

ISRAEL GRANTS 2020-2021

The Jewish Community Federation & Endowment Fund works to build a vibrant and diverse network of relationships among and between Bay area Jews and Israelis that strengthens our connections to each other and fosters resilient global Jewish communities. We accomplish this through three goals:

- Partnering with Israel's visionary changemakers and philanthropists to strengthen social cohesion and commitment to a shared future in Israeli society
- Fostering mutually enriching connections between Bay Area Jews and Israelis that strengthen communal resilience and bonds with one another
- Inspiring Bay area Jewish teens & young adults to explore meaningful, authentic connections with Israel

One of the ways that we achieve our goals is through strategic grantmaking. Our grantmaking in Israel is guided by strategy shaped by our Federation professionals and lay leaders, as well as by designated endowed funds left by our donors to ensure our impact in perpetuity. This year, due to the Coronavirus we mobilized our designated endowed funds to meet critical needs of individuals most impacted by the pandemic.

With seed funding from our Endowment Fund, we are also supporting three new programs that provide frameworks for respectful, brave, and honest discussions and learning about Israel for Bay Area young adults (ages 21–40) with diverse perspectives, knowledge levels, and existing engagement with Jewish life.

Below are details on the grants we have awarded in 2020-2021, as well as the strategy that guides these grant decisions.

Promoting Equity and Social Cohesion for All of Israel's Citizens

Israeli society is made up of a multitude of diverse communities, cultures, social groups, and nationalities, with four main "tribes"—secular, ultra-Orthodox, Arab, and religious Zionist. These "tribes" essentially lead parallel but disconnected lives: they live in separate towns and cities, with varying access to education, employment opportunities, media sources, and infrastructure to connect them to the rest of Israeli society.

We invest in partnerships with Israeli organizations that aim to change the social infrastructure in Israel to be more equitable and interconnected. We prioritize working with diverse Israelis representing all facets of Israeli society, and forge relationships based in belonging, mutual commitment, and ownership of a shared future. We collaborate with a variety of partner organizations from across Israeli society, including the Government of Israel, to achieve system-wide social change through innovative and cross-boundary (across all tribes) programs. We also elevate our impact by bringing our partners together as part of our extended Israeli "mishpuche" (family). Our regular gatherings serve as a platform for collaboration, capacity building and field development, creating a network of organizations and leaders with a shared vision and commitment for Israel's future.

18 programs received funding for the 2020-2021 fiscal year, totaling \$954,000.

Grant Description	Grant Amount
Jewish Community Federation and Endowment Fund: The Gvanim Program Network	\$184,000

