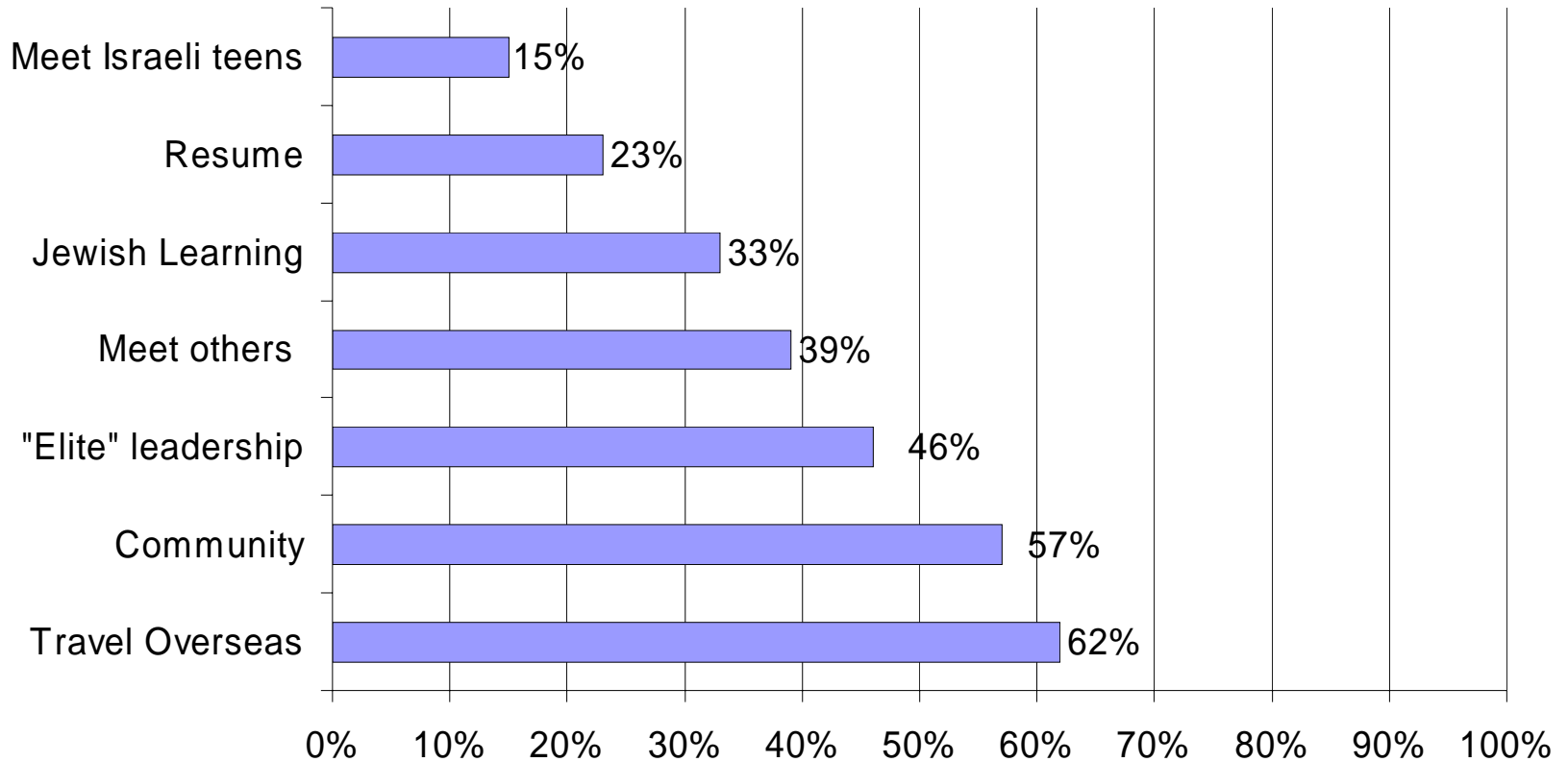
Leadership in the Jewish Community during High School



