



Who is CJP?

Combined Jewish Philanthropies (CJP) is Greater Boston's Jewish Federation, one of 146 networked organizations across North America, and the oldest federation in the country. Each Federation operates independently and differently — and all share a common purpose: to build vibrant Jewish communities and ignite positive change at home, in Israel, and around the world. As a philanthropic organization driven by our Jewish values, learning, and culture, we mobilize communal philanthropy and provide grants, build partnerships, and bring together our diverse community to:

- Engage, educate, and inspire people, especially our next generation, with compelling, dynamic Jewish life and learning
- Care for the most vulnerable in our community and for Jews around the world
- Strengthen and deepen connections to Israel as the historic Jewish homeland and a modern, Jewish democratic state

Our work turns individual acts of kindness into collective action that strengthens Jewish life and makes the world a better place for all.

Culture and Core Values

CJP has been committed to its mission since 1895, yet we are always innovating and evolving to ensure that we — and our community — are rooted in the past while reimagining our future. Our culture combines passion for our mission, caring for one another, and a strong commitment to excellence and innovation.

Our driven and talented professional staff work in partnership with a highly engaged, passionate, and diverse volunteer community. We are guided by five Core Values that ground our work and shape the culture we create together. They are universal human values — Respect, Caring, Collaboration, Integrity, and Innovation — and are also deeply rooted in the Jewish ethical and spiritual traditions (Torah). We strive to live these values through our daily work and the relationships we build, both with CJP professionals and volunteers, and with partners, grantees, and the broader community.

Our core values.

CJP's Core Values are meant to anchor and inspire our diverse CJP community. They are universal human values that are deeply rooted in the Jewish ethical and spiritual traditions (Torah), which ground us in 3,000 years of Jewish and 130 years of CJP history and which guide our work and the difference we strive to make in the world. We aspire to create an inclusive community and culture in which every person feels a sense of belonging and purpose and can contribute their unique voice to the building of a vibrant future and a better world.

Respect

We're responsible and thoughtful of others; we acknowledge and treat everyone as they would like to be treated.

Kavod (kuh-VODE): meaning dignity

Judaism mandates honoring the dignity of every human being because every human being is created in the Image of God. This is a spiritual and an ethical mandate that calls us to see the uniqueness, individuality, and humanity in every person. It includes amplifying and hearing diverse voices, all of which contribute to the strength of the whole.

Caring

We show compassion and empathy for others; we help ensure every member of our CJP and broader community feels seen.

Chesed (HEH-said) : meaning lovingkindness

Caring involves empathy, concern, and love for one another and the world, which includes giving of our time and resources to make others' lives and the world better.

Collaboration

We work together for the greater good, in ways that share accountability, responsibility, and recognition for outcomes.

Arevut (Ah-ray-voot): meaning mutual responsibility or bound-up-together-ness

The premise of a Jewish Federation begins with the understanding that we are all in this together, that we are part of a shared story and responsible for a shared future. Relationships and purposeful partnerships power all our work. Collaboration enables us to achieve more, make a bigger impact, solve bigger problems together.

Integrity

We practice open, honest, transparent communication, and taking ownership of the moral and ethical standards in your work.

Yashrut (YAH-shroot): from the word for "straight"

Integrity means that there is a straight line (alignment) between our values, our intentions, and our actions. As a steward of philanthropic capital and as a 125-year trusted partner, we commit to the highest levels of professionalism and ethical and financial integrity in everything we do.

Innovation

We think boldly and out of the box; we're open to new approaches and finding new ways to do things better.

Chiddush (hee-DOOSH): from the word for "new"

The natural world is constantly recreating itself. As human beings created in the image of God, we have the power of imagination and the capacities to envision a world that is different tomorrow than it is today. In a changing and challenging world, innovation and creativity enable us to drive positive change and keep us on the leading edge of history, finding new solutions to systemic problems..

Foundational Commitments

Alongside these Core Values, several foundational commitments guide CJP's work. *We hope that making explicit these foundational commitments helps to align and mobilize our diverse staff, volunteers, and whole community in service of our bold mission and vision. Together, we are writing the story of the Greater Boston Jewish community and helping to shape a vibrant future for the Jewish People.*

We're committed to creating an engaged, educated, joyous community.

- We celebrate diverse expressions of Jewish life and Jewish identity, and we invest in both traditional and innovative approaches to bringing more people closer to meaningful, relevant, joyful Judaism, Jewish Peoplehood, and connections to Israel.
- We believe that Jewish wisdom, tradition, and values speak to the most pressing issues of our time, and we work to ensure that they are relevant, compelling, and accessible to everyone. To do this, we support formal and informal Jewish education, camping, adult learning, immersive travel to Israel and beyond, thriving arts and culture, Jewish activism, civic engagement, social justice, and more.

We're committed to creating a community that is stronger because of its diversity.

- We are guided by the Jewish belief that all human beings are created in the Divine Image, and we hold sacred the dignity of every person. Dehumanization of any people or group in language or action is antithetical to our values, in our professional and lay communities and in work we support across the world.
- We are dedicated to creating a welcoming and inclusive environment where all individuals, regardless of background and identity, feel valued, respected, and empowered.
- We navigate the complexities of our world with openness and humility and strive to foster a sense of belonging for volunteers and staff at CJP and across the Greater Boston Jewish community by welcoming diverse voices and perspectives. We work in collaboration with community and organizational partners to build a more just and equitable society in Greater Boston, in Israel, and around the world.

We're committed to creating a community that is connected to and responsible for Israel and the global Jewish People.

- CJP proudly believes in the Jewish People's right to self-determination in our historic homeland. This belief animates CJP as a pro-Israel, Zionist organization. After millennia of living in exile and diaspora and dreaming to return, we celebrate the restoration of Jewish sovereignty and the opportunity to actualize Jewish teachings and values as, in the words of Theodore Herzl, a nation among nations. Our belief in Israel's right to exist and our commitment to deep, long-lasting people-to-people relationships transcend the politics and policies of any sitting government in Israel or the US.
- Like Judaism, Zionism has always been characterized by diverse viewpoints and opinions about how to best enact the vision, values, ideals and promise of a Jewish State. In that spirit and recognizing the wide range of views about Israel and Israeli politics among our community – and among Israelis themselves – we view critique and constructive debate as genuine expressions of support for Israel.
- Given our commitments to both Israel and the Jewish People, as well as to a safe and secure community, CJP does not make grants to, nor partner with, organizations who work directly to oppose Israel's existence or whose activities regarding Israel are done in alliances with those who actively oppose Israel's existence. CJP distinguishes critique of Israel from denunciation of Israel's right to exist or calls to be dismantled as a Jewish state. As an American public charity, CJP does not make direct grants to any foreign government, including that of Israel.

We're committed to creating a safe and secure community.

- We believe all Jews should be able to be publicly and proudly Jewish and hold views around Israel without fear. Antisemitism targets Jews as a people, regardless of religious observance, so our fight against antisemitism also includes combating efforts to delegitimize Israel's existence as a Jewish, democratic state and the demonization of Israel and Israelis through antisemitic rhetoric, tropes, conspiracy theories, and other forms of hateful disinformation.
- We believe that partnering with the broader Greater Boston community, including leaders, partners, and allies from across civic life, enables us to strengthen civil society, public discourse, and create a safer world where all can thrive. CJP's primary responsibility is to our Jewish community, and we also work together with allies in the Greater Boston community to achieve our shared goals and values because we know that we are all stronger together.