Federation's flagship Gvanim program was founded in 2000 in response to the deep divisions in Israel symbolized by the assassination of Prime Minister Yizhak Rabin. The Gvanim program works to strengthen Israel's democracy by creating a cadre of leaders who are invested in a shared, pluralistic vision for Israel's future and work towards that vision within their own circles of influence. Due to the program's success and significant growth and partnerships with Israeli municipalities and President Rivlin's Israeli Hope in Academia initiative, we will focus this year on 12 "Gvanim in Academia" cohorts, alumni engagement and identifying a partner organization to become the new host and operator of the Gvanim network.	
Association for Change in Education: "Living Together" Federation was one of the founders of the "Living Together Center" in 2016. The Living Together Center seeks to manifest change and improve the quality of "living together" and the feeling of solidarity among all groups in Israeli society. Since 2016, the Living Together Task Force members have planned and executed activities in 5 fields: academia, education, culture, public sphere and public awareness. As part of a growing group of funders (now more than 25 donors, most of whom are Israeli Philanthropists), we are specifically involved with the field of academia, where we have collaborated with Living Together, The Rothschild Foundation and President Rivlin's team bring our own Gvanim program to more than 20 college campuses in Israel.	\$60,000
Shaharit: Civic Capital Initiative – Social Change from the Bottom Up Shaharit's Civic Capital Initiative aims to create a vibrant democratic culture in Israeli society, beginning on the local level. In this culture, local residents adopt a public discourse that embraces the differences between groups and work together to develop a common agenda for their locality's future. By building relationships and multivocal leadership between a diverse group of residents within the sphere that most directly affects their lives on a daily basis, Shaharit believes that they can begin to lower the barriers that exist between the different "bubbles" in Israeli society, all while engaging large numbers of diverse residents from a variety of identities in work to improve their communities.	\$60,000
BINA: "BABAZMAN" (All in Good Time) - Urban Shared Society Initiative BINA is a pluralistic Comprehensive Community-Building Initiative (CCI), a method of implementing change through the creation or enhancement of community among individuals within discrete urban areas. The "BABAZMAN" program showcases the idea of living together as a valuable resource rather than a liability by bringing together high-ranking municipal leaders to address issues of intolerance and inequality on a local level, while generating new intercultural initiatives to build bridges between diverse local groups.	\$25,000
Rothschild Caesarea Foundation: Israeli Hope in Academia Academia plays a vital role in shaping the image and the future of Israel's society, leadership and economy. Therefore, it is imperative to create a new social collaboration in Israel through higher education – structuring a society that acknowledges its human diversity as an asset rather than a burden. The success of the program will be when talent and excellence in academia reflect all segments of Israeli society; all higher education students are exposed to core knowledge relevant to the new Israeli order; campuses become a shared, diverse and culturally competent environment which enables one to maintain a range of identities; a national diversity and partnership is defined and all institutions aspire to meet the standard; and a new Israeli social and intellectual leadership arises which is diverse, open and socially aware. This grant will support the overall development of the program, including a project coordinator; consulting services for participating institutions; workshops and diversity training for students, administrative and academic leaders; hosting conferences; and conducting research.	\$40,000
The Institute for Democratic Education: Educational Leadership Works to Build Bridges – Halutz (Pioneer) Program for Shared Society The Halutz Program for Shared Society trains future educational leaders to build awareness of shared society while providing them with the tools to act as educational leaders and advance the possibility for shared life in Israel. Now in its tenth year, the Halutz program has 54 participating schools nationwide,	\$40,000

with 250 pioneers (young teachers who have been trained for educational leadership and management) influencing over 2,000 teachers and about 20,000 pupils. They train the teachers through regional study days, group meetings, field trips, national conferences and study sessions with individual schools. The graduates of the program, many of which reach management positions, are expected to operate different models of shared society within their schools. Others, who will work in the Ministry of Education, will change the discussion about the theme and create systematic change to progress processes of shared society in the level of policy.	
Tebeka – Advocacy for Equality & Justice for Ethiopian-Israelis: Reinforcement of the Trust Between the Israel Police and the Ethiopian Community The Ethiopian community's confidence in the police is a standing long-term issue on the public agenda. As racism and bigotry become more present in Israeli society, this project provides the police with the opportunity to become a model for reform. This project by Tebeka aims to diffuse the existing difficult relations between the Ethiopian-Israeli community and the police force by restoring trust and building a bridge through a series of roundtable meetings with the participation of members of the Ethiopian community, representatives of the police force and Tebeka. While the methodologies and takeaways are being learned through the experience of the Ethiopian community, the outcomes developed are also working within Bedouin and Haredi communities. Some of Tebeka's most important achievements to date include re-opening case files of Ethiopian teens and young adults who were arrested on the pretense of assaulting police officers to determine if police discrimination and/or violence was involved, beginning the implementation of body camera use by police, limiting the use of tasers, and increasing the number of Ethiopian police officers, particularly in leadership roles.	\$40,000
Ma'ase Center Association: Promoting a Pluralistic Multicultural Civil Society through Volunteering and Education for Young Adults from all Society Groups For several years, the Federation has supported three Ma'ase programs: Volunteering Together, Neurim, and the Greenhouse Project. Instead of funding each of these programs as individual projects, this grant will support Ma'ase to build an organization-wide plan for increasing its overall impact to work towards a common good in Israeli society.	\$75,000
Nivcharot: Ultra-Orthodox Women for Representation, Equality, and Voice Nivcharot is dedicated to raising awareness regarding women's rights within the Ultra-Orthodox community, developing leadership among Ultra-Orthodox women, and combatting exclusion of women and their erasure from all centers of decision making. While simultaneously invested in activism within the community, Nivcharot also works with national and international organizations to leverage pressure to bring an end to exclusion. Nivcharot acts in inter-community circles to increase awareness and education, and in external circles for advocacy and promoting rights and voice to Ultra-Orthodox women. Through social media, conferences, leadership programs, workshops, preparation of position papers, depositions and opinion articles to be presented to the Knesset, and the establishment of a prestigious leadership academy, Nivcharot hopes to increase Ultra-Orthodox women's political representation in all sectors of Israeli society.	\$15,000
American Jewish Joint Distribution Committee (JDC): The First Thousand Days for Bedouin Children Program This grant will support the continued development of a broad-based approach to expanding and improving services to the youngest and most at-risk Bedouin children. This program is of particular importance now as the Bedouin community is growing quickly and the risk factors are only growing worse; demographers are estimating that the community will grow to 500,000 within the next 10 years. The First Thousand Days program seeks to enhance access to existing services among the poorest and most isolated children in Israel and develop new sustainable services that will improve health and safety of these children. This second year of implementation will include:	\$100,000