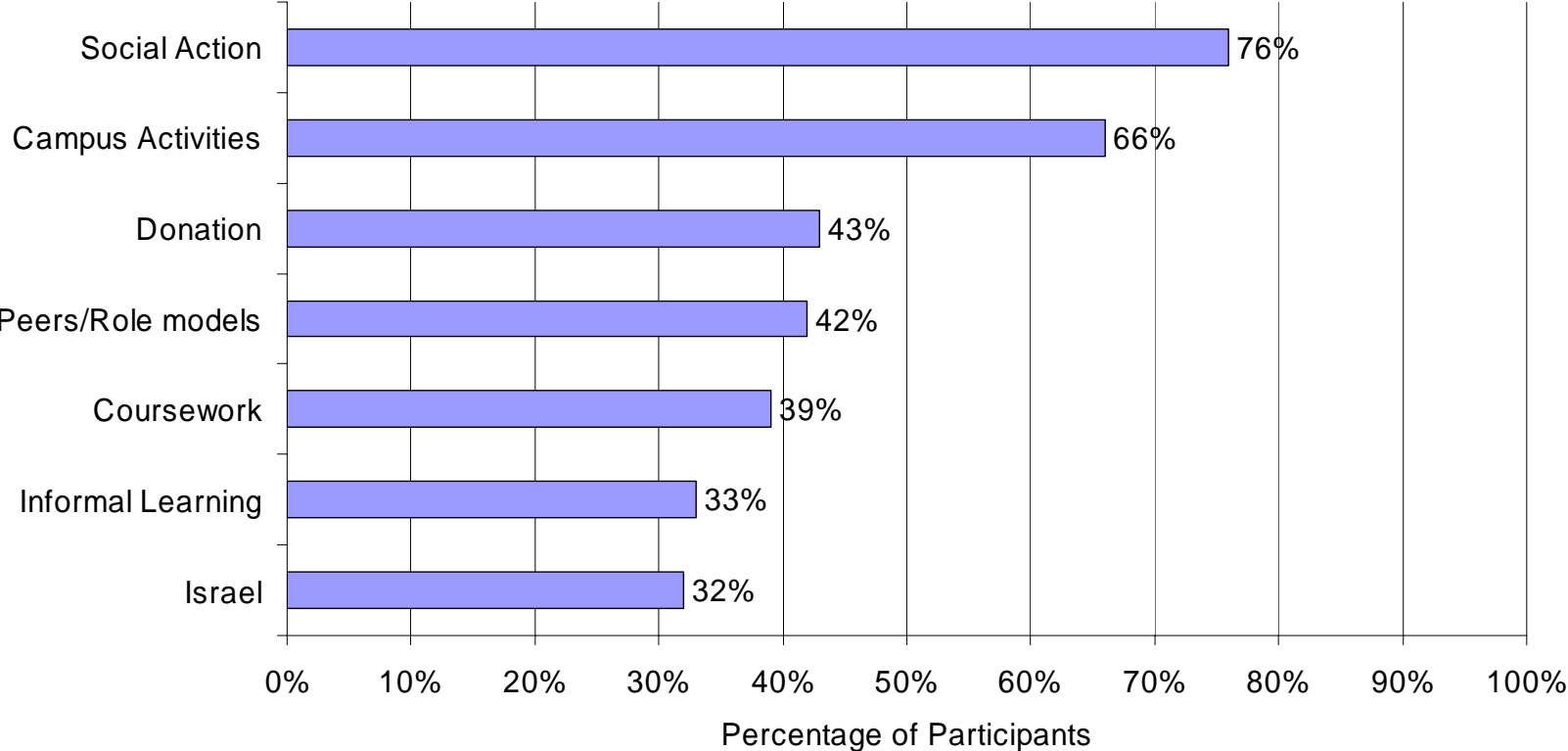
The chart shows the number of leadership positions in the Jewish community that alums held in high school.

The most common positions held are TA/Madrich in a supplementary school (40%) and being a Jewish camp counselor (44%).

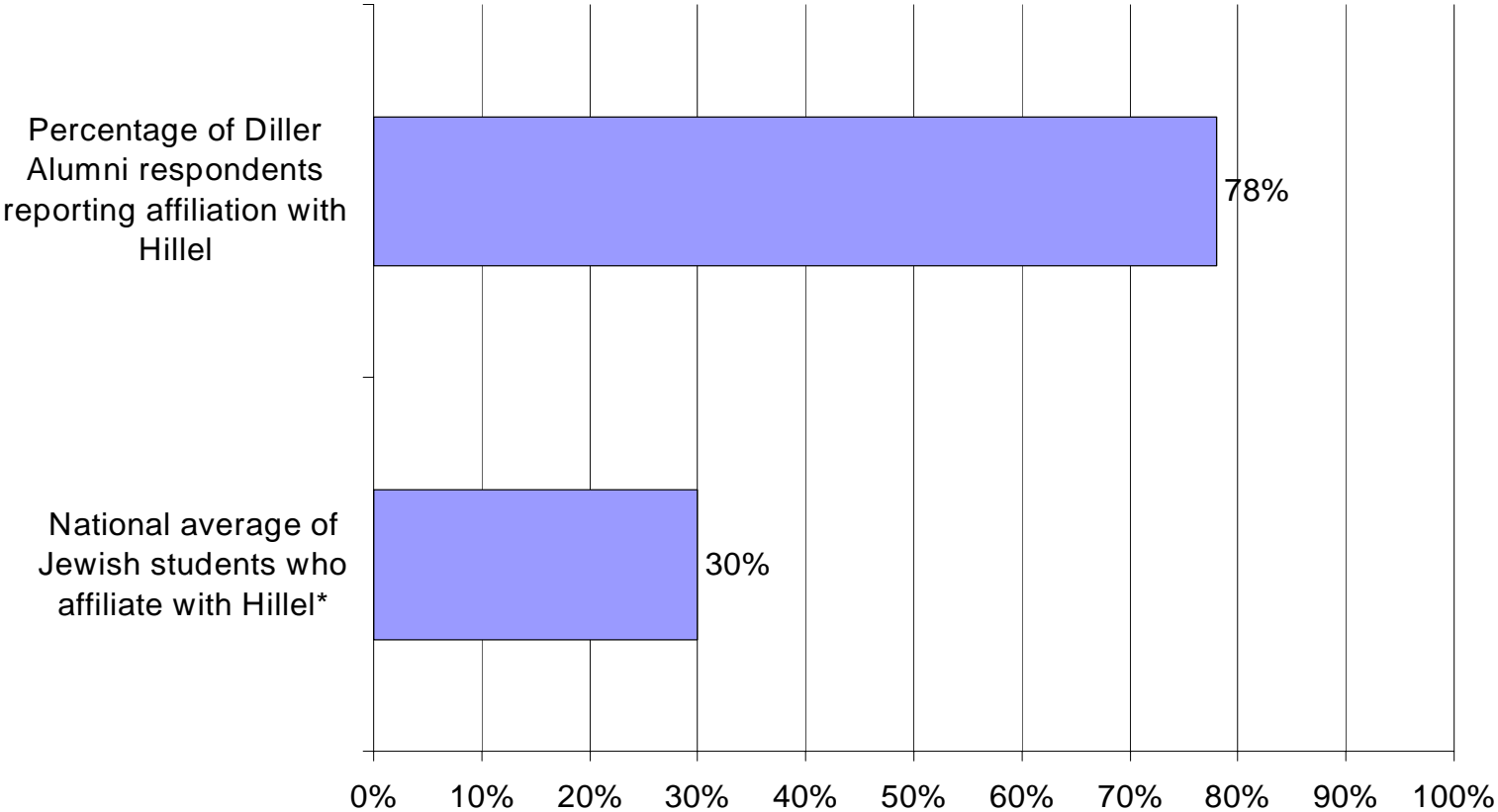
Motivation: Reasons for Diller Participation



