



### **Proposed Mission**

Empower communities to advance and celebrate gender and sexual diversity across the South

### **Proposed Vision**

A South rooted in belonging, full inclusion, and justice

### **Proposed Values**

Jewish Identity • Liberation • Individual Worth • Intersectionality  
Empathy • Education • Community

### **Proposed Big Bold Goal\***

Every Jewish organization in the South is a Welcoming Community™

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#### **SOJOURN's Strategic Goal has two primary components:**

- (1) To expand SOJOURN's reach across the South
- (2) To work intensively with Jewish organizations and their allies to make sure they, and their communities, are truly welcoming to all people

#### **To move this important and ambitious goal forward, SOJOURN has identified the following objectives for the next 3 years:**

- (1) Expand the number of Welcoming Communities from 7 to 13
- (2) Strengthen the ability to track key program data
- (3) Enhance the capacity to support and develop Staff and Board members
- (4) Develop and implement a comprehensive fundraising plan

#### **To support the necessary growth to accomplish these objectives, SOJOURN will need to build its staff capacity in 2022, which includes hiring:**

- (1) A Development Director to support fundraising and sustainability efforts
- (2) A Program Manager to support current programming, expand data collection, and lead establishing new Welcoming Communities

*\* The Big Bold Goal is a decades-long goal that will not be accomplished in the next three years. This plan will move SOJOURN toward achieving the Big Bold Goal.*



### TESTIMONIALS

*Please share my story...The title of your program itself influenced me. "From Acceptance to Celebration." I don't know how long it would have taken me to get from acceptance to celebration without the introduction of that thought. I may have felt successful enough at acceptance. But celebration is something else. It reminds us how special everyone is. I am celebrating (my child's) journey and mine. I was terrified of facing the school situation. I was even apprehensive about online group therapy. But I trusted my gut. It paid off, so I guess I learned to trust myself. This experience has been very freeing really. And that's a lot to celebrate!*

#### **"From Acceptance to Celebration: Caregivers of Non-binary Youth" Parent Participant**

*So glad to see everyone. Feeds my soul.*

#### **Drawing From The Well Attendee**

*SOJOURN has been a soothing balm on the soul of our school. In the past few years, we have seen a rise in the number of students for whom their identity is tied to a gender that may or may not match their outward appearance. The staff, many of whom had more traditional ideas of gender, were experiencing difficulty in relating to the students. SOJOURN supported our school to learn about gender diversity and ways to interact with each other. They taught us about the difference between intention and impact and that even though we are not intending to cause harm the impact of our words or deeds may be received as microaggressions that cause students to doubt their own self-worth. SOJOURN has helped us to open up the lines of communication among staff and students. Everyone has a right to their own identity expression and SOJOURN has made it possible for our school to embrace and celebrate that right.*

#### **Welcoming Communities Project, School Principal**

*I was in the process of living in my car when a dear friend called to see how I was doing, and I finally told someone how I was really doing. She put me in touch with SOJOURN. They didn't hesitate and found me a safe place to stay that same day. I cried when I saw the place, it was certainly nicer than my car and so much more than I expected. Within a week, they called and said they had found me a more long-term place to stay, in truth, they had six places I could go.*

#### **Crisis Support Recipient**