1) Train professional staff to improve their ability to work with children in infancy and their parents in accordance with Bedouin culture and society 2) Develop more and stronger early childhood services that are uniquely adapted to the communities in the region while building upon the strengths within the community 3) To expand parental involvement in educational settings and community services American Jewish Joint Distribution Committee (JDC): Inter-Agency Task Force on Israeli Arab Issues \$10,000 Since 2006, this Task Force has served as a platform for North American Jewish communities to learn about Arab citizens as a vital part of their relationship with Israel. The Task Force plans activities at major conferences, publishes in-depth briefing papers, convenes conference calls with Jewish and Arab experts, and provides assistance in planning site-visits and speakers for missions in Israel, as well as strengthening their relationship with other organizations that have begun to integrate these same issues into their own education. This Task Force aims to advance civic equality in Israel, where Israeli Jews and Arabs can contribute, participate and benefit as full citizens. Matan - Invest in the Community (United Way Israel): Collective Impact Initiative - Partnership for a \$75,000 **Breakthrough in Arab Employment** Employment of the Arab population is one of the major challenges facing Israeli economy and society. Arab society, comprising 20% of the citizens of Israel, is not benefitting from Israel's economic growth and is characterized by occupations at the lower end of the labor market. Arabs comprise only 5% of employees, and only 0.3% hold managerial positions in the core business sector, which employs 70% of total employees in the market. The Collective Impact Initiative aims to achieve a breakthrough among employers in Israel's private sector in hiring Arab employees, significantly increasing the percentage of Arabs employed in the private sector, equalizing salary levels and ensuring that a larger number of Arabs enter high level positions commensurate with their qualifications, and forging employee-employer relationships based on trust. Through this work, Collective Impact seeks to minimize discrimination within the mainstream workforce and economy and strengthen society between Arabs and Jews. AvraTech: AvraTech Expansion – Russell Berrie Foundation Match * \$30,000 As of the end of 2017, the Haredi population in Israel topped one million people. With 45% of the Haredi population living under the poverty line and only a 51% male employment rate, the current model for the Haredi community is unsustainable. It is a problem not only for the individual families, but also for the economic stability of the State of Israel. Founded in 2013 by a Haredi Rabbi and a secular Israeli woman, AvraTech was created to address this issue. AvraTech is a non-profit hi-tech training course for Haredi men that guarantees employment at RavTech, a social software business, while enabling them to maintain their religious practices and values. AvraTech has the ability to be self-sustaining if they receive funding for 60 students each year over the next five years. At that point, RavTech will be profitable enough to support AvraTech on its own. This year, the Russell Berrie Foundation sought to partner with various funders to support AvraTech's expansion and have since committed an initial investment of \$200,000. Negev Institute for Strategies of Peace and Development (NISPED): AJEEC-NISPED National Arab-Jewish \$75,000 **Gap Year** This project will create a body of young Arab and Jewish leaders committed to intercommunal cooperation and understanding about the collective challenges that confront them. The gap year will include volunteer tutoring in schools in both communities, trainings on social issues, academic preparation, and leadership development. Participants will be evenly divided between Arabs and Jews who complete the program in pairs with a partner from the other community, which will allow them to cross communal lines to develop friendships and relationships that will accompany them as they launch their careers. This grant will help AJEEC-NISPED's Arab-Jewish Gap Year engage 90 participants in 4 cities around Israel.