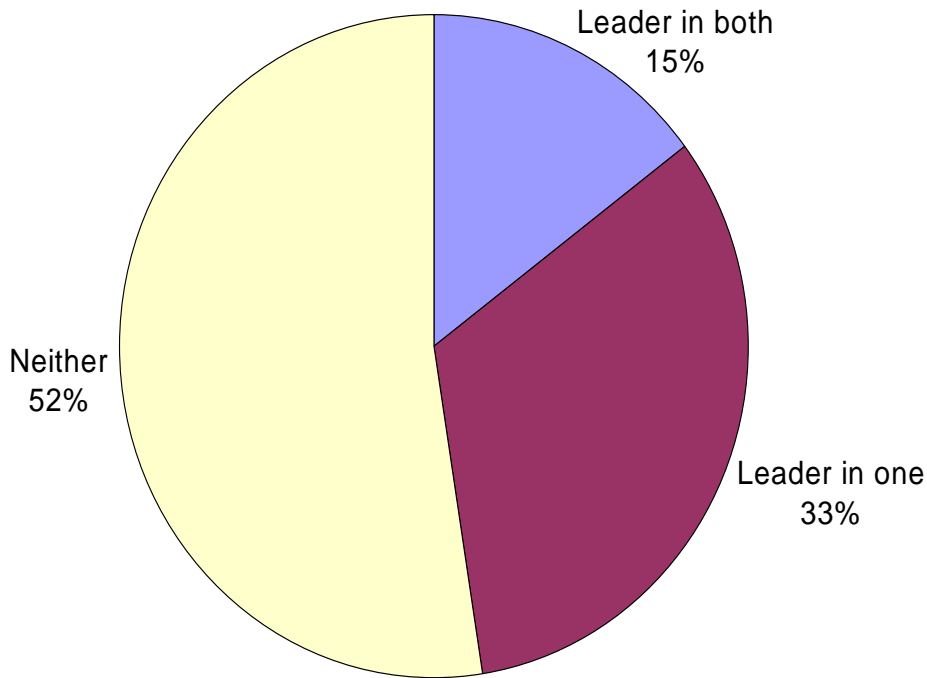
Jewish Involvement and Social Activism in College



Organizational Affiliations in College: Hillel



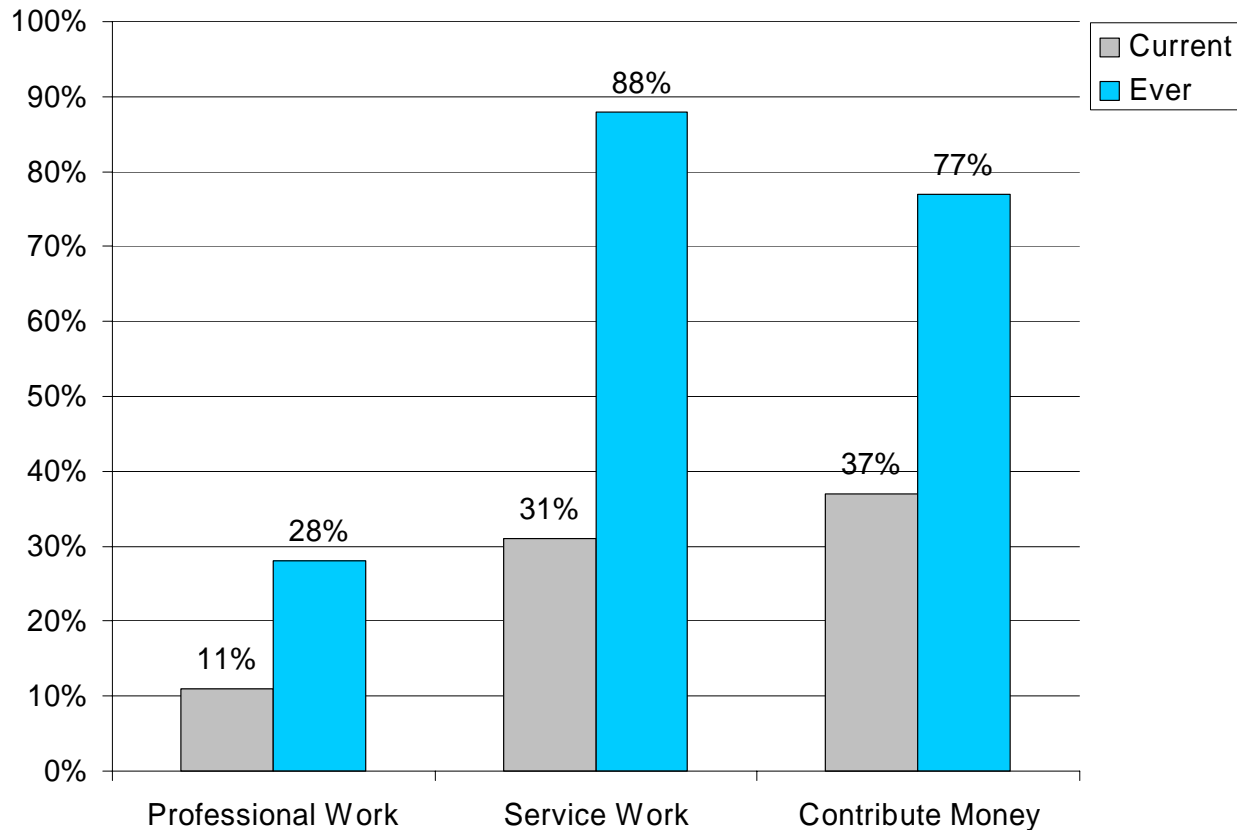
College: Social Justice and Jewish Activity Leadership



Respondents indicated whether they played leadership roles in two types of activities in college: social justice activities and campus Jewish activities.



Active Involvement in the Jewish Community

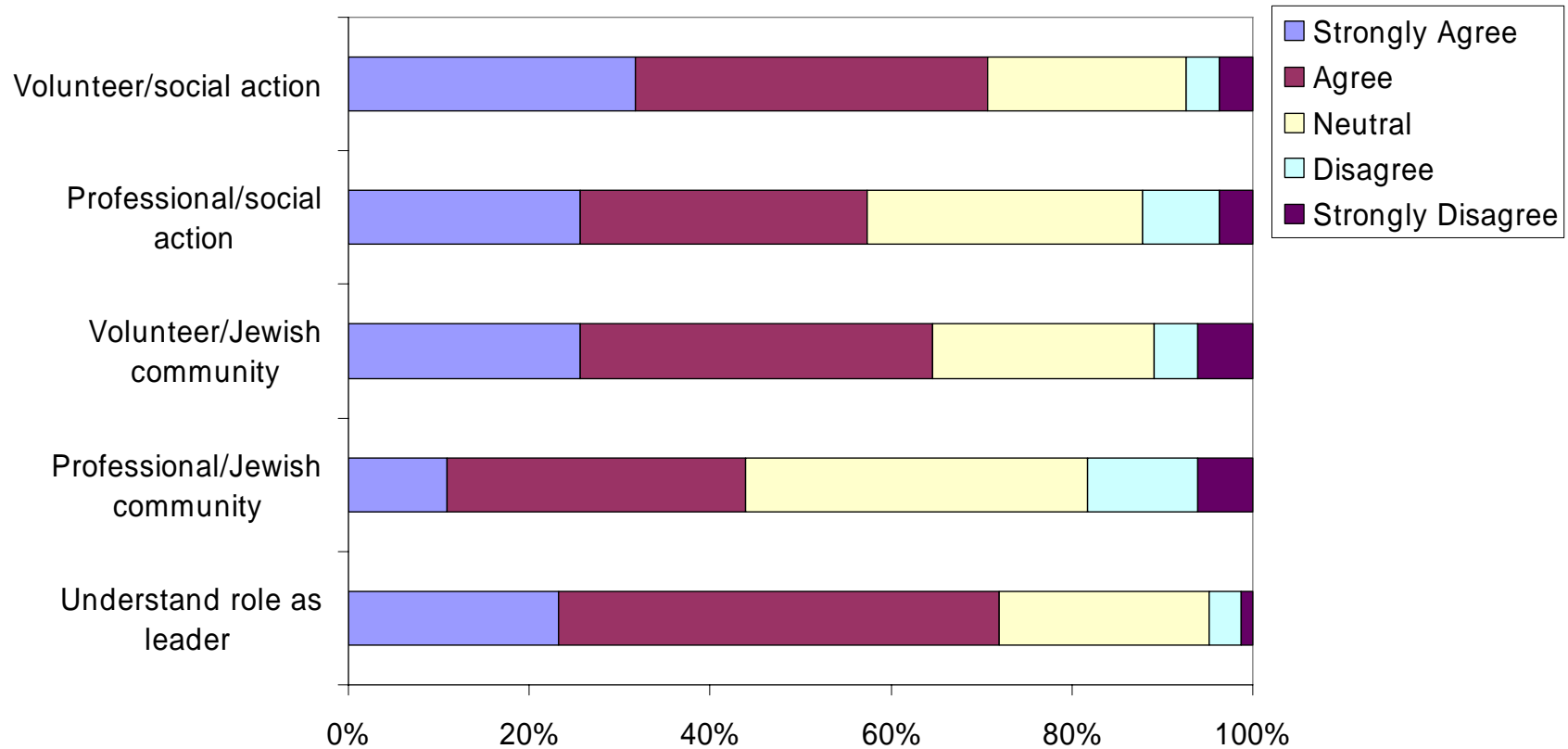


The gap between “current” and “ever” is partly a function of the cumulative effects in reporting activities “ever” engaged in.

Impact: Leadership Questions

- As a result of participating in the Diller Teen Fellows Program I feel I have been and/or will be more likely to...
 - Take on professional leadership roles in the Jewish community
 - Take on volunteer leadership roles in the Jewish community
 - Take on professional leadership roles in social justice/activist organizations
 - Take on volunteer leadership roles in social justice/activist organizations
- My participation in the Diller Teen Fellows program...
 - Provided me with an understanding of my role as a leader in the Jewish community.

Impact: Leadership



Impact: Leadership Quotations

Even though we admire those who are independent, when planning a program, it is essential to depend on others to contribute and collaborate with others in order to get the best results/most success. Depending on others does not show a weakness, but rather a strength in individual and organizational collaboration and networking.

This was one of the first groups I worked with where everyone was very competent and passionate, teaching me to trust and let others do work.