The Jewish Federations of North America: iRep – Israel Religious Expression Platform Although Israel has diverse Jewish streams including secular Judaism, reform, conservative, modern orthodox, orthodox and ultra-orthodox, the State of Israel only grants official status and binding power over religious matters to the orthodox Rabbinate. iRep's goal is to create a large-scale movement to advocate for changing the marriage and divorce laws that currently grant only the religious authorities (the Rabbinate for Jews) the legal authority to marry and divorce people. iRep's strategy is to build a critical mass of popular support that will make marriage freedom a central issue of public discourse in Israeli society. This will gradually incentivize 'centrist' parties and politicians to endorse legislation which would change the Rabbinate's monopoly on lifecycle events, including marriage. iRep also provides grants that will continue to strengthen organizations working to effect change vis-à-vis freedom of choice in marriage. It will do so by supporting organizations in Israel that are working to increase public awareness about the current limitations regarding marriage and the challenges and opportunities associated with addressing freedom of choice in marriage.	\$35,000
Israel Movement for Reform and Progressive Judaism (IMPJ): Nurturing Pluralistic Judaism and Community Leadership with Russian Speaking Israelis This grant will support the Israel Reform Movement's efforts to develop pluralistic Jewish spiritual, cultural, and communal activities and leadership training for Russian-speaking Israelis. Among the second generation of Russian-speaking immigrants, there is a growing request for Jewish activities that fit their modern lifestyle. In the last 5 years, IMPJ has established two congregations in Haifa and Ramat Gan for Russian-speaking Israelis and has offered their community members leadership training programs, Jewish study classes, national seminars, large holiday celebrations, tikkun olam projects, etc. This grant will support the IMPJ to expand such programs for Russian speakers in two new locations: Be'er Sheva and Afula-Nazareth Illit.	\$30,000
ITIM: General Operating Support ITIM: grograms advocate for Jewish religious pluralism in Israel, with an emphasis on making progress on the "Who is a Jew" issue, which affects Jews worldwide. The ITIM Advocacy Center, a legal and public policy division with five in-house attorneys, will move forward with legal efforts to normalize Jewish life in Israel (for issues like official Jewish status, marriage, conversion, burial etc.), and to take on new cases that have the potential to set precedents on these issues. This would create alternatives to the status quo (which is controlled almost exclusively by the ultra-orthodox), stimulate public discourse, create grassroots support for legislative reform, and empower citizens to demand that the Jewish state respect the dignity and diversity of the Jewish people.	\$30,000
Jewish Community Federation and Endowment Fund: Capacity Building in Israel Investing in our grantees involves supporting their operations to build high-functioning, fiscally-sound organizations. This grant is intended to help our grantees make significant advancements for their organizations, which helps them build lasting infrastructure that multiplies our investment in the organization's future.	\$30,000
	\$954,000

COVID-19 Emergency Response in Israel

Over the years, a number of generous Bay Area donors have established designated endowed funds with the Federation to ensure that we will be able to continue to make an impact in Israel in honor of these donors' legacy.

This year, a total of **\$804,000** from **13 designated endowments** funded **19 grants** in Israel to meet critical needs for older adults, children, individuals with disabilities, as well as to advance rapid, innovative responses to the emergencies created by the global pandemic. These grants were made in April 2020 to ensure that much-needed resources could reach those in need as quickly as possible.