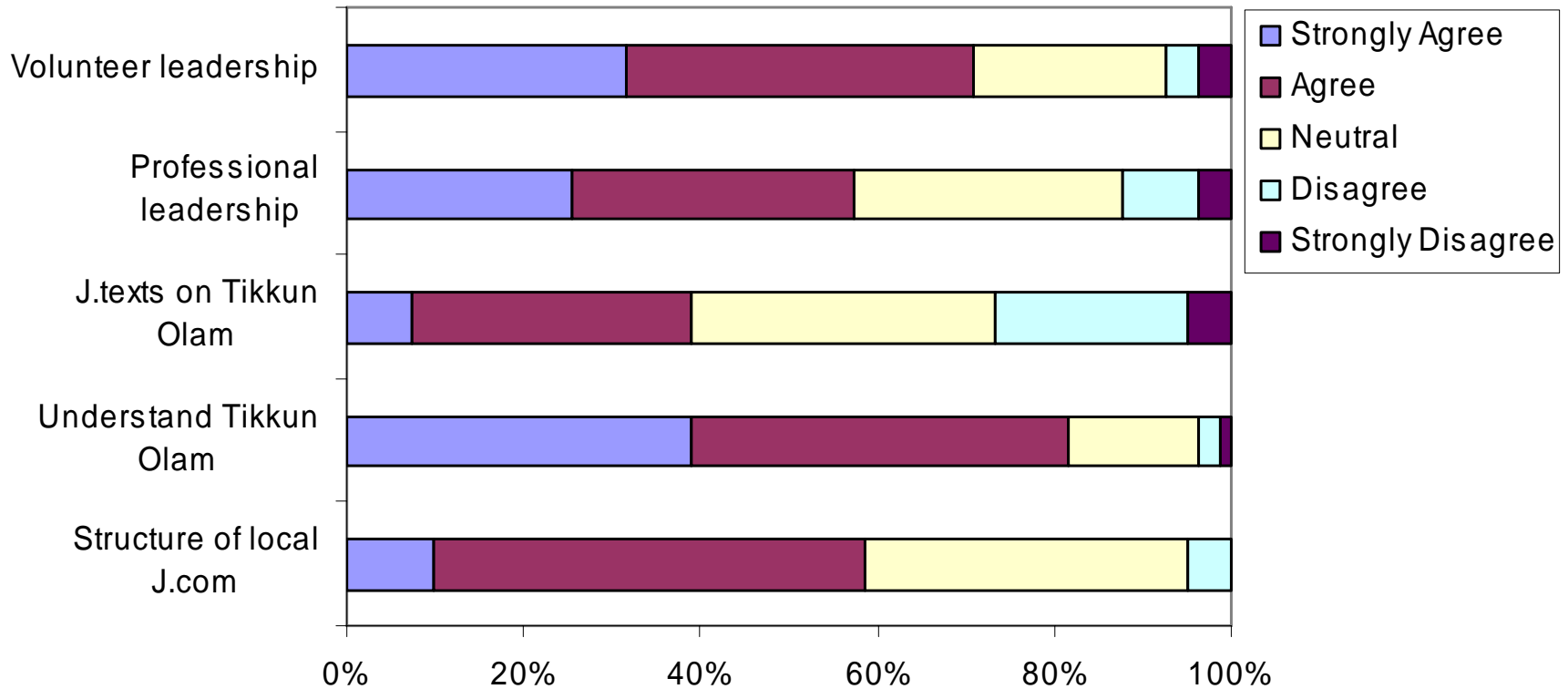
I felt like the Jewish community was placing a trust in me by selecting me for the program, and that I have an obligation to support the community throughout my life, which is great.



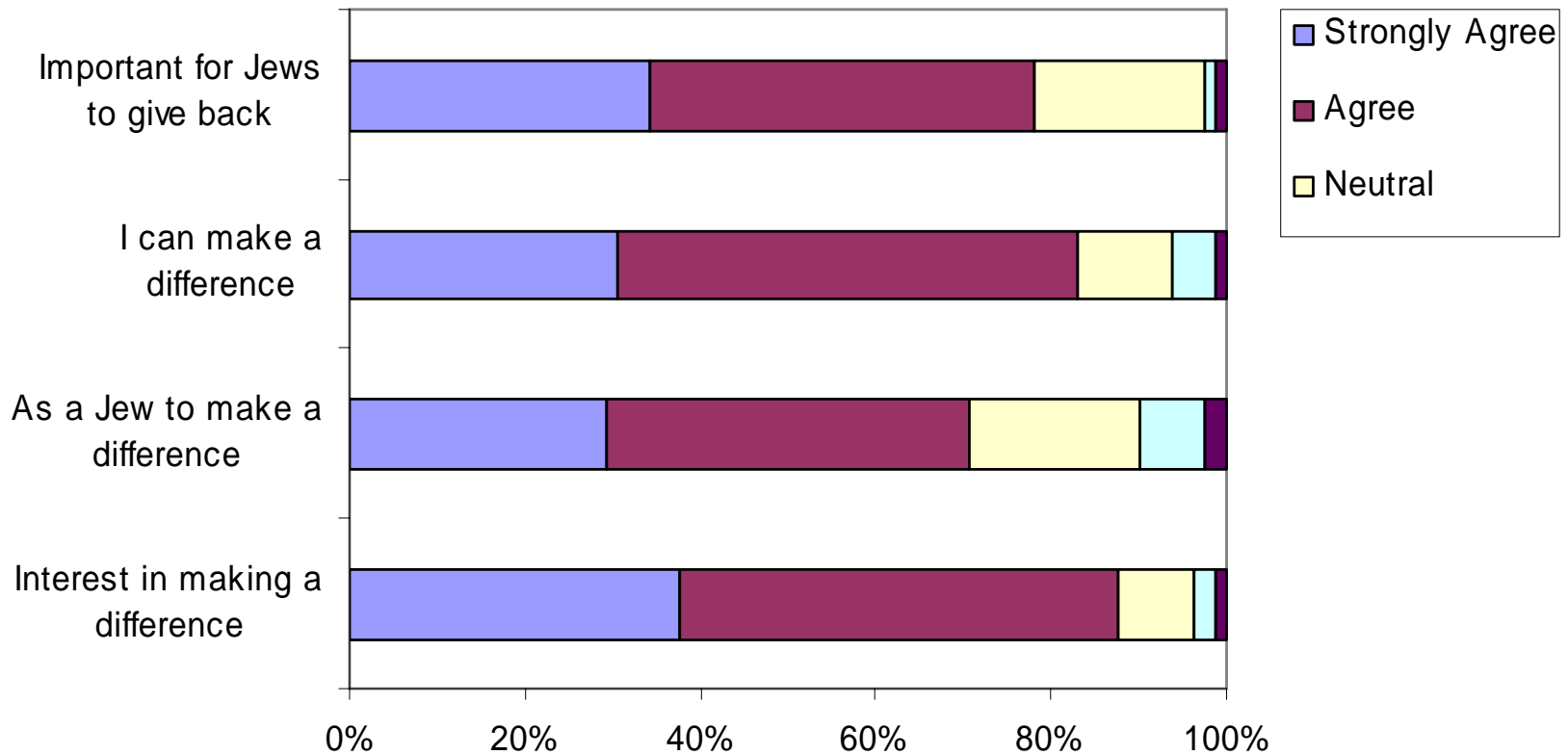
Impact: Social Justice/Activism Questions