Grant Description	Grant Amount
Jewish Agency For Israel: Emergency Support for Immigrants JAFI will provide food for 140 immigrant households in quarantine and for 1,354 elderly from the FSU in Amigour facilities, stipends for 280 single immigrants and 140 families, 300 computers to immigrant children in absorption centers, and will purchase a three-month supply of disinfectant.	\$250,000
Jewish Agency for Israel: Support for Vulnerable Jews in Ethiopia JAFI will meet the basic nutrition and hygiene needs of the 8,000 vulnerable Jews living in Jewish Agency compounds in Ethiopia waiting to make Aliyah. Over the next 9 months, JAFI aims to provide 2 extra bars of soap per month for 3,150 families to halt the spread of Coronavirus, and to provide emergency food packages to 200 older adults.	\$50,000
JDC Israel: Basic Services for Older Adults JDC is providing basic needs services to older adults that are not currently funded by the Government of Israel, including continuing rehabilitation therapy through digital technology, delivery of supplies, essential transportation for individuals and their caregivers, and remote communication and counseling.	\$120,000
JDC Israel: Digital Literacy for Older Adults JDC will train volunteers online who will be paired with older adults to teach them to use mobile phones and computers to stay connected.	\$34,000
JDC Israel: Multi-Lingual COVID-19 Materials Educational and training materials to reach approximately 1 million new immigrants, caregivers, and vulnerable families in multiple languages (Russian, Amharic, and English) to address topics like handwashing and disinfection practices, digital literacy, recognizing Coronavirus symptoms, the need for social distancing, how to behave under the new guidelines, and more.	\$10,000
Lehetiv: Social Service Hotline and Supplies for New Emigres Lehetiv was established in 2014 to enable families dealing with financial and employment difficulties to enter into a life of mental, physical and financial wellbeing through direct work with the family and mobilizing the authorities that deal with it. Lehetiv is operating a hotline to provide professional counseling in 5 languages to new emigres to help them navigate the Israeli system to seek financial assistance and other essential services, as well as emotional counseling. About 400 families with the greatest needs will receive rent/bills payment assistance, food packages, help with technology, and more.	\$15,000
Ashoka: Aging IL Ashoka has formed "Aging IL," a coalition of government and municipal representatives, CEOs of businesses, and leading Israeli insurance funds mapping the current main challenges for older adults during the COVID-19 crisis. They are collaborating to develop immediate solutions to combat loneliness, ensure accessibility to healthcare, digital literacy and self-positioning.	\$20,000

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OneDay Social Volunteering OneDay is an Israeli non-profit that is revolutionizing the way young adults volunteer. OneDay will mobilize their young adult community to distribute 3,000 food packages to elderly and at-risk youth.	\$10,000
Israel Civic Leadership Association (ICLA): The Israeli NGOs War Room ICLA is forming an advocacy campaign to urge the Israeli Government to form an emergency fund for Israel's third sector. Israel's nonprofit sector has been damaged by delays of critical budgeting decisions due to Israel's election crisis, and many NGOs are unable to meet the growing need for services due to COVID-19.	\$10,000
Moona - A Space for Change At the invitation of Stanford University's Schools of Bioengineering and Medicine, Moona is developing a highly scalable, cost-effective prototype that will enable hundreds of small-scale 'cottage' manufacturers to produce the nanofibrous porous mesh that is the central component of industry grade N-95 surgical masks.	\$15,000
PNIMA: Bringing Ethiopian Olim to Israel PNIMA is an Israeli movement established in 2015 by public figures and leaders from across the social spectrum in order to address the rifts and polarization in Israeli society. PNIMA is working to accelerate the process of Aliya of the Jewish community in Ethiopia, as individuals in camps are at high risk of exposure to COVID-19 since the virus has reached Ethiopia.	\$30,000
Ma'ase Center Association: Supporting Ethiopian-Israeli Participants and Families Ma'ase works with young adults from the periphery of Israel for the good of the periphery through volunteer year programs. This creates opportunities for interaction between all sectors of the population, promoting a healthy diversity within society. Ma'ase is providing assistance for 60 Ethiopian-Israeli families of their program participants and alumni, including food vouchers and other essential products, mentoring, mental support and guidance, and computers so they can continue their training online.	\$50,000
ITIM: Assistance Center and Giyur K'Halacha ITIM seeks to help immigrants navigate State-administered matters of Jewish life. Our Assistance Center will counsel them on holding weddings and funerals, using mikvehs, and more based on health regulations, and through work with social welfare organizations, government authorities, and the rabbinic establishment.	\$15,000
Olim Beyahad: General Support Olim Beyahad assists Ethiopian Israeli university graduates in integrating into suitable jobs at the forefront of Israel's workforce, while receiving the support and tools needed to excel and advance. This grant will provide alumni with financial and occupational guidance, and planning support to help graduates reintegrate into the workforce after the crisis ends. Olim Beyahad are also supporting university students and high school students in continuing their studies by connecting participants to study together.	\$50,000
Eretz-Ir ("The Brigade"): Supporting Russian-speaking Elderly The Brigade is a group of young Soviet-born volunteers (part of "Generation 1.5") working to make the story and culture of Soviet immigrants part of Israeli culture. The Brigade is organizing a network of young volunteers to make phone calls to alleviate loneliness of Russian senior citizens living in public housing, and providing lectures to new immigrants from the Former Soviet Union about Israeli politics and society in Corona times and beyond.	\$15,000
The Israel Association of Community Centers (IACC) The Israel Association of Community Centers (IACC), Israel's leading social organization, aims to build and	\$30,000