- My participation in the Diller Teen Fellows program...
 - Provided me with an understanding of the structure of my local Jewish community.
 - Provided me with an understanding of the principle of Tikkun Olam.
 - Provided me with a familiarity with classical and contemporary Jewish texts that focus on Tikkun Olam.
- As a result of participating in the Diller Teen Fellows Program I feel I have been and/or will be more likely to...
 - Take on professional leadership roles in social justice/activist organizations.
 - Take on volunteer leadership roles in social justice/activist organizations
- My experience in the Diller Teen Fellows Program has contributed to my...
 - Cultivating an interest in making a difference in the world
 - Feeling compelled *as a Jew* to make a difference in the world.
 - Feeling that *I can* make a difference in the world.
 - Feeling that it is important for Jews to give back to the community.

Impact: Social Justice/Activism



Impact: Social Justice/Activism (cont'd)



Impact: Social Justice Quotations

The art project we worked on with Palestinian and Israeli kids with disabilities moved me so much that I wrote about it when applying to transfer to a University and then studied art in order to use it to create positive changes in the world. Amazing experience!

As a Jew it is your duty to pursue social justice not just for the Jewish people but all the people of the world.

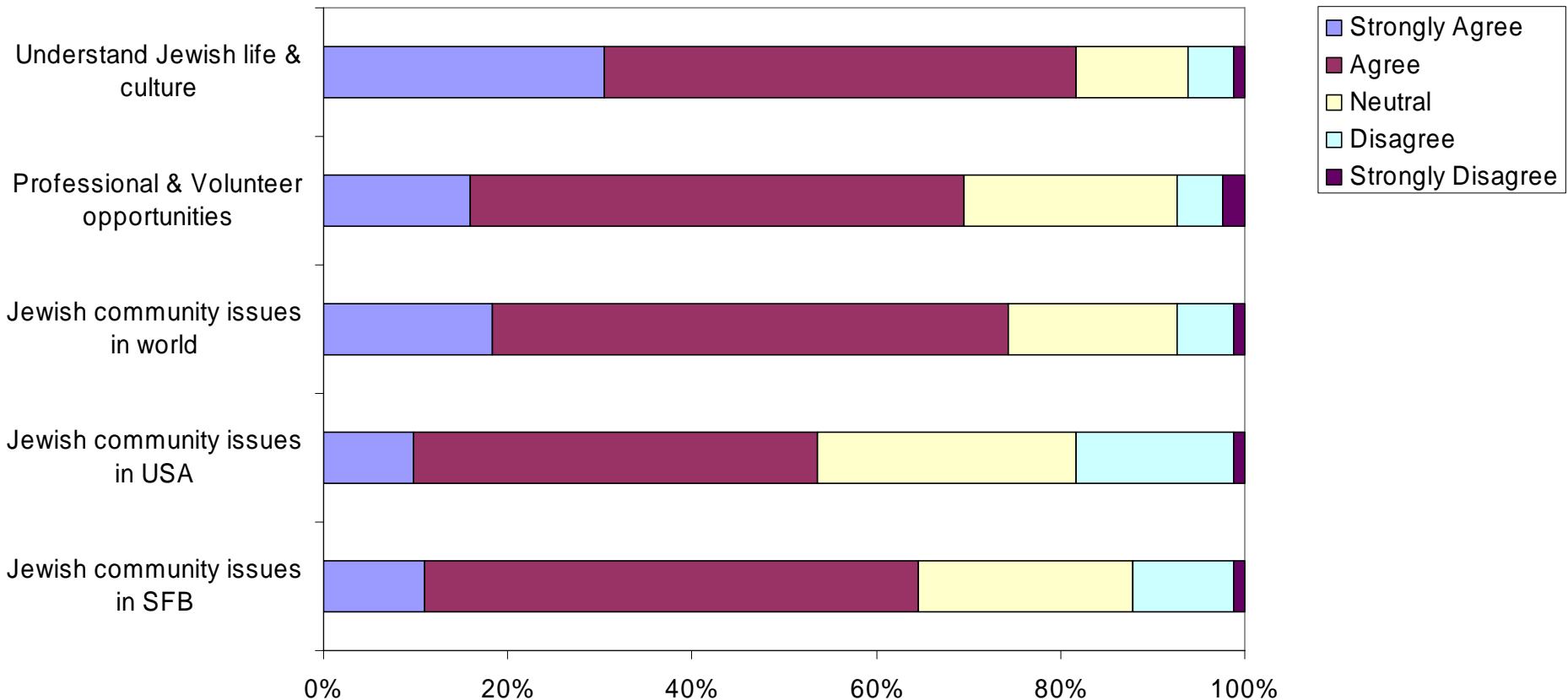
No matter what age you are, people must look around themselves and see how they can help someone less fortunate than themselves.

As Jews, we have a specific responsibility to work towards improving the world around us, but feeling overwhelmed by the enormity of the world's problems won't get us very far.

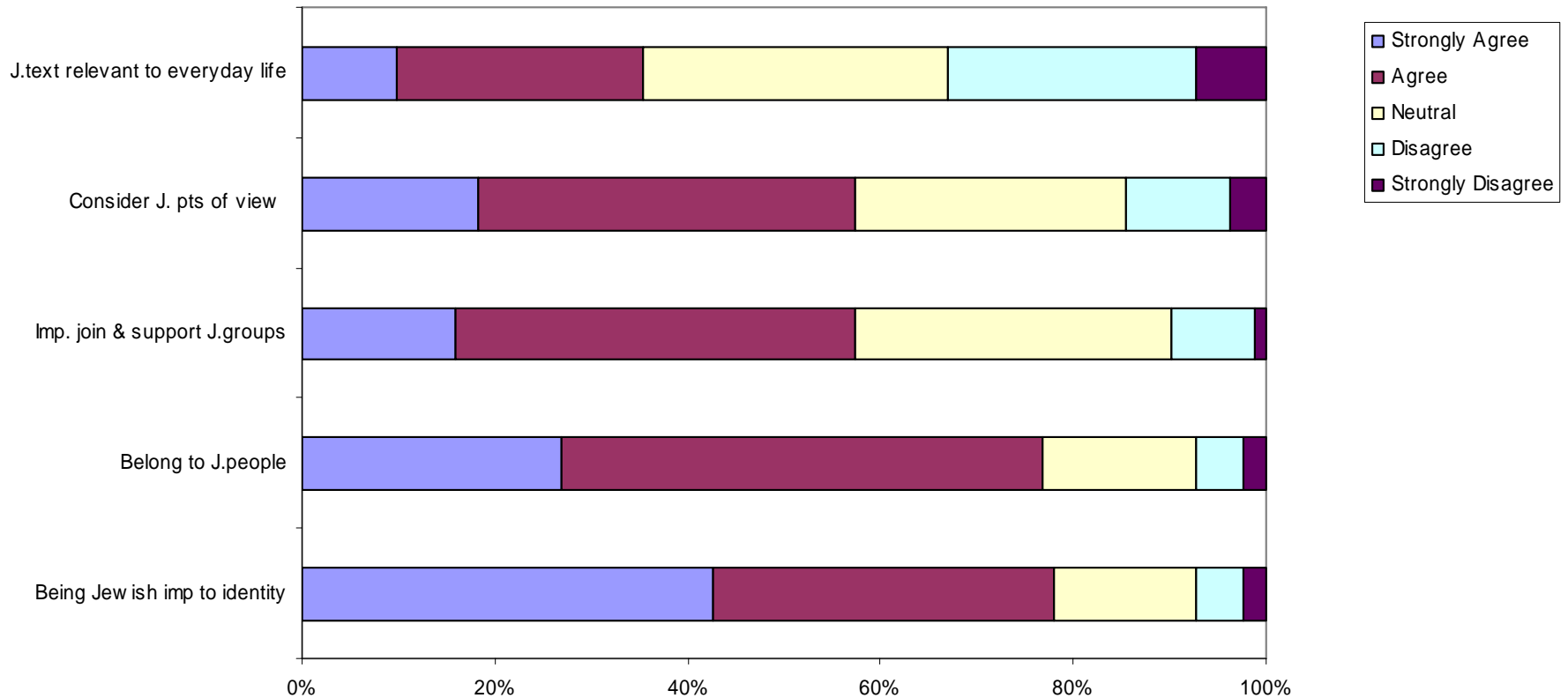
Impact: Jewish Identity Questions

- My participation in the Diller Teen Fellows program...
 - Increased my knowledge about major Jewish community issues in the San Francisco Bay area.
 - Increased my knowledge about major Jewish community issues in the United States.
 - Increased my knowledge about major Jewish community issues in the world.
 - Increased my knowledge about professional and volunteer opportunities in the Jewish community.
 - Provided me with a more complex understanding of Jewish life and culture.
- My experience in the Diller Teen Fellows Program has contributed to my...
 - Feeling that being Jewish is an important part of my identity.
 - Having a strong sense of belonging to the Jewish people.
 - Feeling that it is important to join and support Jewish groups.
 - Considering Jewish points of view when I think about current local, national, and world issues.
 - Feeling that Jewish text is relevant to everyday life.

Impact: Jewish Identity



Impact: Jewish Identity (continued)



Impact: Jewish Identity Quotations

The program was very helpful in helping to reconcile the two-self existences into which I had fallen; instead of continuing to have a "Jewish life" and a "secular life" I learned how to make my whole life one that is seen through a Jewish lens.