develop a nationwide network of sustainable local communities, contributing to a strong and resilient society, enabling each person to feel significant and become a partner in his or her community. This grant will help develop new solutions that are aimed at maintaining the fabric of community life in the current situation, by creating programs that will take care of all parts of society and the community, especially vulnerable populations that need us the most, such as newcomers (Olim), the elderly, and those with special needs.	
Ahava Children and Youth Village: Help, Hope & Healing at Ahava Village Ahava is a center for children ages six to eighteen removed by court order from high-risk home situations. The campus is home to two hundred children who receive personalized care, therapy, support and training. This grant will support emergency plans to provide for emotional, developmental, and physical needs of children staying in apartments with foster parents during COVID-19.	\$20,000
Yeladim Latzafon - Migdal Or: Emergency Needs Migdal Or is a multi-service center dedicated to advancing people with blindness or visual impairment towards independent functioning and inclusion in the workplace. This grant will provide remote emotional support, information about rights, real time online guidance and training on various topics, adaptation of remote functional rehabilitation, and social activities for visually impaired individuals.	\$50,000
Sanad Association: Educational Materials for Children in Arab Villages Sanad's vision is an inclusive, open and diverse society that invests in its younger generations, where Palestinian citizens in Israel are empowered by and proud of their identity and enjoy their rights. While all the schools in Israel are now teaching online, families in Arab villages in the triangle area have no digital devices or access to the internet. This funding will allow printing of educational and health materials to be handed out to children in these villages.	\$10,000
Total	\$804,000

Israel Learning and Discussion Seed Grants

In the 2017 Portrait of Bay Area Jewish Life and Communities, only 11% of respondents ages 18-34 reported that they feel "very attached" to Israel, compared with 21-25% of respondents in older age groups. There is a diverse spectrum of opinions and emotions related to Israel in the Bay Area, particularly among young people—some feel a deep connection to Israel; others feel alienated from it; many feel a mix of both, or confusion and ambivalence. While it presents many challenges, engaging with Israel can add deeper meaning to Jewish life because it offers an opportunity to look at Jewish traditions and identity through a different cultural lens. While there are various existing approaches to Israel engagement, there is a need for new approaches that allow young adults to learn about and discuss Israel-related topics in spaces that feel authentic, open, and reflect their ways of finding meaning in the world.

Three organizations: **Shalom Hartman Institute, Wilderness Torah,** and **Resetting the Table**, each received a seed grant from the Jewish Community Federation's Endowment Fund for \$112,000-114,000 over two years to provide frameworks for respectful, brave, and honest discussions and learning about Israel for young adults (ages 21–40) with diverse perspectives, knowledge levels, and existing engagement with Jewish life. Expected outcomes of these programs include increasing participants' ability and comfort with expressing personal views and relationship to Israel; increased comfort and confidence in talking about Israel with family, friends, peers, particularly those whose perspectives differ from their own; and openness to further opportunities to engage with Israel.

The grant amounts listed below reflect the second of two years of funding. Each grantee received the same amount of funding this year as they did in 2019-20.

Grant Description	Grant Amount
Resetting the Table: Israel Dialogue Cohorts Resetting the Table is bringing their celebrated dialogue programs to Bay Area young adults in eight cohort-based, multi-session series combining communication skill-building, facilitated dialogue and highlevel, multinarrative education. Resetting the Table is facilitating these cohorts in partnership with various Jewish young adult host organizations, including Honeymoon Israel, Moishe House, San Francisco Hillel, Urban Adamah, and Congregation Emanu-El.	\$57,000
Wilderness Torah: Village Circle Wilderness Torah's Village Circle is a six-month cohort program where participants explore critical perspectives, engage in dialogue across differences, and learn essential communication skills for conversations about Israel/Palestine, and ultimately, any hard topic. The program is a springboard for community peacemaking and learning how to navigate difficult conversations.	\$57,000
Shalom Hartman Institute: Bay Area iEngage Leadership Training Shalom Hartman Institute is training two cohorts of Bay Area professionals to help them develop skills to engage in and hold challenging conversations about major ideas in Jewish life today, including Israel, within their congregations and organizations. One cohort is called the Bay Area Leaders Fellowship and is for engagement professionals; the other is for Senior Educators.	\$47,000
Total	\$161,000