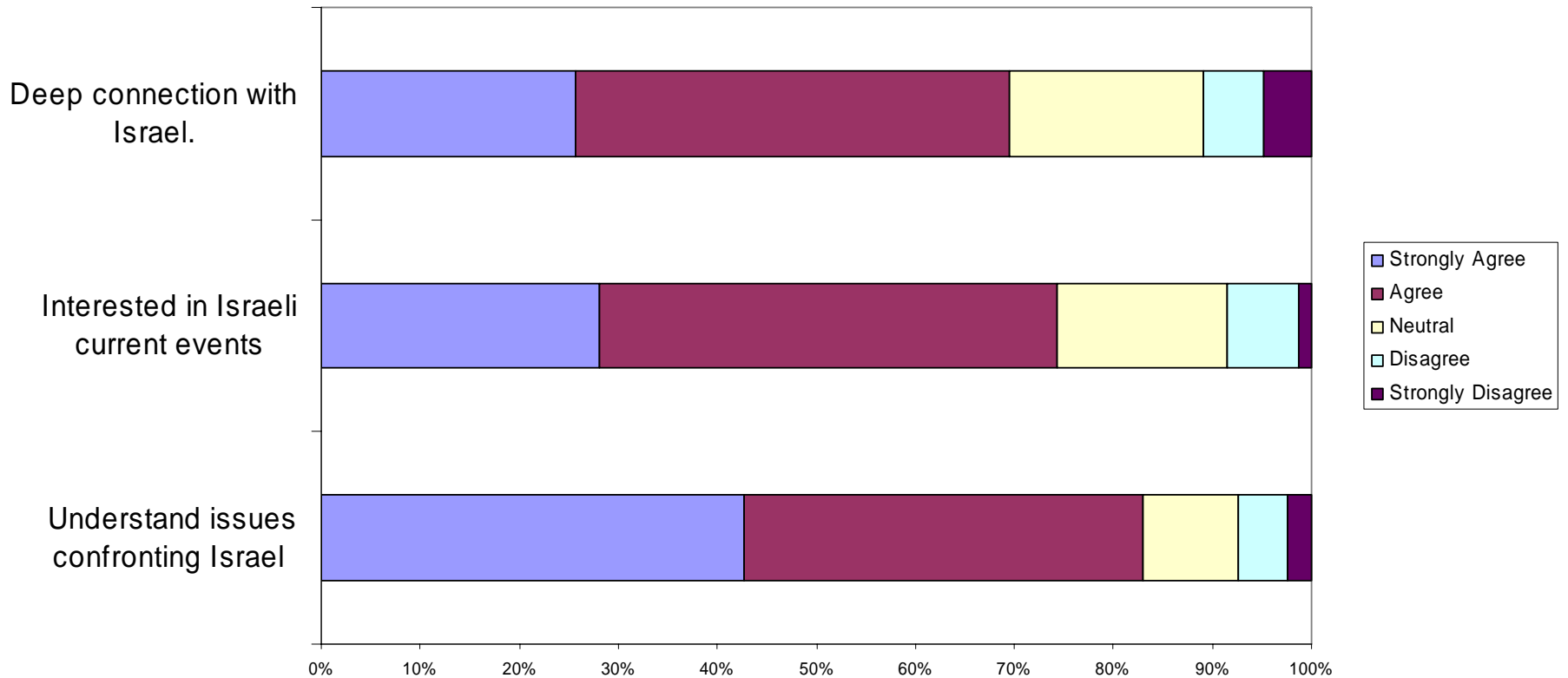
I learned that even though our group was diverse, composed of many types of Jews (i.e. orthodox, conservative, reform, etc), sharing a Jewish identity created a very strong bond between us and we can use [that] to make an impact in the Jewish community.

Each individual defines him/herself as being Jewish in different ways; some may be more religious, others more cultural. There is no single definition describing a Jew.

Impact: Israel Connection Questions

- My participation in the Diller Teen Fellows program...
 - Provided me with an understanding of the issues confronting Israel and Israeli society.
- My experience in the Diller Teen Fellows Program has contributed to my...
 - Being interested in Israeli current events.
 - Having a deep connection with Israel.

Impact: Israel Connection



Impact: Israel Trip Quotations

Another strong point. Definitely a much better, complex and nuanced way to see Israel than the confirmation trip. ... the confirmation trip gives you just enough of Israel to want to see more. Diller gives you a better and deeper understanding of Israel, making a return to Israel for some extended period of time a virtual necessity.

The spirit, kindness, and respect of the Israeli people is one that I had never before come across, and may never see in another place for the rest of my life.

I will never forget our Israel experience, specifically meeting with settlers in the west bank and learning about their history and arguments followed by a trip to East Jerusalem to speak with leaders from the Arab communities. Also, I am still best friends with one of the Israeli girls that joined us in Israel. She and I will still talk about the trip and one of the things that she remembers most is a conversation we had one Shabbat about Pluralism and the lack of understanding she had for our "American" perspective.



Diller Teen Fellows Program Application

Applications will be accepted on a rolling basis. Please contact Nicole Miller, the National Director of Diller Teen Initiatives at NicoleM@sfjcf.org or by phone at (415) 512-6206 with any questions prior to submitting the application.

1. Name of Hosting Community:
2. Which organization would house the Diller Teen Fellows Program in your community? Briefly describe how this program fits into the priorities of that entity. What role, if any, will your community's Federation play?
3. Name and title of contact person(s) responsible for overseeing the implementation of the Diller Teen Fellows Program:
 E-mail: _____ Phone: _____
 Fax: _____ Mailing Address: _____
4. What other partnering organizations will be involved, if any? How?
5. Approximately how many Jewish teens are in your community? How would the Diller Teen Fellows Program relate to other teen leadership programs already in your community?
6. Will existing professional and support staff be used to implement the program or will new staff be hired?
7. How will a peer-to-peer experience with Israeli teen leaders be integrated into the Diller Teen Fellows Program in your community?
8. How does your community plan to fund the estimated \$54,000 contribution to the program budget (per year for three years minimum) for the local program and when is it expected that this commitment will be in place?
9. How does your community plan to fund the estimated \$60,000 contribution to the program budget for the teen leadership program in your Israeli partner region (including the *mifgash* in the U.S.)?
10. Please describe the support structure for the parallel teen leadership program in your Israeli partner region.
11. If your community is proposing a variation from the suggested local or Israeli program budget, please attach a copy of your proposed local budget.
12. How will your community market the program locally to recruit a qualified critical mass of Jewish teens?
13. How will your community assemble a lay committee to oversee the local program policies, recruitment and selection of participants? Where would this committee fit into the governance structure of the agencies?

This application submitted by:

Signature:

Title:

E-mail:

Phone:

Fax:

Mailing Address: